



# FREQUENTLY ASKED QUESTIONS

## ABOUT THE APRIL 1<sup>ST</sup> STRIKE

### **Why is our AFSCME 3299 bargaining team calling for a Solidarity Strike with UPTE-CWA?**

AFSCME 3299 has been negotiating a fair contract with UC since January 2024. For over a year, instead of giving us a fair contract, UC has resorted to serial lawbreaking and bad-faith bargaining. We are not alone. The 20,000 technical, healthcare, and research professionals of UPTE-CWA 9119 have raised similar issues with the UC, and the university has responded with the same disregard. UPTE has called a strike for April 1st, and AFSCME will join in solidarity!

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

The one-day strike starts at 12:00 AM (0:00) beginning on Tuesday, April 1 and ends at 11:59 PM on April 1. Anyone who is in the middle of a shift when the strike starts at 12:00 AM on April 1st 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 Wednesday, April 2, should remain on strike through the close of that shift and not report to work in mid-shift. You should report on time for your picket shift and sign in immediately when you arrive.

### **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.

### **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 needs to 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.

### **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 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 *union-represented or non-managerial employees* for participating in the strike, including per diem workers, probationary workers, or limited employees, is strictly prohibited. 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.

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## **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 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 asked me to work a shift during the strike when 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 above immediately.

## **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.

## **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.

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

When we are on strike as a union, 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. Going on strike is a sacrifice. Our union has a limited strike fund to pay for strike food and logistics and assist with hardship for striking members. Currently, when a strike is 2 days or longer, \$100 strike assistance is available for each member who participates in each full day of scheduled picket duty during the strike. For the upcoming one-day strike, strike assistance will not be available.

**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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