

California Faculty Association

STRIKE READY FAQ

WHAT IS A STRIKE?

A strike is a work stoppage caused by the mass refusal of employees to work due to a set of grievances. The right to strike is protected by law; you cannot be disciplined for taking part in a legal strike when the following conditions have been met:

- Bargaining has been completed
- CFA members have called a strike and provided a strike notice to the CSU

WHY CAN'T WE STRIKE NOW?

We will not engage in job actions (up to and including a strike) until legally permitted at the end of a statutory process. In preparation, we will hold a **strike vote** to learn the will of our membership and whether we are collectively determined to fight for our demands.

WHEN MIGHT WE STRIKE?

Following the process established by the Higher Education Employer-Employee Relations Act (HEERA), if mediation gives way to factfinding and factfinding ends without a settlement, we may legally go on strike. This would not occur before October.

WILL WE NEED TO GO ON STRIKE?

A strike is our most powerful tool to win a good contract but the decision to strike is not made lightly. A strike is disruptive to everyone in the CSU community. A decision to strike means that CSU management will not agree to fair working conditions for faculty employees.

COULD I LOSE PAY FOR GOING ON STRIKE?

Management has the right to withhold pay for days not worked but this has never happened because CFA strikes have been of short duration. Even in a protracted strike, determining who did and did not withhold labor would be difficult to confirm.

CAN I GO ON STRIKE IF I DON'T HAVE TENURE?

Absolutely, Lecturer Faculty and Assistant Professors including instructors, librarians, counselors and coaches, are Unit 3 employees covered by the **Collective Bargaining Agreement (CBA)**. Your right to strike is protected by law; it is a violation of state law to discipline an employee for exercising your legal right. We are stronger together; our collective solidarity protects us.

WHAT CAN I DO?

Go to <https://www.calfac.org/cfa-san-francisco/>. Sign up to receive updates. Sign the **Commit Card** and invite your colleagues to sign it too. Attend CFA events and sign up to volunteer. Put a "Strike Ready" sticker or poster on your door. Talk to your colleagues and your students about strike readiness. We're in this together; when we fight, we win!