



FREQUENTLY ASKED QUESTIONS

ABOUT THE ULP STRIKE

When and where is the strike? What should I do if I am scheduled to work the night shift before the strike starts?

The strike starts at 12:00 AM (0:00) beginning on Wednesday, Nov 20 and ends at 11:59 PM on Nov 21. Anyone who is in the middle of a shift when the strike starts at 12:00 AM on Nov 20 should continue working until the regular end time of that shift. Anyone who is on the picket line and was scheduled to work a shift commencing prior to 12:00 AM (0:00) beginning on Friday, Nov 22 should remain on strike through the close of that shift and not report to work in mid-shift. You will be asked to sign up for an 8-hour picket shift. You should report on time for your picket shift and sign in immediately when you arrive.

What is a ULP?

An Unfair Labor Practice (ULP) refers to an employer's conduct that violates state labor laws. Our union filed an ULP charge with the California Public Employment Relations Board (PERB) against UC because the University is committing ULPs by 1) imposing major increases to healthcare premiums, co-pays and prescription drugs without bargaining as required by law; 2) coming to negotiations unprepared and without authority to bargain; and 3) for months, UC has refused to provide AFSCME with critical information we need to bargain a strong contract. Workers have the right to strike to protest UC's illegal bad-faith bargaining.

What do I need to do on the day of strike? Do I call in daily to tell my supervisor?

Do I call in sick? Do I need to use vacation time?

Strikers do not need to call in, and should not use any paid leave while striking. AFSCME sends notice to UC before we strike about the time and locations of the strike, so supervisors and managers already know AFSCME-represented employees will be striking.

What is my legal right to strike as a per-diem, probationary, or limited appointment employee at UC?

All workers covered by the AFSCME agreement have the legal right to strike, whether per-diem, limited or on probation. Under our current agreement, limited, per-diem and probationary workers can be let go for any reason -- except for reasons that are illegal, like retaliation for union activity (including striking). Retaliation against any union-represented or non-managerial employee for participating in the strike, including per diem workers, probationary workers or limited employees, is strictly illegal. Illegal retaliation includes: reducing someone's appointment or regular hours, changing schedules, and any discipline. AFSCME has and will continue to defend workers experiencing retaliation due to participation in legally protected strikes and union activity. If this occurs, please contact your MAT leader or organizer immediately.

How should I respond if my supervisor asks me if I am going to strike or if I am going to come to work during the strike?

You do not have to answer any questions about your participation in a strike. UC may ask, but it does not have the right to insist that you answer questions about your participation in the strike or any other legally protected union activity. You should not sign anything from management about whether or not you plan to work during the strike. If your supervisor asks you about your participation, they must inform you that you do not need to answer and that UC will not retaliate against you for your participation in the strike. If they do not, please contact your MAT leader immediately.

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I care about my patients and students. Why is UC telling us that our strike will hurt students and patients?

UC will do anything to stop us from striking, which will impact UC financially. Our union has worked diligently to protect our patients before and during any strike. We have given UC more than 10 days' notice of our strike and organized a Patient Protection Task Force, which helps UC staff the hospital in the case a true emergency arises during a strike.

What should I do if my supervisor tells me that I have to come to work during the strike and/or shows me some court document saying that?

Contact the union immediately. UC's standard scare tactic is to convince some employees that they are "required" to work. In the past, AFSCME has worked with PERB and UC so that a limited number of employees are identified to work during the strike and others have been made be available if needed through the Patient Protection Task Force. AFSCME will have a list of anyone who should go to work, so check with your MAT leader or Organizer.

What if my supervisor asks me to work a shift during the strike that I was not scheduled to work?

If your supervisor tries to call you into work on the days you are not scheduled to work, you should tell them "I am not available. I will be participating in the Union strike." You are not required to work during those days. If UC says you are required to work then please see the response to the question immediately above.

I support the strike, but do I have to come to the picket line when I am not scheduled to work?

ALL AFSCME members should come to the picket line whether or not you are scheduled to work during the strike. UC must see our strength in numbers and patients, students and the media will support us more if we are in front of our hospitals and campuses. However, strike assistance is also only given to members who participate in scheduled picket duty during the strike.

I work remotely. How do I participate in the strike?

A powerful picket line shows UC that we are united. We encourage all members to come to the picket line if you are physically able to join at any location, even if you regularly work remotely.. You do not have to notify your supervisor. If you're out of state, talk to your Organizer for more details.

Will I be paid by the union for going on strike?

Going on strike is a sacrifice, it's one that AFSCME members make to show UC that we are willing to do what it takes to win or to send the message that UC can't get away with unfair labor practices. If/when our bargaining team calls for a strike, AFSCME 3299 members are expected to show up to the picket line every day and not go to work for the whole duration of the strike. Our union has a strike fund to pay for strike food and logistics and prevent hardship for striking members; currently, strike assistance for each full day of picketing is available to each member who is on strike for 2 days or longer.

If any UC management asks about your participation in a strike, you do not have to answer. Your supervisor does not have the right to insist that you answer. You should not sign anything from management about whether or not you plan to work during the strike. Use this form to document any illegal tactics by UC.



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