



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

**PRIVILEGED AND CONFIDENTIAL
IN FURTHERANCE OF BARGAINING**

TO: SENIOR MANAGEMENT, DEANS AND DEPARTMENT CHAIRS

FROM: OFFICE OF THE PRESIDENT, LABOR RELATIONS
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CC: SYSTEMWIDE HUMAN RESOURCES
SYSTEMWIDE ACADEMIC PERSONNEL AND PROGRAMS
UC LEGAL

DATE: October 25, 2022

SUBJECT: Continuity of Instruction and Research in the Event of Strike by the UAW
Bargaining Units

OVERVIEW

In the event of a strike by the UAW bargaining-units, the University remains committed to fulfilling its mission of teaching and research. Each campus is to make preparations to provide, to the fullest extent possible, uninterrupted services to the students, including classroom instruction, in the event of a strike. Each campus is also to make plans for the preservation of research materials. Campuses will develop their own responses to the planned concerted activity with the assistance of Systemwide Labor Relations. Work will be available for all employees who report to work provided they were regularly scheduled to work at that time.

This document is intended to provide recommended guidance to ensure continuity of teaching and research in the event of a strike.

1. CONTINUITY OF TEACHING

- Provide special academic advising office hours at the departmental/academic unit level for students to help students access additional resources for learning.
- Develop support email address/webpage/resources for students/parents to explain what is happening with their courses and direct students where they can get questions answered.
- Prepare communications directed to the UC community as well as to individual campus communities that focuses on disruption in educational continuity for our students. This might include a suggestion to students to follow readings in course syllabus even if classes do not meet.
- Work with Deans and Chairs to develop an action plan and find alternative methods of instructional delivery and educational continuity. Perhaps provide other forms of delivery of information.
- Engage in discussions with Senate Faculty to explore an array of options to minimize the impacts on student learning.
- Develop plans for alternative avenues to address any work stoppage by hourly tutors and readers.

2. CONTINUITY OF GRADING

- Ensure that grades are submitted and students receive their grades in a timely manner.
- Develop support email address/webpage/resources for students who have not received their grades
- Take steps now to create an infrastructure where grades will be turned in and may not be altered.

3. CONTINUITY OF RESEARCH

- Engage in discussions with Principal Investigators to explore an array of options to minimize the impacts on research.
- Develop plans for alternative avenues to continue research in the event of any work stoppage by Graduate Student Researchers, Postdoctoral Scholars, and Academic Researchers.
- Develop plans for the preservation of research materials.

GUIDELINES FOR DEPARTMENTS

Permissible Actions	Impermissible Actions to Avoid
<ul style="list-style-type: none"> • Do take lawful steps to ensure safety and security at University campuses and properties. Report misconduct or threats to safety and security. • Do take lawful steps to ensure unobstructed entrances and exits. • Do take lawful steps to ensure continuity of operations. Do plan for potential disruption of ongoing research as a result of a strike. Plans for the preservation of experimental materials and the like must be carefully prepared. • Do refer employees to their union if they have questions regarding union membership, union activities, and potential strike activity. • Do plan for supporting student academic progress, including alternate methods of instructional delivery and educational continuity. • Do stay in close contact with your local Labor Relations and Academic Personnel Offices and promptly report threats to safety and security, violence, or other misconduct or dangerous circumstances. 	<ul style="list-style-type: none"> • Do not photograph, video, or generally “monitor” employees striking activity for reasons unrelated to ensuring safety, security, and access. This includes refraining from monitoring or perusing employees’ social media. • Do not survey or communicate with employees, including Senate Faculty, Unit 18 faculty, UAW unit members, and other employees, regarding their intention to participate in or support a strike. Such communication can be found to violate employee rights. • Do not make statements to employees intended to elicit a response concerning their union activity or union sympathies. • Avoid tweets and comments on social media that could be construed as official University statements condemning or praising employees’ protected activities, including strike activity. • Do not ask employees about their protected activities nor the protected activities of others. Protected activity includes strikes and protests concerning terms and conditions of employment or bargaining. • Do not discipline, discharge, or reprimand employees for protected activity, including lawful strike activity. • Do not deal directly, solicit grievances, or make promises to employees, including Senate and Unit 18 faculty and student employees, based on their participation/non-participation in, or support/non-support, for a strike.