



## CITY OF BEVERLY HILLS

455 NORTH REXFORD DRIVE ▪ BEVERLY HILLS, CALIFORNIA 90210

Julian A. Gold, M.D., Mayor

September 13, 2023

The Honorable Eloise Gómez Reyes  
California State Assembly, District 50  
1021 O Street, Suite 8210  
Sacramento, CA 95814

Re: **AB 504 (Reyes): State and local public employees: labor relations: strikes  
City of Beverly Hills – OPPOSE**

Dear Assemblymember Reyes,

On behalf of the City of Beverly Hills, I write to you in respectful **OPPOSITION to your AB 504 (Reyes)**, which would provide public employees the right to engage in sympathy strikes; void any policy or collective bargaining agreement prohibiting sympathy strikes; and prohibit a public employer from requiring an employee to break a strike of other workers.

Existing state law has allowed unions to engage in protected strike activity for decades. We appreciate the intent behind AB 504 to allow non-striking employees to actively support fellow employees who are on strike; however, we cannot support the aspect of this bill which allows those who have not undergone strike negotiations to refuse to work simply because another bargaining unit is in the process of striking.

According to the University of California (UC), “The bill would risk constant disruptions for public entities in California and hinder their ability to serve the state”. Such disruptions occur even without sympathy strikes as seen during the United Auto Workers strike for higher wages during the end of 2022. This strike alone caused major disruptions at every UC campus resulting in lost time for student instruction, exams that were missed, and inadequate student support. The potential for more chaos similar to this instance would only increase with the passage of this bill.

Additionally, local agencies provide critical services for public health and safety, as well as emergency disaster response services. Local MOU provisions around striking and sympathy striking ensure local governments can continue to provide critical services. In many circumstances, counties must meet minimum staff requirements, e.g., in jails and juvenile facilities, to ensure adequate safety requirements. AB 504 would override the essential employee process at the Public Employment Relations Board (PERB), creating the ability for any employee to sympathy strike, which could result in workforce shortages hindering the ability to operate and provide numerous critical services.

The City of Beverly Hills is gravely concerned about the many disruptions this bill could bring to our local and statewide communities if passed. For these reasons, the City of Beverly Hills must respectfully **OPPOSE AB 504 (Reyes)**.

Sincerely,

A handwritten signature in black ink, appearing to read "Julian A. Gold". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Julian A. Gold, M.D.  
Mayor, City of Beverly Hills

cc: The Honorable Ben Allen, Senator, 24<sup>th</sup> District  
The Honorable Rick Zbur, Assemblymember, 51<sup>st</sup> District  
Andrew K. Antwih, Shaw Yoder Antwih Schmelzer & Lange