

Strike FAQ

1. **What is a strike?** To strike means to withhold one's labor – for a day, for a week, or longer. The length of the strike depends on how we can most effectively put pressure on UC. Strikes based at the medical centers require 10-day notice so that UC has time to arrange for patient needs.
2. **What type of strike is this?** The UPTe Executive Board is calling for a sympathy strike in solidarity with AFSCME service workers, who are at impasse with UC. We expect that AFSCME patient care workers and CNA will also strike in sympathy with the service workers. Together, we will all be united on the picket line to show UC that we will not be treated like second-class workers.
3. **Do we have a “no strike” clause in our contract?** Yes, we do, and that means we can't strike during the life of our contract. However, our contracts expired at the end of September (RXTX) and October (HX) 2017.
4. **UC is saying the strike is illegal, what should I do?** UC is going to throw everything it can at you to scare you and try to get you to not participate in any strike action. This sympathy strike in solidarity with AFSCME service workers is legal. If you have specific questions please let us know, we are happy to try to answer any of your questions and concerns. Also, please forward any memos, flyers, emails, etc. you receive from management regarding the strike to info@upte-cwa.org.
5. **How should I respond if my supervisor asks me if I am going on strike or if I am going to come to work during the strike? Or do I have to fill out a paper answering those questions?** You don't need to answer if you don't want to. You should not sign anything from management about whether or not you plan to strike and you should contact your UPTe rep. right away.
6. **What should I do during a strike?** Instead of going to work, join us on the picket line to encourage other workers to do the same. We will not block doors, stop students, patients, visitors, staff, etc. from entering buildings.
7. **Wouldn't a strike hurt those whom we are dedicated to serving?** UC provides under market wages with less than cost-of-living wage increases year after year. This is a shortsighted policy, leading to long-term harm to the UC community - students, patients, researchers, and academics. Staff are chronically overworked and understaffed because experienced, talented colleagues leave for less stressful, more lucrative positions elsewhere. Those loyal workers who remain are left with more weekends, holidays, nights to work as they waste time training new hires who don't stay.
8. **Does UPTe have strike benefits?** 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.
9. **Will I be fined if I cross the picket line?** UPTe does not have a policy of fining members who cross picket lines. However, for a successful strike, we need you to participate!
10. **Can management retaliate for participating in the strike?** No - but they may try. It is against the law and we 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.
11. **I'm worried about the care of my patients, should I still strike?** UPTe will provide UC notice at least 10 days before the strike. UC has many contingency plans for strikes (including reducing patient census and using replacements when necessary.) During previous strikes, we have made sure that patients are safe and our legal team will be working with PERB to ensure that patients are safe and that workers' right to strike is protected. Some health care professionals may be asked to come to work during the strike. We are establishing point people at the medical centers to help with this very important work.