



What do I tell my supervisor?

FAQs about our Oct 23-25 Strike

Thousands of UPTE Healthcare (HX), Research (RX), and Technical (TX) members have just voted to authorize a strike, with 97% voting YES. AFSCME 3299 has announced that Patient Care Technical workers (EX) will strike October 23-25 and UPTE members of the HX, RX and TX units will be striking in solidarity. We know that this will be our biggest strike ever - but we have to make sure that all of our co-workers are committed to joining us and come to the picket lines each day of the strike.

What do I do if my supervisor asks me if I'm striking?

You don't have to say anything - and the best response is "I'm thinking about it." Your supervisor is legally prohibited from encouraging you not to strike or threatening any repercussions, including probationary and per-diem workers.

Is striking really necessary?

UC just imposed many of the same cuts on AFSCME 3299 Patient Care Technical workers that they are proposing for UPTE members - a dangerous undermining of the pension plan, increases to healthcare premiums, eliminating guaranteed step increases, and undermining job security protections. We must stand in solidarity with our Patient Care co-workers to let UC know that this is not right.

Is striking legally protected?

Your right to strike is guaranteed by California state law, HEERA as well as the Constitution. The law prohibits UC from retaliating against workers for participating in the strike in any way. Per diem, probationary, and student workers also have the right to strike.

Do I have to notify my manager that I'm not coming to work?

UPTE-CWA will send a legal notice to UC that informs them that you will be on strike. You should not call-out sick and are not obligated to tell your manager about your participation in the strike.

Contact your UPTE Staff or email info@upte-cwa.org with further questions!

Where do I go the days of the strike?

You should report to the picket line at or before 9am. Contact your UPTe Leadership Development Coordinator or Organizing Committee member to sign up for a picket shift. Make sure to sign in and out at the picket line once you're there.

Do I get paid while on strike?

No, although UPTe provides \$60 strike assistance for each day that members spend 5 hours on the picket line. You will need to sign in and out each day in order to receive your strike assistance.

Can I use vacation or sick time?

Management will deny new vacation requests during the strike - if you already have vacation approved, however, they cannot cancel it. You could face repercussions for using sick time in order to strike.

Wouldn't a strike hurt patients, students, and research?

UC has chosen to spend more and more on executives - hiring 4.5 times the rate of top administrators as new frontline staff and handing out massive bonuses to CEOs and Chancellors while asking frontline staff to accept cuts. This has come at the cost of chronic understaffing and overwork throughout much of the UC system, putting patient care and student services at risk. Patient Care Technical workers' demands for increased staffing, job security, and better pay and benefits will help alleviate short-staffing on all of us and improve patient care. Achieving these demands would help support the mission of the University and have ripple effects in communities throughout our state for years to come.



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