



May 21: JOIN THE STRIKE LINE!

FOR OUR PATIENTS

Quality patient care is our goal, every day and in every way, and that is the aim of the AFSCME strike we are honoring. But with recent decisions to lay off positions, speed up work and underfund staff, UC has been undermining our ability to provide that care. Our work makes UC a leader in patient care, scientific discovery and education, but UC is continually trying to undermine employee wages and the retirement plan.



CWA 9119
AFL • CIO

FOR FAIRNESS

UC's five medical centers made more than \$500 million in profit last year. The state has proposed 5 years of steady funding increases for UC. Why should workers give up benefits and pay their predecessors won for us?

AFSCME called this strike on issues that we know all too well. UC wants to slash average payouts to retirees by \$1,200 a month for those hired after July 1, 2013 and force half of existing staff to work 15 years longer for the same retiree health benefits.

Together, hard-working UC employees have built the UC pension plan over 50 years. We won't let UC divide us or dismantle it.

FOR THE UNIVERSITY

UC's mission is to serve the public, but its executives seem to be more focused on awarding themselves exorbitant pay and retirement benefits. In the last 5 years, the number of UC officials making over \$1 million per year has quadrupled. Annual payroll data shows that despite UC's claims of poverty, spending on salaries has risen 29% over the last 6 years.

Real reform at UC would mean lowering the cap on UC executive pensions (which can go as high as \$375,000 a year), and creating accountability and transparency by electing union reps to the governing boards of our pension and retiree health benefits funds.

FREQUENTLY ASKED QUESTIONS

Q. WHO IS ON STRIKE?

A. UPTe-CWA health care (HX) professional members are sympathy striking for a full day on May 21 in support of AFSCME's patient care technical workers. AFSCME workers' issues are very similar to ones we are fighting for: fair wages, a secure retirement and other conditions that promote quality patient care. It's in our interest that AFSCME secure a good contract. This is a sympathy strike with AFSCME workers for 24 hours, from 4am on Tuesday, May 21 to 4am on Wednesday, May 22.

Q. WHEN DOES THE STRIKE START AND END?

A. UPTe's sympathy strike will begin at 4 am on Tuesday, May 21 and end at 4 am on Wednesday, May 22. If the strike begins while you are at work, you should continue working your shift. If your shift begins during the 24-hour strike period, you may participate in the strike even if your shift ends after 4 am on Wednesday, May 22.

Q. IS IT LEGAL TO PARTICIPATE IN AFSCME'S STRIKE?

A. Yes, it is legal for us to sympathy strike in support of our colleagues in the AFSCME patient care technical unit. UC tried to get an injunction against the strike, but the state's Public Employment Relations Board has ruled AFSCME's strike legal, as well as UPTe's sympathy strike. AFSCME's service workers are also striking in sympathy. UPTe is striking with patient care workers because their issues are righteous ones and we are very familiar with having to fight for them – fair wages, a secure retirement and staffing levels and other conditions that promote quality patient care. AFSCME has in the past supported us in our own fights with UC over the same issues. It's definitely in our interest for AFSCME to secure a good contract. UPTe's HX unit has given UC 10-day notice to allow UC to make arrangements to cover the work.

Q. WOULDN'T A STRIKE HURT THE WORK/OUR PATIENTS WE ARE DEDICATED TO SERVING?

A. UC patient care staff are chronically overworked and understaffed because experienced, talented colleagues leave for less stressful, more lucrative positions elsewhere. Add in the lesser two-tier pension, and the need to push retirement back 15 years because retiree health care is unaffordable, and you can see the situation will only worsen. The loyal UC workers who remain are left with more weekends, holidays, and nights to work as they waste time training new hires that don't stay. Patient care suffers.

Q. DOES UPTe HAVE STRIKE BENEFITS?

A. UPTe has a strike fund, and provides a benefit for strike participation of \$60/day. A minimum amount of time on the picket line is required to get your strike benefit.

Q. WILL THERE BE ANY RETALIATION BY MANAGEMENT FOR PARTICIPATING IN THE STRIKE?

A. While we can't guarantee that some unenlightened managers or supervisors won't attempt to punish you for striking, to do so is against the law, and UPTe will protect you every step of the way. Any strike initiated by this union will be legal. Any retaliation by UC will be illegal and fought against. There have been very few, isolated retaliations against striking workers in the past by UC.

Q. I'M ESSENTIAL TO THE CARE OF MY PATIENTS, SHOULD I STILL STRIKE?

A. UPTe has been working with our attorneys, PERB and UC on this issue. So far, it is clear only that a small number of Clinical Lab Scientists will supplement supervisors, and the same will occur for various titles at the SF General Hospital and also among Poison Control Pharmacists and Hospital Radiation Physicists. In addition, we are creating a Patient Protection Task Force that could respond to any unforeseen emergent staffing need. Should a major emergency occur, the strike will be cancelled and members will immediately return to work.

Q. I HAVE MORE QUESTIONS. WHO SHOULD I CALL?

A. Read UPTe's Strike FAQs at <www.upte.org> or contact your UPTe local or workplace steward with any questions.

TAKE BACK OUR PUBLIC UNIVERSITY!

