

RNF Strike Email Draft

We're going on strike tomorrow!

After UAW 4811 members voted to authorize a strike earlier this month in response to UC's violent repression of student- and worker-led pro-Palestine, anti-genocide encampments, our union has finally called UCLA up to join the strike. Rank-and-file union members are ready to strike for [our demands](#). We'll see you on the picket lines starting tomorrow!

Key things to prepare for our strike:

- RNFDU will share strike updates by email, as will union leadership, but we strongly encourage you to stay in communication with a department steward and/or an active member of our caucus to keep up to date
- In order to make this strike as powerful and effective as possible, all members should continue doing 1:1 outreach to your coworkers and holding department town halls to gauge where people are at and help them get strike ready
- Check out our [RNF Strike FAQ](#) and [Undergrad Strike FAQ](#), which we encourage you to share with your students—and reach out to us if there's something you think we should add!
- We're hearing from other campuses that UC admin is pressuring people to fill out their timesheets so they can learn who's striking and dock our pay. The official line from UAW 4811 is to fill out timesheets honestly, and there are likely legal reasons for them to say this, but we're not convinced it's in our best interests to help the UC track which of us are on strike...

Day One Rank-and-File Strike Schedule:

Everything at Royce Quad unless otherwise noted

9AM - Picket Sign Building led by UAW 4811 leadership

10AM - Picket Kick-off

12PM - Rally at Bruin Bear

Lunch from Kitchen Committee TBD

1PM - Undergrad Teach-In

3PM - Rank-and-File Assembly

The point of a strike is to withhold our labor from our employer, the UC. What does that look like in practice?

- **For ASEs:** Instructors, teaching assistants, tutors, and readers should not conduct classes, discussion sections, or office hours (on campus, off campus, or online), assign homework, grade assignments, or submit grades. Academic counselors should not hold any meetings or do any labor related to their job title. It is *not* necessary to cease all

contact with our students—it is important that they understand what we are doing and why—but we should not discuss or provide them course materials, assignments, grades, or lessons, or perform any duties related to our paid work.

- **For GSRs:** For computational or theoretical research, we will not request time on servers, produce or run models, attend lab meetings, provide project updates, report progress to Principal Investigators, or train undergrads or fellow grad students. For lab and field research, we will not perform on-site lab or field work, attend lab meetings or provide project updates, perform or report data analysis, maintain laboratories or equipment, or train undergrads or fellow grad students. For life science research, or any research wherein it might be ethically dubious to abdicate responsibility, we will not perform or report data analysis, attend lab meetings or provide project updates, or maintain laboratories or equipment; however, if necessary, we may perform the minimal amount of on-site work to ensure health of living specimens. We will *not* report any data, reports, or analysis from these activities to the university. For more guidance on how to strike as a researcher, click [here](#).
- For all of us but especially for GSRs, how to withhold labor depends on the kind of work you do. Talk to your immediate coworkers about what work you're paid to do and make a plan for withholding labor together.

Important FAQs: (that might be worth including)?

Why are we going on strike right now?

Zionist counter-protesters violently attacked the UCLA Palestine Solidarity Encampment on April 30 and May 1. Rather than protecting UCLA workers' right to peacefully protest, UCLA did nothing, allowing these attacks to go on for hours. On May 2nd, UCLA administration sent hundreds of police officers to forcibly destroy the encampment and arrest peaceful protesters. UCLA workers are being attacked, both at their place of work and in the case of May 2nd, by their employer, creating unsafe working conditions and a hostile work environment. In response, our union has filed Unfair Labor Practice (ULP) charges against UC's actions against peaceful protesters- including UAW 4811 members. These ULP charges include: retaliation and discrimination against UAW Local 4811 members for engaging in protected concerted protest activity in violation of the Higher Education Employee-employer Relations Act (HEERA); unilaterally changing its employee workplace speech policies without giving the Union notice or the opportunity to bargain in violation of HEERA; unilaterally changing the terms and conditions of employment related to teaching and work obligations without giving advance notice to UAW Local 4811 or the opportunity to bargain by canceling classes, switching to remote instruction, and delaying previously scheduled midterm examinations. You can find more information about the ULP [here](#).

What are our demands?

While the UAW 4811 demands do overlap with demands from the student encampment, there are specific policy and labor issues that we believe are necessary to address at UCLA that are not included in the union's official demands. We have compiled an extended list of demands for UCLA. You can find out more information about the UCLA rank-and-file demands and how they incorporate and expand upon UAW 4811's demands [here](#).

What will the strike look like for ASEs?

First and foremost: withholding our labor. Stopping our work can take several forms. Instructors, teaching assistants, tutors, and readers should not conduct classes, discussion sections, or office hours (on campus, off campus, or online), assign homework, grade assignments, or submit grades. Academic counselors should not hold any meetings or do any labor related to their job title.

It is *not* necessary, however, to cease all contact with our students: it is important that they understand what we are doing and why. Because our working conditions are their learning conditions, our students should be informed and involved long before the strike begins. During the strike, we can educate them further about our shared conditions through teach-ins conducted outside of university channels and by inviting them to our picket line. We will not, however, discuss or provide them course materials, assignments, grades, or lessons, or perform any duties related to our paid work.

But the students?!

Undergraduate students have been leading the movement for divestment and Palestinian solidarity on our campuses and have been the victims of massive police and mob violence. We

are striking in solidarity with these student protesters and with our own members who have also faced such violence. When you work as a TA, it can be hard to feel like you're leaving your students behind for a while, but remember, our working conditions directly affect the quality of education we are able to give our students. An instructor who works in a safe environment is an instructor who can focus on their class: a short-term disruption to learning now means a serious improvement in long-term education. Students learn better when they're not afraid of being attacked or arrested when they set foot on campus. When you're asked to "think of the students," you can tell them that's exactly what you're doing. And the disruption only lasts until we win, when the UC lets us get back into our classrooms! In the meantime, you can give your students a valuable field lesson in labor politics, US imperialism and military funding, and their impact on higher education, with real-world applications. You can even bring them to the picket line. If the strike is called, we will be actively working with students to create resources and materials to distribute to undergraduates.

Here is an [Undergrad Strike FAQ](#) you can share with your student.

What will the strike look like for Researchers?

In general, researchers should cease any activities for which they are being paid. As with ASEs, our labor as workers is the source of our power. This is distinct from student activities described above, such as attending seminars or performing research/dissertation work for which we are *not* being compensated. While not exhaustive, the following categories describe what striking looks like for certain researchers in more detail.

For **computational or theoretical research**, we will not request time on servers, produce or run models, attend lab meetings, provide project updates, report progress to Principal Investigators, or train undergrads or fellow grad students.

For **lab and field research**, we will not perform on-site lab or field work, attend lab meetings or provide project updates, perform or report data analysis, maintain laboratories or equipment, or train undergrads or fellow grad students.

For **life science research**, or any research wherein it might be ethically dubious to abdicate responsibility, we will *not* perform or report data analysis, attend lab meetings or provide project updates, or maintain laboratories or equipment. However, **if necessary**, we may perform the minimal amount of on-site work to ensure health of living specimens. We will *not* report any data, reports, or analysis from these activities to the university.

For a guide on how to strike as a researcher, click [here](#).