FAQ RE: PAY DURING POTENTIAL UAW STRIKE

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1. Will employees be paid if they go on strike?
   No. We value our employees and fully respect represented employees’ right to engage in protected activity, including a lawful strike. However, since striking employees are, by definition, not working, they are not eligible to receive their regular pay. Additionally, federal guidelines indicate that we are not able to pay employees on federal grants if they are not working.

   Employees who wish to receive their regular pay may perform their work during this time.

2. Will employees be paid if their work is funded by grants and they strike?
   Likely not. The determining factor is whether employees are meeting their obligations to the research project. Principal Investigators (“PIs”) and supervisors should consider the number of hours employees spend working on the award funding their salary and the corresponding effort certification. Employees may not be funded on any award if they choose to strike and do not make up the work/effort.

3. Should PIs and supervisors ask a staff member to keep track of employees? Is it acceptable to have the employees self-report?
   The University will have a process for determining work attendance through a self-reporting process. Additional information is forthcoming.

4. Are student academic expectations independent of the strike?
   Yes. An employee may strike and withhold that labor, but as a student, they are responsible for maintaining academic progress toward their degree. Faculty are ultimately responsible for determining whether a student is meeting academic expectations and PIs are ultimately responsible for effort reporting.

5. Will students who receive external fellowships continue to be paid?
   Yes. External fellowships that are paid directly to the students will continue to be paid, provided the student remains in good academic standing.

6. What happens if an employee strikes, but they are the primary person responsible for the maintenance and care of biological research materials?
   It is in everyone’s best interest for PIs and supervisors to communicate with essential personnel as soon as possible. PIs and supervisors should keep conversations focused on the research project rather than on an employee’s intention to strike. PIs and supervisors should not ask whether unit level employees are going out on strike or whether they will be at work. Research continuity plans should be put in place to mitigate disruption during the strike, anticipating that unit employees will not be in the lab during that time. If there are health and safety concerns related to labor disruptions, please contact continuity@uci.edu.
7. **Will students who are supported by University funds (fellowships, departmental fellowships, etc.) continue to be paid?**

Yes. Internal fellowship payments are generally stipends, which are not related to effort or time and will continue to be paid, provided the student remains in good academic standing.

8. **What can be said to employees in advance of a strike or during a strike regarding the employees’ strike plans?**

You cannot ask a worker whether they intend to strike. However, student employees have a dual role: they are students as well as employees. As a result, you can and should ask students whether they intend to fulfill their academic responsibilities and obligations to a research project, including during a potential strike. In having these conversations, you should keep the focus on academic and project responsibilities and not on whether students are striking.