



American Federation of State, County,
and Municipal Employees, AFL-CIO

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November 8, 2024

Via e-mail

Cheryl Lloyd
Vice President, Systemwide Human Resources and Chief Human Resources Officer
Office of the President
University of California
1111 Franklin Street, 5th Floor
Oakland, CA 94607

Re: Notice of Two-Day Unfair Labor Practice Strike

Dear Ms. Lloyd:

AFSCME Local 3299 hereby gives notice of its intent to engage in a strike, as well as engage in picketing activity, by members of the Patient Care Technical (EX) and Service (SX) bargaining units in protest of the University of California's unfair labor practices in negotiations. The strike will be for a period of 48 hours at all University of California locations, including medical centers and clinics, student health centers, and campuses, and includes all EX and SX bargaining unit employees.

The strike is called to protest the University's unfair labor practices, including its bad-faith bargaining in contract negotiations, unilateral changes to health insurance co-pays, premiums, and prescription drug costs, and failure to provide basic information necessary and relevant to bargaining. Among other things and as detailed in Unfair Practice Charge No. SF-CE-1477-H:

- UC has come to the bargaining table unprepared and without authority, while also changing its chief negotiator midstream, further undermining productive bargaining;
- UC has made predictably unacceptable bargaining proposals, including making wages contingent on UC state funding, eliminating caps on health insurance premiums, and making proposals identical to ones AFSCME already rejected;
- UC has announced unilateral changes that will increase health insurance premiums, increase copays, and increase the costs of prescription drugs, even though the parties have not completed bargaining; and
- UC has failed to provide information in response to multiple information requests relating to bargaining, including information about staffing and vacancies, payroll costs associated with wage increases, financial projections, wage tables, and more.

UC'S LARGEST EMPLOYEE UNION

Strike Duration

The strike and picketing will commence with all shifts that start after 12:00am (00:00) at the beginning of Wednesday, November 20, 2024 and last through Thursday, November 21, 2024. Workers whose shifts start after 12:00am (00:00) at the beginning of Wednesday, November 20 will not report to work until after the strike is over. Employees who are in the midst of their shifts at that time will continue working through the regular end of their shifts and will not leave mid-shift.

The strike will conclude with all shifts starting after 12:00am (00:00) at the beginning of Friday, November 22, 2024. Striking workers whose shifts start after 12:00am (00:00) at the beginning of Friday, November 22 will report to work at the beginning of their regularly scheduled shifts on Friday. Striking employees who are scheduled to work shifts that start before 12:00am (24:00) at the end of Thursday, November 21 will remain on strike through the regular end of those shifts and will not report to work mid-shift.

Exemptions from the Strike

If a location is affected by a disaster causing a rapid surge in medical treatment needs in the region, the strike will be called off at that location.

AFSCME has also created a Patient Protection Task Force to assist in providing additional EX staffing if unmet emergent staffing needs arise during the strike. AFSCME will provide the University with additional information about the Patient Protection Task Force under separate cover.

Compared with prior years in which strikes took place, AFSCME now has increased transparency into the University's use of contract labor, which shows that the University has a significant number of replacement and non-bargaining unit personnel available, including the contract workers UC regularly employs to perform AFSCME bargaining unit work at all of the medical centers. Additionally, before it can seek to enjoin any employees because UC claims their absence will substantially and imminently threaten public health or safety, the University must take all necessary steps to reduce services and take advantage of coverage options, including by reducing the patient census at medical centers; canceling or rescheduling elective procedures; using supervisors, managers, and non-striking personnel to work during the strike; and contacting all companies or other entities that are able to provide replacement employees or services, and contracting with them for replacement employees and services. AFSCME has also asked UC to provide information on its strike contingency planning and the availability of replacement workers, but UC has refused to do so, resulting in AFSCME filing Unfair Practice Charge No. SF-CE-1483-H.

In light of these circumstances, AFSCME believes the University can meet all emergent needs during the course of the strike without any AFSCME-represented employees working during the strike. However, if the University believes this is incorrect, AFSCME is prepared to discuss possible non-precedent setting exemptions from the strike.

Notice of Unconditional Return to Work

AFSCME, on behalf of all employees who engage in strike activity as provided in this notice, hereby provides notice that striking employees will unconditionally return to their positions and will work at their regularly scheduled hours beginning with all shifts that commence after 12:00am (00:00) at the beginning of Friday, November 22, 2024.

Sincerely,

A handwritten signature in black ink, appearing to read 'Liz Perlman', written in a cursive style.

Liz Perlman

Executive Director, AFSCME Local 3299

Cc: Michael Avant
Melissa Matella
Matt Teaford
Guillermo Santucci
UC Chancellors
UC Medical Center CEOs