

Time to Strike, Time to WIN!

What to Expect on Our Picket
Line + Our Union's Plan to Win!



United Academics *of the* University of Oregon



Escalation Mountain

from [*"Secrets of a Successful Organizer"*](#)
by Labor Notes

Strike 101: How to Withhold Your Labor

- **Stop all paid teaching, research, admin, and service work.** You should not perform any job duties while on strike.
- Do not hand over **teaching materials** that would help someone replace (aka “scab”) your struck work. Similarly, **researchers** can avoid submitting or handing over research in ways that benefit UO.
- **Remember a strike = withholding your labor.** The point is to disrupt business as usual. You don’t need to set an “out of office” email or announce you’re on strike (doing so would provide the UO with easy proof you are on strike).



tinyurl.com/UA-Strike-FAQs

More questions? Check our **FAQs** and/or strategize with stewards and coworkers in your unit for unique situations!

Strike 101: A Disruptive Strike = A Short Strike

Highly disruptive strikes are more likely to be short and successful.



Non-disruptive strikes are unlikely to win. They often become drawn out, which can cause workers to lose faith in their own power.

Not withholding labor = not disrupting business as usual.

What is a Picket Line?

A picket line is a visual manifestation of a strike. As we withhold our labor, we redirect it to the picket line to show our power and value. Longer picket line = shorter strike.

- **Pickers** hold signs, chant, sing, dance, and move in a circle to attract attention.
- As we picket, a **conversation team** will engage students and other passersby about our demands, why they should support us, and how to support us.
- **Keep the line moving at an inclusive, comfortable pace**, and do not physically block entrances of buildings.

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Photo Credit: Uriah Barzola



*As our friends from the Rutgers strike remind us: "When walking a picket, you are not headed anywhere, and you're certainly not headed anywhere on a time schedule. So, **do not walk fast!** Many picketers do this and wear themselves out early. **Walk at a nice, comfortable pace.**"*



tinyurl.com/UA-picket-guide

***Scan for ^^^
Picket Line
Pocket Guide!***

Strike Accommodations

Please let us know if you have any questions or concerns about accessibility that aren't addressed by the **Accessibility FAQs in our Picket Line Pocket Guide** (tinyurl.com/UA-picket-pocket-guide or scan QR). We're fighting for a UO for all!

Anytime you need to be away from the picket line, inform your picket captain!

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**Picket Line
Pocket Guide!***



Photo Credit: Christian Tensuan

What Should You Bring to the Picket Line?

You should bring a water bottle, comfortable clothes appropriate for the weather (layers!), a hat, raingear, and your union gear.

Be prepared for **lots of walking!** If you cannot walk or stand for a long period of time, talk to your picket captain; **we will find a role that will work for you!**

As often as possible, we will have snacks, coffee, and water to keep our picket energy high, but bringing your own drinks and snacks is also encouraged. Shifts will be scheduled so you have time for meals before/after your shift.

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Photo Credit: Uriah Barzola

Will We Get in Trouble for Picketing?

Picketing is a **constitutionally enshrined right** (per the First Amendment), and the University of Oregon is public property, meaning we have the right to be there! No other campus unions have been prevented from or interrupted in picketing at UO in recent history.

We do not expect interactions with police, although there will likely be a presence. In the rare event that a police officer approaches you, refer them to a Picket Captain. **We have assigned leaders who are prepared to engage with the police if necessary.** If police are nearby and you feel uncomfortable, you should also feel empowered to remove yourself.

*Note: We recognize it is a heightened moment of surveillance for non-citizens across the nation. Additionally, some UO students and faculty have received **violations** for the use of amplified sound. **We don't expect police, legal action, or disciplinary action against us for our strike;** however, if this were to happen, our full membership, as well as our lawyers and parent unions (AFT and AAUP) would fight for individuals and our collective rights.*

Don't Let Union-Busting Tactics Scare You!

When facing down a strike, most employers engage in a variety of union-busting tactics to create confusion, fear, and doubt. Hopelessness, conflict, hesitation, and isolation *all benefit the employer* during a labor struggle like ours.

UO has spent a lot of time/money on anti-union websites and emails. They have created misleading distortions of current economic offers, targeted vulnerable workers with confusing messages, and tried to recruit students into strike-breaking by surveilling/reporting instructors. Union-busting is insulting to our collective dignity, and is an unethical attempt to undermine our protected rights as workers!

However, we know we can work together to address any problems and to build our confidence to act collectively, which takes away the employer's ability to use fear against us!

Learn Your Union Rights

Now is the best time to learn about your protected union rights! **All faculty working under UA's contract can join our strike**; supervisors may not ask you about your strike plans. This flyer can be printed from our **Contract Action Kit** (tinyurl.com/UA-CAT-Kit) for your workplace/office.

For more detailed guidance and Q&As for unique situations, see our recently expanded **Bargaining & Strike FAQs**:



tinyurl.com/UA-Strike-FAQs

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FACULTY: KNOW YOUR RIGHTS



The **Public Employee Collective Bargaining Act (PECBA)** protects our rights to organize a union and bargain our working conditions. You *cannot* be penalized, disciplined, demoted, or fired for participating in protected union activities.

PECBA protects YOUR RIGHTS to:

- **Become a member** of United Academics! (uauoregon.org)
- **Serve in union roles**, like Contract Action Team.
- **Attend union meetings**, like GMMs and Town Halls.
- Distribute and display **union literature** (e.g., posters)
- **Wear union gear** (Thursdays are UA shirt/gear day!)
- **Discuss our union** with coworkers, including during work as long as it is not disruptive to your job duties.
- **Sign a strike pledge!** (AKA, promise to stand by your coworkers if we collectively vote to withhold our labor)
- Participate in labor actions like a **protected strike**. Your supervisor MAY NOT ask you if you plan to strike.

All workers represented by the UA Collective Bargaining Agreement have these rights, including Pro Tems and non-citizens. If you experience **illegal retaliation** (or threats), contact UA's Grievances Chair immediately. You have the right to union representation in any disciplinary meeting.

Roles and Expectations on the Picket Line

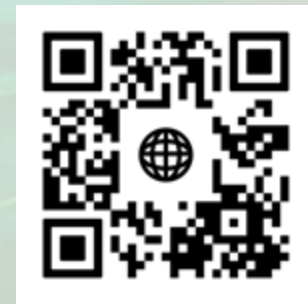
On our picket lines, there are several roles that you can take on:

- **Picket Captains** lead each line and are trained to respond to any problems.
- **Picketers** march, hold signs, and chant.
- The **Conversation Team** will hand out fliers to people passing by in order to engage them in conversation about our fight.
- We'll also need **photographers** to document our union flair, and **percussionists** and **musicians** to keep up our energy.
- Everyone should take a turn on the **megaphone!**
- We'll have allies like undergrads, alumni, community members, and labor siblings on the line with us. Talk to them and welcome them into the strike!

Photo Credit: Christian Tensuan

Picket Shifts

- We expect to have two picket shifts each day, and a daily rally/action. Locations may change, and we may vary the daily plan to keep things fresh and keep the admin on their toes!
- The expectation is one picket shift each day and participation in the rally.
- Members will receive a form to sign up for shifts later this week.



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Sign up to receive texts!

When You Arrive at the Picket Line

Sign in to our strike QR code when you show up!

If you have scanned it during our rally on March 14th or now you can create a profile. The next time you scan you will be signed in to your picket shift.



Basic Picket Line Do's

- Show up on all shifts you signed up for! Arrive on time and stay for your full shift; we are all counting on each other to uphold our strike commitments!
- Sign-in on the picket line for every shift by checking in with your Picket Captain
- Follow the instructions of picket captains and report any problems to them.
- Check the weather everyday! Dress appropriately! Plan for rain, cold. Hats! Gloves! Thick socks!
- Bring water, snacks, warm drinks, and a fully charged phone!
- Join the picket whenever possible (in addition to scheduled shifts).
- *Strongly* encourage your colleagues to sign up and do their time on the picket line! Help folks considering crossing the line to understand why scabbing is absolutely unacceptable.
- Have fun on the line! Sing. Dance. Chant. Talk to your colleagues. Talk to passersby. Be respectful.

Basic Picket Line Don'ts

- Arrive late, leave early, or fail to show up. Do not skip your shifts!
- Block anyone from crossing a line, entering a building, passing on sidewalk, etc.
- Bring drugs or alcohol to the picket line.
- Bring any aggression to the picket line.
- Engage in any illegal activity or behavior that could put your fellow union members and allies on the line at risk by drawing the attention of law enforcement, etc.
- Go off topic; any time you chant, or talk to students/community, stick to the issues of our contract campaign!
 - *More context: In order to protect vulnerable faculty during this time of heightened federal scrutiny, we are asking that the picket remains focused on the strike. While we all may have many reasons to protest these days, we want to ensure that we are protecting the faculty who are otherwise vulnerable in these unprecedented times.*

What if I'm a remote worker?

Currently, we are planning for a few shifts each week where remote workers can drop into zoom to do strike support + feel present in our union community.

An informal working group is developing **remote picket activities** and local **Portland campus** events. Join the [#remote-strike-planning](#) channel on our members Slack to get connected (link on next slide)

Additionally, you can always do independent contract actions using the CAT kit: tinyurl.com/UA-CAT-Kit

You can also see our main FAQs for guidance on how to withhold your labor: tinyurl.com/UA-Strike-FAQs



tinyurl.com/UA-Strike-FAQs



tinyurl.com/UA-CAT-Kit

Stay Up to Date + Help Out!

- Special events are announced in UA emails and on our social media. **For even more members-only comms, you can [join our Slack](#) including our new [#strike](#) channel.**
- **Picket Sign-Making Sessions** - Please come by UA's office on **Wed 3/26 from 1:30-3pm** or **Fri 3/28 from 3:30-5pm** to help make picket signs. Kids are welcome!
- **Contract Action Team** - Meets every Thursday from 10:30am-12pm in UA Office + Zoom. Come help plan actions, and/or [join our Slack](#) channel: [#cat-contract-action-team](#).
- **Strike Hardship Fund Committee** - Meeting times/locations vary; we'd love to add new members with relevant expertise or equity specializations! Email info@uauoregon.org.

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tinyurl.com/join-ua3209-slack

Economic Support for a Strike

- March 31 is pay day. **We should not experience pay disruption until April 30 at the earliest.** UO must prove individuals are on strike + UA's bargaining team will prioritize negotiating backpay when settling the strike.
- AFT National's [Strike Loan](#) program lets you take out a loan from the credit union or bank of your choice, and AFT National will pay the interest at the loan's end. This is the primary option for wage replacement.
- Our **Strike Hardship Fund Committee** has developed a self-qualifying [Acuity Rubric](#) (categories to right) for applications and disbursements. First-round payments (zelle or check) will be timed for the April paycheck *if it is missed*. We will triage funds to the most severe hardship needs.
- If UO attacks our health insurance, some funds are set aside for [supporting COBRA payments](#), prioritizing those highly dependent on insurance (as COBRA can be paid retroactively for emergencies). Anyone on UO's health insurance should qualify for COBRA. We will also support OHP if you are undocumented (you will not be asked to disclose status).

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Legal Work Restrictions (visa or other legal status that prevent people from working outside of the UO)

Streams of Income

Caregiving Responsibility

Debt Burden (for example, will miss or have already missed payments on student loans, medical debt, etc; excludes mortgages - see housing insecurity)

Housing Insecurity

Food Insecurity

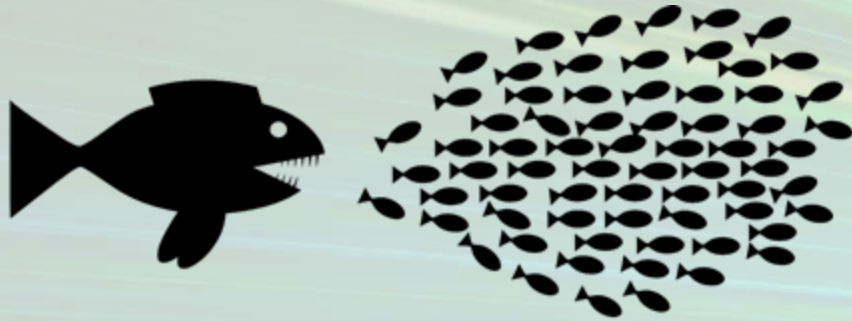
Access to Other Financial Support Resources (other than the strike fund - for ex: Strike Loans, significant personal savings, economic support from family, etc.)

Financial Assistance History (ex: food bank, energy assistance, social welfare programs, etc.)

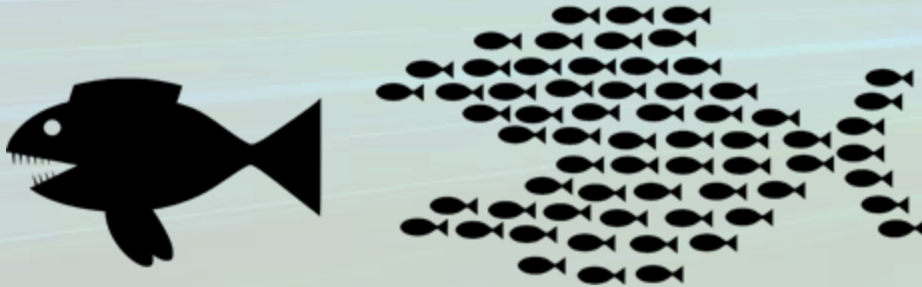
Additional Hardship (Custom description and degree of hardship provided by applicant)

Health Care Expenses

Insurance Loss (Seeking COBRA or OHP payment support due to high level dependence on insurance) **Category activates **only** if UO withholds insurance coverage; please note, COBRA can be applied for retroactively if you're not sure you "need" to maintain coverage yet



ORGANIZE!



Ask Your Colleagues:

What are you feeling empowered to do?

How can you withhold your labor in a way that disrupts the university?

What support do you need from me and others?

Wrapping Up: How does a strike end?

- Once the bargaining team reaches a deal that they believe is acceptable to members, they will **TA (Tentatively Agree)** to the entire contract.
- After the TA, the strike would pause while the TA goes to the membership for a **ratification vote**. Ending a strike is a **membership decision**.
- Attend UA meetings and make your voice heard about what deal you need to see before you're ready to ratify a contract!

Q & A



tinyurl.com/UA-Strike-FAQs



tinyurl.com/UA-picket-guide