

June 09, 2005

DEANS, DIRECTORS, DEPARTMENT CHAIRS & ADMINISTRATIVE OFFICERS

Communication for Managers and Supervisors re: CUE Strike (June 14-15, 2005)

As you may know, CUE, the union representing clerical employees, has notified its members of its intent to hold a one to three day strike between June 13-15, 2005 at various UC locations. At UCLA, we understand that a strike is planned for Tuesday, June 14 and Wednesday June 15, 2005. Other unions may support this planned action by CUE.

For your information, the University believes that the planned CUE strike violates the state's labor laws, as the parties have not yet completed the negotiation process including impasse, mediation and fact-finding. At this time, the University and CUE are still holding negotiation sessions. The University believes CUE has failed to bargain in good faith and has advised the various unions of its position in this matter.

Although CUE documents attempt to tie this action to the long since settled 2003-2004 reopener bargaining, the conduct of the union as well as other CUE literature and statements made at the bargaining table make it clear that this strike is meant to put economic pressure on the University at the current successor bargaining table.

Employee Activities in Support of the Strike

University employees enjoy certain legal protections for activities on non-work time, such as informational picketing, leafleting, or demonstrating. The University stands behind free speech and the rights of employees to engage in activity protected by HEERA, but will not accept behaviors that interfere with the work of the University.

If you are aware of your employees' activities with respect to missing work, you may be asked to share this information with the Labor Relations Office. Your contribution, however, will primarily be to communicate to employees your expectations regarding absences during the CUE strike.

Employee Absences During the Strike

Please be aware that employees who do not perform their assigned duties during a work stoppage or other concerted action, unless on authorized leave, will not be paid for the period of non-performance. As always, employees who do not already

have prior approval to be off work (e.g., vacation, compensatory time off, etc.) are expected to notify their department prior to their scheduled starting time in accordance with departmental procedures if they are not planning to be at work. Failure to properly notify and receive approval for an absence results in that absence being considered unauthorized. If an employee calls in on the day(s) of the CUE strike (June 14-15, 2005) and requests sick leave, departments should require that the employee provide a doctor's note upon return to work. If a doctor's note is not provided, the absence will not be approved and the employee will not be able to use sick leave or be paid for the day. It is important for employees to understand that unapproved/unauthorized absences may be grounds for disciplinary action.

Management Communications

We recommend that you communicate your expectations regarding absences to employees prior to the strike. A model communication that may be used for this purpose has been sent to your human resources managers. Managers/supervisors may ask employees if they plan to come to work on June 14-15 for the purposes of determining staffing needs. However, managers/supervisors should not survey or communicate with employees concerning their intention to participate or not participate in a strike.

If you have any questions, please contact Labor Relations in Campus Human Resources at (310) 794-0860 or Healthcare Human Resources at (310) 794-0500. For more information, please visit the Updates and News section of the CHR website at http://www.chr.ucla.edu/chr/updatesnews_chr.html.

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