



# FREQUENTLY ASKED QUESTIONS

## ON OUR OPEN-ENDED ULP STRIKE

### **When is the strike? And how long is the strike?**

The strike starts at 12:00 AM (0:00) beginning on Thursday, May 14, 2026. Anyone who is in the middle of a shift when the strike starts at 12:00 AM on May 14, 2026, should continue working until the regular end time of that shift.

An open-ended strike means the strike will continue until UC follows the law, engages in good faith, and gives us a contract that meets our core demands.

### **Why are we going on an open-ended strike?**

Over the last two years, UC has refused to bargain in good faith and given us second-class proposals. We are striking to force UC to obey the law and bargain in good faith until we have a comprehensive deal. Specifically,

- UC illegally implemented a whole host of terms, including increased healthcare rates for workers, and
- UC is also unlawfully failing and refusing to bargain with AFSCME over housing benefits for frontline workers

Left unchecked, these unfair labor practices would keep us falling behind.

### **Is an open-ended strike the only option at this point?**

After more than 2 years of bargaining, UC has only just started to move on some issues but is still refusing to address our core issues - including housing. Their offers are far less than what we deserve. While we continue to take action to put pressure on UC, an open-ended strike is necessary if UC fails to bargain in good faith.

### **Will the negotiation with UC continue?**

Yes, our union remains willing to engage in meaningful negotiations.

### **Why is it important that I participate if a strike is called?**

Forcing UC to obey the law and agree to a contract that addresses all our core demands is key, so we don't keep living paycheck to paycheck. A strong strike sends a powerful message to UC, as well as patients, students, and the media. If UC fails to bargain in good faith, all AFSCME members should participate in the strike and come to the picket line.

### **What do I need to do now to prepare for an open-ended strike?**

You should participate in union meetings and actions and publicly demonstrate your support as a union member. It is also important to start preparing financially by saving money and taking on additional shifts now.

### **If my shift falls on the weekend after May 14, should I go to work?**

You should not go to work during the strike. We will be on strike starting May 14. The strike is 24/7, including weekends, regardless of our picket lines' hours.

### **What happens to my health benefits during a strike?**

Your healthcare benefits will continue during our strike. Back in 2021, our union fought and won AB 237. Because of it, California's public sector employers, like UC, will never be able to cancel their workers' health insurance during a strike. It means you can exercise your legally protected right to strike without worrying about losing healthcare.

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## **Can UC lock us out during the strike?**

No, UC cannot lock us out. We have the legal right to strike over UC's unfair labor practices. It's illegal for UC to retaliate by locking out its striking employees.

## **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.

## **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 4-weeks' 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.

## **Is there a strike fund available?**

Going on strike is a sacrifice. Our union has a limited strike fund to pay for strike food and logistics, and to assist with hardship for striking members. \$100/day strike assistance is available for each member who participates in each full day of scheduled picket duty during the strike. A member will be ineligible for any hardship assistance if they go to work at UC for any shifts during the strike's duration unless they do so through the Patient Protection Task Force or because they have been designated by AFSCME to work in a position exempt from the strike.

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