



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

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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:

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 24 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 described in Unfair Practice Charge Nos. SF-CE-1472-H and SF-CE-1507-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 late 2023 and 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-1507-H, the University recently implemented a systemwide hiring freeze, with no notice to AFSCME, and has denied AFSCME the opportunity to meaningfully bargain over the decision or its many effects.

**UC'S LARGEST EMPLOYEE UNION**

### **Strike Duration**

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

The strike will conclude with all shifts starting after 12:00 am (00:00) at the beginning of Friday, May 2, 2024. Striking workers whose shifts start after 12:00 am (00:00) at the beginning of Friday, May 2 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 12:00 am (24:00) 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.

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; 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 is also providing significantly longer notice of this one-day strike so that UC has more than enough time to reschedule non-emergent procedures; not schedule new procedures; take full advantage of replacement and non-bargaining unit personnel, including by contacting vendors even if it does not have a pre-existing relationship with them; and with the expectation that, if it polls employees, it will rely on this information and on crossover data from prior strikes.

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, the University should immediately provide the following information to AFSCME, which was also requested multiple times including on January 27, 2025 for the November unfair practice strike, and since:

- 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 for the November 20-21, February 26-27 and April 1 unfair practice strikes (i.e., documentation showing the number of striker replacements each company supplied to UC to work during the strikes);
- 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 November 20-21, February 26-27 and April 1 strikes, and the number who do so before the upcoming strike; and
- d) the number of workers in each classification at issue who voluntarily crossed the picket line to work during the November 20-21, February 26-27 and April 1 strikes.

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, May 2, 2025.

Sincerely,



Liz Perlman  
Executive Director, AFSCME Local 3299

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