

Fellow Adjuncts,

In the coming days, the AFT Executive Board may authorize a strike to protest the District's unfair labor practices. Adjuncts will receive at least 72 hours notice before a strike is declared. Please continue to monitor your personal email address for additional information. In the meantime, below please find an FAQ regarding the potential strike.

In Solidarity,
AFT Local 6262

Strike FAQ

What does it mean to go on strike?

A: A strike is a show of solidarity. Workers withhold labor from their employer to make our contributions and our power visible. For adjuncts, that means no classes, no hourly work, no grading, no meetings, no asynchronous instruction, and no other adjunct-related work for the duration of the strike. Instead, we'll use the time to support each other and send the message to the administration that our labor is critical for the functioning of our college and for our students' success.

What is an Unfair Labor Practice?

A: The Educational Employment Relations Act (EERA) establishes our rights to bargain collectively and outlines rules governing our relationships to the District. Violations of these rules, known as Unfair Labor Practices (ULPs), constitute unlawful conduct by our employer. Examples include: threatening employees or discriminating against employees because they participated in protected union activities; violations of the duty to bargain and participate in statutory impasse procedures in good faith; unilateral changes to terms and conditions of employment that must be bargained; and repudiations of collective bargaining agreements and the collective bargaining relationship. Under California law, the Public Employees Relations Board (PERB) adjudicates claims of Unfair Labor Practices Unions and can impose financial and legal penalties. Workers are also allowed to strike over ULPs in order to protest their employer's labor law violations.

Will a strike harm my students?

A: We believe the real harm to our students is in the current administration's disrespect, mistreatment, and lack of support for us as teaching faculty. The goal of our strike is NOT to hurt students. We are striking FOR and WITH students who are ill-served by an administration that won't respect the rights of their instructors. We believe this short-term disruption will bring long-term benefits for ourselves and for our students so we can continue to offer them the high-quality education they deserve.

When will the strike begin and how long will a strike last?

A: We can't confirm the dates yet, but we will give you at least 72 hours notice.

How do I explain to my students why I'm cancelling class?

It is important to let your students know that you are striking because that is the only way to get the District's attention to convince them to stop interfering with your rights. But it will be important to make clear to your students that you will be withholding all labor associated with your teaching for the duration of the strike. That includes office hours, email, course websites, synchronous remote instruction, asynchronous instruction, and service work (meetings, etc.), and that you will not be offering any substitutes for classroom instruction. Only by withdrawing our labor completely can we send a clear message to the administration that our work is critical to our students' success.

I'm teaching online - can I participate?

A: Yes! Withhold your labor, that means, no asynchronous instruction, no grading, stop monitoring Canvas, stop posting to Canvas, no office hours, no meetings, and no other adjunct-related work for the duration of the strike.

Could I be fired for going on strike?

A: No! We are being very careful to ensure that we are striking *legally* so that our jobs are protected. Federal and state labor laws also protect workers from any retaliation they face for exercising their rights. But we also know that in academia, retaliation can come in more subtle forms. We must stand together to protect one another, because an injury to one is an injury to all.

Do I have to notify my colleagues or my department that I intend to strike?

No, polling the union or its members for who intends to strike is illegal under EERA. You are under no obligation to notify your department chair or administrators that you'll be on strike. Lecturers often report feeling obliged to give advanced warning so their teaching duties can be covered by others. But in the context of a strike, finding replacements to do the work that someone on strike would usually do undermines the very purpose of the strike. It's known as scabbing and it is not something you should invite or inadvertently encourage. You should, however, tell your fellow teaching faculty that you're planning to strike and encourage them to join you!

Will the administration dock my pay?

It is likely that the District will dock your pay for missed work hours. You cannot use sick leave to cover this loss. We are aware that any loss of income may have a devastating impact on adjuncts, some of who are already living at the poverty level. We will keep this in mind when deciding the duration of the strike. Nevertheless, we believe this short-term loss of income will bring substantial long-term benefits.