March 25, 2022

The Honorable Ash Kalra
Chair, Assembly Committee on Labor and Employment
State Capitol Building
Sacramento, CA  95814

RE:  AB 1993 (Wicks) – Employment: COVID-19 vaccination requirements. (OPPOSE)

Dear Chair Kalra:

On behalf of the undersigned labor organizations, we must respectfully oppose AB 1993, which would create a new condition of employment by imposing a statewide vaccination mandate to be enforced by both public and private employers, regardless of previously bargained agreements and circumventing the meet and confer process. This bill has been referred to the Assembly Committee on Labor and Employment for consideration, and we respectfully request your “NO” vote on this measure when it comes before you.

For nearly two years, our organizations have worked to support our members through the COVID-19 pandemic. This support has taken many forms, including but not limited to, educating them on the personal protective equipment that is available to them, advocating for strong workplace protections, advocating for sick leave, and other types of COVID-19 protections.
Our collective affiliates have diligently met with our respective employers in good faith to discuss and bargain local COVID-19 policies and solutions. These negotiations are part of the core of organized labor, and to summarily remove these bargained policies with a blanket mandate sets a dangerous and demoralizing precedent.

With a broad reach to every public and private employer throughout the state, this measure has the potential to allow any employee to face discipline and even termination after having previously come to some solution with their employer.

At a time when organized labor is under increasing attack from wealthy business interests and anti-labor organizations, the state of California enacting a policy that denies workers the ability to bargain with their employer over a mandate that may not only impact their employment but even cost them their job would be unconscionable. How can local labor leaders expect good faith engagement with their employers on this or future issues when the meet and confer process that many of our affiliated locals have negotiated with their employer is dismissed?

Regrettably, this measure completely ignores locally driven engagement that has occurred since the beginning of the pandemic and tells workers in California if they want to be able to earn a living and provide for their family, they must take this vaccine.

As noted previously, our organizations have taken the response to the COVID-19 pandemic very seriously. We have educated our members about the importance of protocols to improve workplace safety. Bargained solutions are the approach we should continue to promote, not a requirement for all public and private employers in the State.

For these reasons, we respectfully request that you vote “NO” on this measure.

Sincerely,

California Professional Firefighters
California Association of Highway Patrolmen
California Correctional Peace Officers Association
CAL FIRE Firefighters Local 2881
California & Nevada State Association of Electrical Workers
California State Pipe Trades
Coalition of California Utility Employees
International Brotherhood of Electrical Workers Local 18
International Brotherhood of Electrical Workers Local 1245
Peace Officers Research Association of California

Cc: Members, Assembly Committee on Labor and Employment