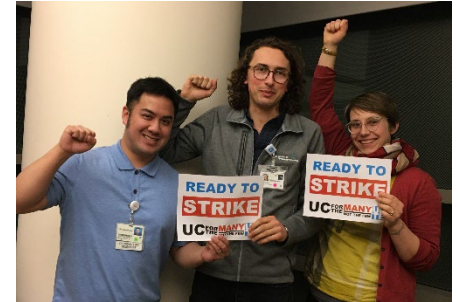


# UPTE STRIKE! March 20

All UPTE members will be on strike for 24 hours, beginning at 4am on March 20th. UPTE Research and Technical (RX/TX) members are striking for a fair contract and Healthcare (HX) members will be striking in solidarity!



After 20 months of negotiations UC executives are still offering RX/TX less than half of the raises that they agreed to with CNA-represented nurses and none of the additional contract victories.



UC has admitted that they can afford to give RX/TX members what they deserve - now we have to show them that we won't give up the fight to win what we need to continue providing the best education, research, and healthcare to millions of Californians!

## DO WE DESERVE LESS?

### UC Contract with Nurses

- ✓ 25% raise over 5 years (includes steps)
- ✓ Market equity increases
- ✓ Improved Job Security
- ✓ Improved Staffing Ratios
- ✓ No Pension Cuts

### UC Offers to UPTE

- 10-12% raise over 5 years (no steps)
- No Market Equity
- No Daily Overtime
- No Career Job Protections
- Pension Cuts



UPTE.org

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University Professional and Technical Employees

UPTE

**Is striking legally protected?** YES! Your right to strike is protected by California state law under both the Higher Education Employer-Employee Relations Act (HEERA) and decisions by the California Supreme Court. 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.

While UC may try to prevent UPTe workers from striking by going to court and claiming that the strike is illegal, the Public Employment Relations Board (PERB) has rejected these arguments repeatedly. A limited group of HX workers may be required to work during the strike – and will be notified directly by UPTe- but the overwhelming majority of UPTe members have an unquestionable right to strike.

**What do I do if my supervisor asks me if I'm striking?** You have the legal right not to answer - and the best responses are "Yes" or "I'm thinking about it. I'll talk to my union representative." Your supervisor is legally prohibited from encouraging you not to strike or threatening any repercussions, including probationary and per-diem workers.

**Do I have to notify my manager that I'm not coming to work?** NO! UPTe will send a legal notice to UC that informs the university that UPTe will be striking. You should not call-out sick and are not obligated to tell your manager about your participation in the strike.

**Is striking really necessary?** YES! UC has threatened to impose the same cuts on RX/TX that they have already imposed on AFSCME, even though the bargaining impasse is the product of UC's bad-faith bargaining tactics. Negotiations have produced next to no movement on our major demands. A strong strike now will show UC executives, lawmakers, and the public that we are not backing down.

**Where do I go the days of the strike?** You should report to the picket line at or before 7am. 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 members who spend 5 hours on the picket line. You will need to sign in and out to receive the strike assistance.

**Can I use vacation or sick time?** NO! 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?** A strike is the best option that we have to win the demands that will allow us to continue providing the best education, patient care, and research by recruiting and retaining the best Research and Technical workers. No UPTe members want to leave their work for even a day but achieving these demands would help support the mission of the University and have ripple effects in communities throughout our state for years to come.

