

Fellow Adjuncts,

AFT Local 6262, Part-Time Faculty United, has authorized an unfair labor practice (ULP) strike that will begin on December 5th, 2022, at 6 a.m.

We did not make this decision lightly. We have been in negotiations with the District for nearly two years and they have refused to bargain in good faith on the issues listed below. The District has left us no other alternative than to declare a ULP strike. We will not return to work until the following demands are met.

The District must:

Stop violating our bargaining rights! Stop committing unfair labor practices!

Undo the 2020 pay cut!

Stop forcing adjuncts to work for free!

Give adjuncts a voice in departmental meetings!

Give adjuncts a fair pay increase for 2020!

To our members, thank you for your support! We'll be reaching out to you to schedule picketing and other activities.

To our non-members, just like union members, you will be granted the protections afforded by a ULP Strike. We urge you to join us in our fight. If the District is allowed to continue to abuse our labor, even as they receive record funding and maintain a very high level of cash reserves, just imagine what will happen when the state inevitably faces a budget shortfall. The District will believe that they can cut our salaries, force adjuncts to work for free, and cancel our classes, all to fund an ever bloated administration. If you can join us on the picket line, please email your name and availability to aftlocal6262@gmail.com. For those who cannot join us because you can't afford to drive to campus, or miss a paying gig, the most important thing you can do is withhold your labor!

Regarding the impact to students, we know that for many of you, as for AFT Local 6262, the biggest concern is the strike's impact on our students. AFT Local 6262 supports the students! We believe the best way to help our students is to stop 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 also are striking for the 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.

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). Only by withdrawing our labor completely can we send a clear message to the administration that our work is critical to our students' success.

The District has stated that it plans to have substitute instructors to replace us. That is the District's game. AFT will focus on the work we do on the picket line and in support of our members. The most important thing you can do is to withhold your labor from the District. Do not lose faith. Understand this is a long-term struggle and your contribution matters.

In Solidarity,

AFT Local 6262

For more information please visit www.aftcoc.org.

Please email inquiries to aftlocal6262@gmail.com.