CNA AND UPTE WILL NOT STRIKE WITH AFSCME; INFORMATION ABOUT UNION FINES DURING AN AFSCME STRIKE.

AFSCME has announced a one-day strike this week at UC medical centers and campuses across the State. AFSCME is the only union at UC medical centers calling for a strike, UC employees should understand that:

**CNA and UPTE will NOT engage in sympathy strikes with AFSCME this week.**

UC and CNA have reached a tentative agreement for a new four-year labor contract. And UC and UPTE have agreed to resume bargaining over a new contract for UPTE-Health Care Professionals bargaining unit. In some cases, union officials are advising AFSCME-represented employees that they will be fined if they do not participate in a strike. It is important for UC employees to know:

**No employee is ever under any obligation to strike.**

Unions are legally prohibited from threatening or coercing members in other ways to keep them from coming to work. However, AFSCME may have the right to levy fines against union members, but not non-members (employees in the AFSCME bargaining unit who pay the agency fee), who choose to work during a strike. A union member who does not wish to strike needs to contact her/his local union representative regarding possible penalties for not striking.

Even though AFSCME may levy fines against union members who choose not to strike, UC employees should understand:

**The University will not deduct union fines from employees’ paychecks.**

If the Union decides to levy fines, it will fall to AFSCME to collect them. The University will not take deductions from your paycheck without your authorization.