



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

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February 14, 2025

Via email

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. 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 attempts to silence AFSCME members as they demand that the University address the cost-of-living and housing affordability crises plaguing UC workers, and UC's blatant interference with workers' right to strike and engage in other concerted activity. Among other things and as detailed in Unfair Practice Charge Nos. SF-CE-1496-H and SF-CE-1497-H:

- UC has unilaterally enacted policies to restrict union access and limit workers' rights to protest, picket and leaflet and did so without bargaining. When AFSCME demanded that UC rescind the changes and bargain over these changes, it refused to do so;
- UC has threatened workers with arrest, Penal Code citations, and discipline for engaging in informational picketing and other expressive activity, including by using UC police to confront workers and remove them from the location where they were picketing;
- UC unilaterally forced employees to work during AFSCME's November 21-22, 2024 unfair practice strike, falsely telling them they were "enjoined" or that AFSCME had agreed that they should work before any agreement had been reached;
- UC disciplined or wrote up employees who participated in the November unfair practice strike; and
- In the lead up to the November unfair practice strike. UC engaged in illegal polling and intimidation of workers, including by issuing threats to strikers and promises of benefit to those who UC hoped would cross their own picket line.

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, February 26, 2025 and last through Thursday, February 27, 2025. Workers whose shifts start after 12:00am (00:00) at the beginning of Wednesday, February 26 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, February 28, 2024. Striking workers whose shifts start after 12:00am (00:00) at the beginning of Friday, February 28 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, February 27 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.

AFSCME has repeatedly 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. Yet the University has a significant number of replacement and non-bargaining unit personnel available, including contract workers UC regularly employs to perform AFSCME bargaining unit work and strike replacement workers available through outside vendors. 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; cancelling 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.

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 that a discrete number of positions should be staffed by AFSCME members during the strike because the work cannot be rescheduled and the positions cannot be filled by others, AFSCME reiterates that the University should immediately provide the following information also requested on January 27, 2025:

- a) documentation of each medical center's efforts (if any) to reduce the patient census and reschedule non-emergent procedures and appointments;
- b) documentation of Vaya, Huffmaster, and other striker replacement companies' final fill rates (i.e. documentation showing the number of striker replacements each company supplied to UC to work during the strike);
- c) pre-strike polling data showing the number of workers in classifications at issue who told the University that they planned to work during the strike before the November 20-21 strike and the number who do so before the upcoming strike;
- d) the number of workers in each classification at issue who voluntarily crossed the picket line to work during the November 20-21 ULP strike.

This information would inform discussions about potential exemptions, if any, 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 12:00 am (00:00) at the beginning of Friday, February 28, 2025.

Sincerely,



Liz Perlman
Executive Director, AFSCME Local 3299

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