

UC Student Health Doctors Strike FREQUENTLY ASKED QUESTIONS

Q. What is a ULP?

An Unfair Labor Practice (ULP) is a violation of the labor laws enforced by the California Public Employment Relations Board (PERB). UAPD has filed ULP charges against the University for failing to negotiate in good faith. For instance, UC illegally increased our pension contribution without negotiating over the issue after they said they would not do so. They are refusing to provide financial information that the union needs to bargain over economic issues. These are both ULPs. We have given UC simple ways to resolve these ULPs, but they have refused to do so.

Q. What is a ULP Strike?

A ULP strike occurs when employees stop working to protest violations of law that their employer has committed. A ULP strike is sometimes necessary to force an employer to bargain in good faith and remedy the ULPs.

Q. Do I have to strike?

The choice to strike is entirely yours. However, over 90% of doctors voted to authorize the UAPD Bargaining Team to call a strike if they deemed it necessary. More than 90% of doctors participated in our first strike in January. Based on the past year at the bargaining table, the team firmly believes that strikes are an effective way to compel UC to bargain fairly. Honoring the strike moves all of us closer to a remedy for our current situation, while working that day undermines the effort. To increase our chances of settling this dispute fairly, we urge you to honor the strike.

Q. If I am not scheduled to work during the strike, do I need to come to the picket line?

We are asking all UAPD members to come to the nearest picket line whether or not you are scheduled to work. One measure of the success of a strike is the number of people who stand together at a work site. Every person's presence counts a great deal. Information about picket locations and times will be announced soon. Sign-up sheets for strike shifts will circulate as well.

Q. Can I just work from home during the strike?

No. You maximize your legal protections and the effectiveness of our action by going fully on strike. That means not doing any of your work duties during the period of time the strike is in effect.

Q. What do I need to do on the day of strike? Do I call in to tell my supervisor? Do I call in sick? Do I need to use vacation time?

UAPD has given UCOP notice that we will strike. Management on your campus will be aware that UAPD members are going on strike, so you don't need to give any additional notice. Remember that sick time can only be used for legitimate medical uses, which has nothing to do with a strike. UC typically denies use of vacation and sick time on strike days.

Q. How should I respond if my supervisor asks me if I am going on strike?

You should tell them that you are participating in the strike. Do not sign anything from management about whether or not you plan to strike unless you are threatened with immediate discipline for refusing to do so. If asked to sign something, contact a UAPD staff member immediately.

UC Student Health Doctors Strike FREQUENTLY ASKED QUESTIONS

Q. What if my supervisor tells me that I have to come to work during the strike and/or shows me some document saying that?

While a supervisor might do this, it is very unlikely to be legitimate. Check with a UAPD staff member immediately.

Q: Can I face retaliation for striking?

No. ULP strikes are legal and your participation would be protected by law. Types of retaliation that are strictly prohibited include reducing someone's appointment or regular hours, changing schedules, and disciplining a person for striking. If you ever believe you have been retaliated against for union activity, you should contact the Union immediately.

Q: What about intimidation?

Under the law, you cannot be intimidated or pressured into not participating in a strike. If you feel you are being intimidated or pressured, contact the Union immediately.

Q. Will my pay be docked during a strike?

Yes. Under the law management can refuse to pay you for the hours you do not work while striking if you are scheduled for that day.

Q. What is my legal right to strike as a per diem, part-time, or limited appointment employee at UC?

All workers have the same right to strike, whether per-diem, part-time, limited appointment or on probation. UC cannot compel per diem, part-time or limited appointment workers to pick up shifts left open by strikers, and doctors should not agree to fill such shifts if asked.

Q: Will this strike compromise patient care?

We gave UCOP advanced notice of our strike to give management ample time to reschedule appointments and find non-bargaining unit doctors to handle urgent care on the day of the strike. Therefore a strike should have little impact on students in the immediate moment. In the long run, a strike will likely improve patient care, by pushing UC to start dealing fairly with doctors, making it easier to recruit and retain them, and by adding to the pressure to increase funding for health services on campus.