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May 17, 2024

The Honorable Timothy Grayson
Member, California State Assembly
P.O. Box 942849
Sacramento, CA 94249

**RE: AB 504 (Reyes) State and Local Public Employees: Labor Relations:
Strikes. Notice of OPPOSE (As Amended March 21, 2024)**

Dear Assembly Member Grayson,

The City of Brentwood must respectfully take a position of **oppose** on **AB 2404**. This measure is a reintroduction of last year's AB 504 (Reyes), which would declare the acts of sympathy striking and honoring a strike line a human right and, thereby, disallow provisions in public employer policies or collective bargaining agreements going forward that would limit or prevent an employee's right to sympathy strike.


We are not disputing the right of employee organizations to engage in the protected activity of striking. State law has created a framework for when unions can engage in protected strike activity that has been honored by local government and unions alike. Unfortunately, this bill would allow those who have not gone through the negotiation process to refuse to work simply because another bargaining unit is engaging in striking.

As local agencies, we have a responsibility to provide services to our communities throughout the state. No-strike provisions in local contracts have been agreed to by both parties in good faith often due to the critical nature of the employees' job duty. Local memorandums of understanding provisions around striking and sympathy striking ensure local governments can continue to provide critical services. Eliminating this ability while also ignoring the essential employee designation process for sympathy strikers would likely result in workforce shortages that jeopardize our ability to operate and provide critical services.

Impacted services could include street maintenance workers addressing damaged roads, parks maintenance workers ensuring parks and medians are properly landscaped and not creating automobile sight line impairments, and any of our utility workers testing water quality, addressing leaks in the sewer system, or inspecting cross-connections in businesses. And that's just from one department, not considering all the other departments including law enforcement, etc., with various critical services not addressed if there are workforce shortages.

This bill jeopardizes the delivery of necessary city services and undermines the collective bargaining process. For these reasons, the City of Brentwood respectfully **opposes AB 2404**.

Sincerely,


Joel R. Bryant
Mayor

Cc: The Honorable Alex Lee via Legislative Position Letter Portal
Honorable Timothy S. Grayson, Assembly Member: assemblymember.grayson@assembly.ca.gov
Honorable Diane Burgis, CCC Supervisor: supervisor_burgis@bos.cccounty.us
Honorable City Council Members, City of Brentwood: citycouncil@brentwoodca.gov
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