



LEAGUE OF  
CALIFORNIA  
CITIES



URBAN COUNTIES  
OF CALIFORNIA



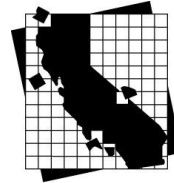
**ACHD**  
ASSOCIATION OF CALIFORNIA  
HEALTHCARE DISTRICTS



RURAL COUNTY REPRESENTATIVES  
OF CALIFORNIA



**PRISM**  
Public Risk Innovation,  
Solutions, and Management



**CSDA**



**CAJPA**  
California Association of  
Joint Powers Authorities

May 30, 2023

## **AB 504 (Reyes) Assembly Floor Alert Oppose**

**AB 504 (Reyes) State and Local Public Employees: Labor Relations: Disputes.**  
**As Amended April 13, 2023 – OPPOSE**

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The League of California Cities (Cal Cities), Rural County Representatives of California (RCRC), California Association of Joint Powers Authorities (CAJPA), Association of California Healthcare Districts (ACHD), California State Association of Counties (CSAC), Public Risk Innovation Solutions, and Management (PRISM), Urban Counties of California (UCC), and California Special Districts Association (CSDA) are respectfully **opposed to Assembly Bill 504.**

Under current law, [essential employees](#) of a local public agency as defined by the California Public Employment Relations Board (PERB) law cannot engage in a primary or sympathy strike. **AB 504 would:**

- Override the essential employee process at PERB, thereby creating a system where any employee can sympathy strike, which could result in workforce shortages that jeopardize our ability to provide critical health and safety functions, including disaster response, emergency services, dispatch, mobile crisis response, health care, law enforcement, corrections, elections, road maintenance, and other essential services.
- Void Local MOU provisions around striking and sympathy striking that ensures local governments can continue to provide critical services.
- Allow those who have not gone through the negotiation process to now refuse to work simply because another bargaining unit is engaging in striking.

Shutting down government operations for sympathy strikes is an extreme approach that goes well beyond what is allowed for primary strikes and risks the public's health and safety. AB 504 jeopardizes the delivery of services and undermines the collective bargaining process.

## **Vote NO on AB 504**