

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

STAFF HUMAN RESOURCES

SANTA CRUZ, CALIFORNIA 95064

May 23, 2018

*Via Email Only*

UCSC UPTE Local 3  
c/o Local Stewards  
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Re: Correction for May 6, 2018 Communication to Campus Concerning Union Fines

Dear colleagues,

This letter serves to correct a statement made in a May 6, 2018 communication sent to staff. On May 6, 2018, in anticipation of upcoming campus concerted activity, Associate Vice Chancellor Steve Stein sent out a communication to campus staff with information and resources about the strike. In this communication, we noted that “some unions have threatened to fine union members who do not participate in this strike. Some unions have the right to fine members, but non-members, who choose to work during a strike, including a sympathy strike.”

While there are unions within the University of California system, including our campus, who have the right to fine members if they do not participate in concerted activities, we recognize that UPTE does not have this ability in their constitution or bylaws. To that end, our campus administration understands that if UPTE members wish to participate in protected, concerted labor activity in the future or not, UPTE cannot and will not fine their members for lack of participation.

Should you have any questions, please contact Jennifer Schiffner, Director of Employee & Labor Relations at [jschiffn@ucsc.edu](mailto:jschiffn@ucsc.edu).

Best regards,



Steve Stein, Associate Vice Chancellor, Staff Human Resources



Jennifer Schiffner, Director of Employee & Labor Relations

CC: T. Roffe  
C. Lopez-Allen