



FLOOR ALERT

Public Employers Request Your NO Vote!

AB 1484 (Zbur) Same Bargaining Unit for Temporary Employees as Permanent Employees
AB 504 (Reyes) Declares Joining Sympathy Strikes a Human Right for Public Sector Workers
SB 799 (Portantino) Employer-Funded Unemployment Benefits During Strikes

These bills erode good faith negotiations at the bargaining table for public employers and collectively, create circumstances in which critical public services could be at risk.

IF ALL THREE BILLS PASS, there could be primary, and sympathy strikes happening simultaneously across multiple government entities. During those strikes, it would be harder for local agencies to utilize temporary employees to backfill positions to maintain essential public services, and striking workers would be incentivized to strike for longer after becoming eligible to receive employer-funded unemployment insurance benefits after 2 weeks on strike.

Combined, this legislation could lead to prolonged, more frequent strikes that halt critical public services, like safety net programs Californians depend on.

AB 1484 (Zbur) inflexibly mandates that a broad swath of temporary employees must be included within the same bargaining unit as permanent employees. Public employers participate in good faith bargaining negotiations to prevent strikes however, when they do occur the public employer still has an obligation to try and maintain public services – which is often achieved using temporary employees. Under this bill, temporary employees would be in the same bargaining unit as those on strike and hence unwilling to maintain public service during a dispute.

AB 504 (Reyes) makes sympathy striking and honoring a strike line a human right for public employees. Extending the right to sympathy strike to all public sector employees would upend the bargaining process and undermine the ability of government agencies to provide certain services during a strike. Units that bargained in good faith and have approved agreements should not be eligible to sympathy strike for separate disputes that are halting taxpayer-funded public services.

Many local labor agreements currently have no-sympathy strike provisions in their contracts due to the vital nature of their jobs (e.g., utilities, child protective services, public safety dispatch, etc.), which this bill would void in contracts going forward.

SB 799 (Portantino) allows striking workers to draw employer-funded unemployment benefits after two weeks of strike action. California's UI Fund was exhausted during the COVID-19 pandemic and has a deficit of \$18.6 billion owed to the Federal government. If SB 799 were to become law, we anticipate longer lengths of impasse, higher costs associated with protracted Public Employee Relations Board (PERB) proceedings, and a decline in the quality of public services.