

April 11, 2005

DEANS, DIRECTORS, DEPARTMENT CHAIRS & ADMINISTRATIVE OFFICERS

**Communications for Managers and Supervisors Re: AFSCME Strike (April 14, 2005)**

As you may know, AFSCME, the union representing service employees at all UC campuses, has notified the University of its intent to hold a one-day strike on Thursday April 14, 2005. The University has also received a letter from CUE, the union representing clerical employees, indicating its intent to honor the AFSCME picket lines. We have general information that other unions (UPTE representing Technical and Research Support professionals, and UAW representing student employees) may support this planned action by AFSCME, although this information has not been formally confirmed.

For your information, the University believes that the planned AFSCME strike violates the state's labor laws, as the parties have not yet completed the statutorily-mandated impasse process. The University believes that AFSCME has failed to participate in the impasse process in good faith and has advised the various unions of its position in this matter.

**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 is firmly committed to 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.

**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. Additionally, employees who decide to call in sick on the day of the AFSCME strike and request sick leave will be required to provide a doctor's note verifying their illness upon return to work. If such medical documentation is not provided, their absence will not be deemed to have been authorized and they will not be paid for the period of their absence. Likewise, use of vacation leave needs to be approved in advance in accordance with normal practices.

If you or other managers in your organization are aware of your employees' activities with respect to missing work, you may be asked to share this information with the Labor Relations Office in Campus Human Resources or in Healthcare Human Resources.

## **Communicating with Employees**

We recommend that you communicate to employees your expectations regarding absences during the AFSCME strike. Something we believe is very helpful to supervisors and their departments is the practice of directly telling each of your employees on the day before the announced strike activity that you are counting on them to come to work the next day. In addition, please take the opportunity to inform your employees that it is the goal of the campus to minimize disruptions that might occur as a result of the announced strike and to maintain essential services consistent with normal campus operations. Additionally, we are committed to maintaining a safe and respectful work environment for all employees and for students. We will be sending a model communication to your human resources managers that may be used to send your employees this information before the strike.

For more information, please contact Campus Human Resources Employee/Labor Relations at (310) 794-0860 or Healthcare Human Resources Labor Relations at (310) 794-0500 or visit the Q&A website at [http://atyourservice.ucop.edu/employees/policies/labor\\_relations/q&a.pdf](http://atyourservice.ucop.edu/employees/policies/labor_relations/q&a.pdf).

Sincerely,

***Lubbe Levin***

Assistant Vice Chancellor  
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***Mark A. Speare***

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