

April 15, 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 One-Day Unfair Labor Practice Strike**

Dear Ms. Lloyd:

UPTE CWA 9119 hereby gives notice of its intent to engage in a strike, as well as engage in picketing activity, by members of the Healthcare Professionals (HX), Research Support (RX), and Technical Employees (TX) bargaining units in protest of the University of California's unfair labor practices. The strike will be for a period of 24 hours at all University of California locations including its medical centers and clinics, student health centers, and campuses, and includes all HX, RX, and TX bargaining unit employees.

The strike is called to protest the University's unfair labor practices described in Unfair Practice Charge Nos. SF-CE-1472-H and SF-CE-1506-H, which reflect the University's ongoing bad faith bargaining and its desire to expand its footprint while leaving workers behind.

As described in PERB Case No. SF-CE-1472-H, when the University acquired eight new hospitals in the spring of 2024 it unlawfully unilaterally changed policy by denying vesting credit in the UC Retirement plan for its new employees at six of the new hospitals: UCSD Health East Campus, UCLA Health West Valley, UCI Health Fountain Valley, UCI Health Placentia Linda, UCI Health Los Alamitos, and UCI Health Lakewood. And as described in PERB Case No. SF-CE-1506-H, the University recently implement a systemwide hiring freeze, with no notice to UPTE, and has denied UPTE the opportunity to meaningfully bargain over the decision or its effects.

**Strike Duration**

The strike and picketing will commence with all shifts that start after 12:00am (00:00) at the beginning of Thursday, May 1, 2025 and last for 24 hours. Workers whose shifts start after 12:00 am (00:00) at the beginning of Thursday, May 1 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.

**UNIVERSITY PROFESSIONAL & TECHNICAL EMPLOYEES**

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The strike will conclude with all shifts starting after 11:59 pm (23:59) at the end of Thursday, May 1, 2025. Striking workers whose shifts start on or after 12:00 am (00:00) at the beginning of Friday, May 2, 2025 will report to work at the beginning of their regularly scheduled shifts on Friday. Striking employees who are scheduled to work shifts that start on or before 11:59 pm (23:59) at the end of Thursday, May 1 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.

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

UPTE 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 UPTE filing Unfair Practice Charge No. SF-CE-1481-H. Moreover, in prior strikes, it has become apparent that UC is not taking adequate measures to reduce services and take advantage of coverage options, but is instead is over-relying on exempted employees. UC must reduce the patient census at medical centers; cancel or reschedule elective procedures; use supervisors, managers, and non-striking personnel to work during the strike; send laboratory samples to outside labs for testing; and contact *all* companies or other entities that are able to provide replacement employees or services, and contracting with them for replacement employees and services. Despite UC's failure to adopt all possible contingency measures, UPTE has received reports from prior strikes that exempted employees have been required to perform non-urgent work, including administrative work and that UC has not adequately implemented the contingency measures as described above.

UPTE has provided the University with significantly longer notice of this one-day strike, with the expectation that UC will take full advantage of the period before the strike by rescheduling all non-emergent procedures scheduled for May 1; not scheduling new procedures for May 1; taking full advantage of replacement and non-bargaining unit personnel, including by contacting vendors with whom it may not already have a contractual relationship; and that, if it polls employees, that it will rely on this information and on crossover data from prior strikes.

In light of these circumstances, UPTE believes the University can meet all emergent needs during the course of the strike without any UPTE-represented employees working during the strike. However, if the University believes that a discrete number of positions should be staffed by UPTE members during the strike because the work cannot be rescheduled and the positions cannot be filled by others, UPTE requests – yet again – that the University

immediately provide the following information, which was also requested on January 28, 2025 for the November unfair practice strike, and on March 21, 2025, for the April unfair practice strike:

1. For each medical center, documents reflecting any reduction in patient census for strikes that took place between January 1, 2018 to the present. The documents should reflect the extent to which each medical center reduced patient census prior to the November 2024 and February unfair practice strikes;
2. Provide all polling data for UPTE-represented CLSes, Pharmacists, and Poison Control Pharmacists that UC received prior to the November 2024 and February 2025 unfair practice strikes;
3. By classification, provide the number of UPTE-represented UCSF Pharmacists, CLSes, and Poison Control Pharmacists that voluntarily crossed the picket line on each day of the November 2024 and February 2025 strikes; and
4. Provide final strike request and replacement numbers for all HX-unit classifications from Aya, Huffmaster, or any other strike replacement vendor for any strike from January 1, 2018 to the present.

This information would inform discussions about potential exemptions, if any, from the strike.

### **Notice of Unconditional Return to Work**

UPTE, 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 on or after 12:00 am (00:00) at the beginning of Friday, May 2, 2025.

Sincerely,



Dan Russell  
President, UPTE CWA 9119

Cc: Melissa Matella  
Matt Teafor  
E. Kevin Young  
UC Chancellors  
UC Medical Center CEOs