



UAW LOCAL 2865

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To Whom it May Concern,

UAW 2865 has become aware that some graduate students at UC are planning a campaign around a Cost of Living Adjustment that may include sick-outs, a grade strike, and a teaching strike over the course of the winter quarter. The Union supports all efforts to make working and living conditions better for graduate students at the University, though consistent with the contract we have not sanctioned these actions. We must point you to the 2019-2022 UAW 2865 collective bargaining agreement and Article 19 in specific (per 19.C), which outlines the rights and obligations of all teaching assistants, readers and tutors, (uaw2865.org/know-your-rights/contract). A strike, per the contract, is concerted activity in violation of Article 19. The article reads in part:

- A. During the term of this agreement or any written extension thereof, the University agrees that there shall be no lockouts by the University. The UAW, on behalf of its officers, agents, and members agrees that there shall be no strikes, stoppages or interruptions of work, or other concerted activities which interfere directly or indirectly with University operations during the life of this agreement or any written extension thereof. The UAW, on behalf of its officers, agents, and members, agrees that it shall not in any way authorize, assist, encourage, participate in, sanction, ratify, condone, or lend support to any activities in violation of this article.
- B. Any employee who violates this article shall be subject to discipline up to and including termination of employment.
- C. The UAW shall immediately take whatever affirmative action is necessary to prevent and bring about an end to any concerted activity in violation of this article. Such affirmative action shall include but not be limited to sending written notice to the home address of all employees engaged in prohibited activity informing them that the concerted activity is in violation of this article, that engaging in such activity may lead to disciplinary action, and stating that employees engaged in prohibited activity must cease such activity and immediately return to work.

Please take note that section (B) states that employees in violation of this article shall be subject to discipline up to and including termination of employment. All bargaining unit members are required to abide by section (A) of this article, or they may face disciplinary measures. As such, we advise that you return to work. If the University takes disciplinary action against you, you should make sure to avail yourself of your rights per Article 8 of the CBA.

Should you have questions about your rights and/or the content of this message, please contact the Union at uaw2865@uaw2865.org. Please share this message with others you know who are considering engaging in strike activity in the coming weeks.

Sincerely,

Kavitha Iyengar

UAW 2865 President

Alec Uebersohn

UAW 2865 Financial Secretary