

UC is lying!

UC is telling everyone that CUE's strike on June 14th & 15th is illegal and that unauthorized absences could lead to discipline.

UC is lying. Under HEERA (the law covering UC labor relations), the only strikes that are illegal are pre-impasse strikes (with the exception of strikes over unfair labor practices committed by the employer). The premise of HEERA is that both parties are required to negotiate in good faith, and that includes participating in good faith in the impasse procedure.

CUE has done that. We went through impasse, mediation, and fact finding for the "re-opener" bargaining for 2003-04. We waited for the neutral fact finder's report, which was issued in February. CUE has entirely met our obligation to bargain in good faith with the University, and now that 2003-04 bargaining has concluded, we have the legal right to strike.

In addition, individuals have a legal right to honor a picket line. UC's own materials on the strike acknowledge this right, when they say, "Under the labor laws, employees are free to make up their own minds about crossing a picket line..."

If the University disciplines or retaliates against any employee for choosing to honor a legal strike, they are breaking the law, and we are confident that the Public Employment Relations Board will overturn any discipline and rule against UC for any retaliation. CUE will defend anyone who is retaliated against for exercising their legal right to strike. You may contact us by replying to this email, or calling anyone in your local office at _____. All inquiries concerning our strike are returned within 24 hours or less.

Jen Smith, Southern Vice-President
CUE-UCLA-Local #4

UCLA is lying!

UCLA is telling everyone that CUE's strike on June 14th & 15th is illegal and that unauthorized absences could lead to discipline.

UC is lying. Under HEERA (the law covering UC labor relations), the only strikes that are illegal are pre-impasse strikes (with the exception of strikes over unfair labor practices committed by the employer). The premise of HEERA is that both parties are required to negotiate in good faith, and that includes participating in good faith in the impasse procedure.

CUE has done that. We went through impasse, mediation, and fact finding for the "re-opener" bargaining for 2003-04. We waited for the neutral fact finder's report, which was issued in February. CUE has entirely met our obligation to bargain in good faith with the University, and now that 2003-04 bargaining has concluded we have the legal right to strike.

In addition, individuals have a legal right to honor a picket line. UCLA's own materials on the strike acknowledge this right, when they say, "Under the labor laws, employees are free to make up their own minds about crossing a picket line..."

If the University disciplines or retaliates against any employee for choosing to honor a legal strike, they are breaking the law, and we are confident that the Public Employment Relations Board will overturn any discipline and rule against UC for any retaliation. CUE will defend anyone who is retaliated against for exercising their legal right to strike. You may contact us by replying to this email, or calling anyone in your local office at _____. All inquiries concerning our strike are returned within 24 hours.

Jen Smith, Southern Vice-President, CUE-UCLA-Local #4

UCLA is lying!

UCLA is telling everyone that CUE's strike on June 14th & 15th is illegal and that unauthorized absences could lead to discipline.

UC is lying. Under HEERA (the law covering UC labor relations), the only strikes that are illegal are pre-impasse strikes (with the exception of strikes over unfair labor practices committed by the employer). The premise of HEERA is that both parties are required to negotiate in good faith, and that includes participating in good faith in the impasse procedure.

CUE has done that. We went through impasse, mediation, and fact finding for the "re-opener" bargaining for 2003-04. We waited for the neutral fact finder's report, which was issued in February. CUE has entirely met our obligation to bargain in good faith with the University, and now that 2003-04 bargaining has concluded we have the legal right to strike.

In addition, individuals have a legal right to honor a picket line. UCLA's own materials on the strike acknowledge this right, when they say, "Under the labor laws, employees are free to make up their own minds about crossing a picket line..."

If the University disciplines or retaliates against any employee for choosing to honor a legal strike, they are breaking the law, and we are confident that the Public Employment Relations Board will overturn any discipline and rule against UC for any retaliation. CUE will defend anyone who is retaliated against for exercising their legal right to strike. You may contact us by replying to this email, or calling anyone in your local office at _____. All inquiries concerning our strike are returned within 24 hours.

Jen Smith, Southern Vice-President, CUE-UCLA-Local #4