

Re: Information About a Possible Strike by United Auto Workers Bargaining Unit Members

As many of you may be aware, the University received notices from the United Auto Workers Local 5810 and 2865 stating that the four bargaining units it represents intend to strike beginning on November 14, 2022. The bargaining units are:

1. Academic Student Employees (ASEs)
2. Graduate Student Researchers (GSRs)
3. Postdoctoral Scholars
4. Academic Researchers

The parties have been engaged in collective bargaining for many months. They have successfully reached agreement on a number of important issues but remain apart in specific areas. The University has offered expanded paid leaves for all groups, increased childcare benefits for Postdoctoral Scholars, ASEs, and GSRs, and full remission of all campus fees for eligible ASEs and GSRs. This is in addition to full tuition, healthcare, and student services fee remissions already in place for eligible ASEs and GSRs.

While it is best for the parties to reach an agreement through the negotiation process and avoid a strike, all members of the University community must be prepared for a strike should the union choose this course of action. The University has plans in place designed to ensure safety and maintain the continuity of instructional and research activity.

What is a Strike?

It is important for everyone to understand the differences between a strike and other protected activity in support of striking employees.

1. A strike is a work stoppage. This means that an employee has decided to stop working and performing their job duties in support of a particular cause or issue. Because the employee is not working and performing their job duties, they are generally not eligible for wages that are paid in exchange for work performed.
2. "Supporting" a strike is different. It means that individuals who either are not employees, or are employees but not on working time (such as before or after work, on breaks, or on their non-work days) may lawfully engage in demonstrations and other similar protected activity, so long as such activity is lawful, non-violent, and otherwise adheres to University policies and applicable collective-bargaining agreements.

In light of these definitions, please be aware that:

1. University employees who are part of a bargaining-unit covered by an active collective-bargaining agreement containing a no-strike clause may not strike in violation of the contract. Those who do so may be subject to appropriate

action pursuant to the terms of those agreements and University policy.

2. All members of the University community, whether or not they are employees, are free to support or oppose a strike, so long as their activity is lawful, non-violent, and otherwise adheres to University policies.