



# **CSU UNIT 6 STRIKE**

## **TEAMSTERS LOCAL 2010**

### **FREQUENTLY ASKED QUESTIONS**

Teamsters Local 2010 may soon strike at California State University locations around the state in protest of the University's numerous unfair labor practices (ULPs) and violations of state law. Workers will be taking what is known as a "ULP" strike.

CSU workers are paid on average 12% below the market rate and remain the only state workers without a salary step system. New hire wages nearly match those of senior staff, and many long-term CSU workers are forced far from campus to afford housing. The University has bargained in bad faith and committed numerous violations of labor law in its treatment of Teamsters workers.

Up to 60,000 CSU workers in various Unions will take a strike in protest of unfair labor practices.

#### **1. What is an "Unfair Labor Practice (ULP)" strike and why is that important?**

An Unfair Labor Practice charge (ULP) strike is when workers collectively agree to stop working to protest the University's unfair conduct. While we withhold our labor, we are conducting protected activity under the Higher Education Employer-Employee Relations Act (HEERA). All Unit 6 workers who participate in the strike have the legal right to return to work following the ULP strike.

Picketing and protest actions will take place in strategic locations that will create the maximum impact on the University.

You cannot be disciplined, fired, or replaced for participating. But you will not be paid for the time you are on strike – no sick or vacation time can be used.

#### **2. Why are we striking?**

After months of negotiations, the University has refused to provide a fair economic proposal and has committed numerous unfair labor practices.

CSU's 60,000 faculty and support staff are chronically underpaid, understaffed, and unsupported by the University. CSU wages have dropped against inflation for years and open positions go months without being filled. The University's unfair bargaining practices and substandard wage proposals shows that CSU does not care about us and has no intention of reaching a fair contract.

The University's last offer to Unit 6 was an improvement, but still far from sufficient. On wages, they did not improve their proposal and continue to propose a 5% General Salary Increase (GSI) for the current year. For the second year, the CSU shifted their step placement language such that each Unit 6 employee would be placed on the nearest higher step to their current pay rate, then get two additional steps. On average, this would be a 5.1% raise but would vary

based on final individual placement. For the third year, all eligible employees would receive a step increase and those below their target step based on years of service in current classification would get two or three additional steps based on how far behind they are from their target step. This results in an average 5% raise that again varies by individual. This would still result in more than 150 members being below their target step, and step increases are still unnecessarily tied to performance evaluations. CSU also continued to propose unacceptable takeaways on emergency pay and in-range progressions.

We refuse to allow Teamsters Local 2010 members to be mistreated and underappreciated, while executive pay skyrockets, tuition increases, and the University grows ever wealthier.

### **3. When is the strike?**

The Timeframe for the strike has not been determined. We want to show the University that we are strike ready if needed in the coming months.

Striking Unit 6 workers will be joining the Local 2010 strike pickets during your regular shift hours on the day of the strike. Unit 6 workers will not report for shifts between the hours of midnight to midnight on the day(s) of the strike.

### **4. Will I get paid a strike benefit?**

Eligible Unit 6 members of Teamsters Local 2010 who honor the strike and join the picket line for a full eight-hour shift may receive a IBT Strike Fund Weekly benefit of five times their dues rate (minimum of \$200/week), which may be pro-rated by the day.

You must report to the strike lines and sign in and out for your full regular working shift to receive this benefit. You cannot use sick days or vacation days.

### **5. What do I do on the day of the strike?**

Come to the strike line closest to you and sign in and out and participate for your full regular working shift on the strike line.

Campus specific details on strike actions will be released on the Teamsters Local 2010 website [www.teamsters2010.org/fight](http://www.teamsters2010.org/fight) as they become available.

It is all our responsibility to attend and support the Teamsters Local 2010 strike lines and rallies on the day of the strike.

You will return to work the day following the strike. If you work evening or night shift, you will return to work at 12 midnight or anytime later the evening of the strike.

### **6. What is the difference between picketing and striking?**

A strike is when you do not report for work as a collective action of Teamsters workers at the CSU. Unit 6 workers will withdraw their labor during any of the hours they are regularly scheduled to work between 12 midnight to 12 midnight on the day of the strike.

Informational picketing is a form of collective protest where workers hold picket signs to inform patients, students and the public about our cause and ask other workers, including delivery

workers, to support our cause. Teamsters, including UPS drivers and other union workers often have clauses in their contracts that allow them to not cross a picket line.

When you are staging an informational picket or protest, **you are on your own time off of work – you do not withhold your labor by missing work.** During an info picket, we will be walking in an orderly fashion and carrying a sign that lets the public and the University know why we are protesting.

Picketing is protected by the Constitution and state labor law.

### **7. What if I work nights or an early or late shift?**

If your regular work schedule falls during midnight to midnight on the day(s) of our Teamsters strike, you will not go to work and report to the nearest strike line during those hours.

### **8. If I am in Unit 6 but not a member of Local 2010, can I strike?**

You are legally allowed to participate in the strike along with all other Unit 6 workers and will receive the same legal protections.

If you are not yet a Teamsters member, now is the time to join the Union. Joining as a member sends a strong message to the University that you are joining the fight for livable wages for all CSU workers. By becoming a member, you also show your fellow members that you're paying your fair share of the expenses incurred by our Union for Union and legal representation, strike staffing and supplies, expenses incurred through contract negotiations and all the other expenses of representation by our Union. *Only members are eligible to receive strike benefits.*

To join, go to the Teamsters Local 2010 website [www.teamsters2010.org/become-a-member](http://www.teamsters2010.org/become-a-member) or contact your Local 2010 representative.

### **9. Do I tell my supervisor that I will be participating in the strike?**

There is no need to give individual notice or call in your intent to strike. Teamsters Local 2010 will provide any required or appropriate notice of strike to the University. Once given the proper notice, the University is responsible for ensuring that coverage is provided so that there is no risk to students.

If you are asked by your supervisor or manager whether you are going to strike, you might say: "Yes" or "I'd rather not discuss it," or "I haven't decided."

Even if you tell your manager that you are going to work on the day of the strike, you still have the right to change your mind and go on strike. You may wish to inform them that you have changed your mind, however you are not required to do so – you have the constitutional right to engage in concerted activity with your co-workers and that right is legally protected.

### **10. What do I do if some of my coworkers do not want to strike?**

Talk to your coworkers and make sure they have accurate information about the strike and how the law protects striking workers. You may give them this informational leaflet. Do not threaten or bully them in any way.

### **11. Do I have a legal right to strike?**

YES. California labor law protects the right of public workers to strike. Once our contract has expired, we are not constrained by the no-strike provision in our contract. We have the right to take Unfair Labor Practice (ULP) strikes.

It is illegal for your supervisor or manager to harass or threaten you. But be prepared for the pressures that may be placed upon you by management. If you feel that you are being harassed or threatened, document the incident, including the name of the supervisor, any witness, the date and time of the occurrence and contact your Teamsters Local 2010 representative.

It is unlawful for CSU managers to interrogate you about participation in a strike, or to attempt to coerce you into crossing the picket line. CSU may make a limited inquiry to employees about whether they intend to cross the picket line and work during the strike, but such an inquiry must be solely for purposes of planning for the strike, must include the assurance that you are free to make your own decision and that no reprisals will be taken against you if you exercise your right to engage in a sympathy strike.

You cannot be disciplined for participating in the strike under a no-fault attendance policy, or on other grounds, nor is it lawful for management to attempt to coerce you by, for example, claiming that students, faculty or other members of the campus community will suffer if you strike. It is unlawful for management to threaten discipline for exercising your right to strike.

### **12. If I am on vacation for the strike dates, what happens?**

If you have pre-approved vacation time scheduled, it is illegal for management to cancel your vacation. While on vacation, you are free to join the picket line.

### **13. Can I use a sick day to participate in the strike?**

No.

### **14. What happens if I am on medical leave on the strike days?**

Your leave continues. However, you should not engage in any strike activity that is inconsistent with your medical condition.

### **15. Will my benefits be covered while I am striking?**

Being on strike means not being on pay status. Therefore, vacation and sick leave does not accrue while you are on strike.

Being on strike does not affect whether you are covered under your health insurance. Your health benefits for the current month are already earned and vested.

A lawful and protected strike such as ours does not constitute a "break in service" for purposes of eligibility for other benefits such as retirement or disability benefits.

### **16. Should newly hired and probationary workers go on strike?**

Yes. All workers in Unit 6, including new hires, who are in the unit and were covered by the

expired contract are protected by California labor law and should honor the strike.

**17. I am concerned about my workload and the effect that my striking will have on the University community including students, faculty and the public. What should I do?**

It does not serve students, faculty, or the public to allow the University to continue to treat workers unfairly and pay substandard wages that do not keep up with inflation and wages paid by other comparable employers.

**18. What about rain?**

If the strike is during rainy weather, dress in bad weather attire. The strike date will not change.

**19. Will there be food provided on the strike line?**

People are encouraged to bring their own snacks or drinks. We may provide appropriately timed meals and bottled water to striking workers on the strike lines.

**20. Can I bring friends or family members?**

Family and friends are welcome and can add to the morale and spirit of a picket line.

**21. What kind of response can I expect from CSU managers and supervisors?**

Stay in touch with your Teamsters Local 2010 representative and/or Steward and follow the information on the Local 2010 website, emails, and social media. If you learn that there are rumors circulating about the strike, correct the rumors with facts and contact your Local 2010 representative if needed.

CSU managers or supervisors may attempt to make Teamsters Local 2010 members feel guilty for standing up for themselves, their co-workers and the campus community. Fighting for fair treatment and livable wages benefits all of us and the entire CSU community.

It is possible that CSU managers or supervisors may attempt to falsely claim that this strike is illegal. We have the right to strike over Unfair Labor Practices.

CSU managers or supervisors may try to say that we are “lucky” to have a job in this economy. It is CSU that is lucky to have such caring, committed and dedicated workers. We provide the work that keeps the campuses running and CSU should be grateful for us and pay us what we deserve!