

Why are we preparing for a strike?

After years of cuts and reduced funding, in 2019, the Oregon Legislature increased funding to the Public University Support Fund by \$100 million to a record \$837 Million. Despite that backdrop, management's current proposal includes delayed steps and cost-of-living adjustments below the cost of living increases our members are experiencing.

There is room to chop from the top. Presidents of Oregon's largest public universities are paid more than \$600,000 a year, more than six times as much as Oregon's governor, dozens of administrators make over \$500,000, 70 people make over \$400,000 a year, and 411 people make over \$200,000 a year. Oregon public universities report 5.43 workers per supervisor, about double the average for comparable agencies. Ratios this low are a sign of administrative bloat and indicate opportunities to save costs by cutting overhead.

Universities have the funding for a fair contract and affordable tuition, but management chooses to give themselves generous raises and undertake massive construction projects instead.

What can I do now to avoid a strike?

Over 95% of members who voted at all public universities voted to permit our bargaining team to authorize a strike. The bargaining team called for a strike on September 30th if no agreement is reached with management. You can help avoid a strike by continuing to show solidarity with your coworkers, participate in campus actions, sign a strike pledge if you haven't already, and remind your coworkers that the more prepared we are to strike, the more management will be forced to settle.

What happens next?

If we vote to authorize the bargaining team to call a strike, they can do so at anytime. We are required to give a minimum 10-day notice, and declare the date and time that the strike will begin. Management is also free to impose the terms of their final offer on us with reasonable notice.

Will bargaining continue during a strike/preparations?

We are prepared to bargain at any time, even during strike planning and preparation and during a strike. The goal of a strike is to get a fair contract, so we will continue to meet with management even during a strike as long as they are willing to bargain fairly.

Who decides to conduct a strike?

You do. Our bargaining team, once given authorization by our members through strike votes, will make the decision to call for a strike.

Who can vote?

All members in good standing.

Who can strike?

All represented employees of the seven public universities covered under our collective bargaining agreement are strike-eligible.

How long would a strike last?

We will decide. In the past, strikes have been relatively brief, lasting for one week or less. The bargaining team will continue trying to reach an agreement with the universities while we are on strike, and will call off a strike when a tentative agreement is reached.

If the strike lasts long enough will there be strike benefits?

Yes. There are two main sources of strike benefits for striking members. The first is a stipend for participating in strike activities, like picketing on campus during the strike. For all members who meet the minimum strike activity requirements set out by the bargaining team a weekly picket stipend of \$400 will be paid if the strike lasts longer than seven days. The second strike benefit is hardship funds which will be available (by application) for all members actively participating in the strike. This benefit is available regardless of how long the strike lasts, and is available to help members pay for essential expenses like rent, utilities, and other bills if they experience an economic hardship due to strike activity. Members can apply for hardship funds once they receive their first paycheck showing financial loss due to a strike (this may be after the strike is over).

Workers on campus can also host events to raise strike funds, including food drives and bake sales. These events help show the universities that we are serious.

What are the strike activity requirements to qualify for strike benefits?

All strikers are required to picket for one six-hour shift each of the first three days of the strike. If the strike lasts longer than three days the requirement is 4 shifts or 24 hours per week. Picket lines will run from 7am to 6pm the first three days of the strike, there will be three different shift options each day starting at 7am, 10am, and 12pm. We encourage everyone to try to picket within the shift times in order to make sure our picket lines are covered at peak times, but if that isn't possible there will be flexibility.

When will strike benefit applications be available?

We will have applications available on picket lines, and online once the strike starts.

Where do I picket?

We will publish exact picket locations prior to the strike start date. We will have picket lines at all seven main campuses plus OSU Cascades in Bend and OSU Hatfield Marine Science Center in

Newport. Strikers should only picket at official SEIU Local 503 picket lines, but you can picket at whichever picket line is closest to where you live, even if that isn't the university where you normally work.

What if I don't work on a main campus?

We are asking all strikers to picket at one of the nine campus locations where we will have official picket lines. That might mean picketing at a different university or location than you normally work. If you have to picket at a location that is more distant than your normal work location, travel time to/from will count towards your strike activity requirements.

Are all members expected to picket?

Yes. It is essential that we have strong picket lines throughout our strike to keep people from crossing our lines and to allow other unions and allies to support our strike. Strike benefits and hardship aid are only available to members who show up on the picket lines. Accommodations will be made for members with disabilities that prevent them from joining a picket line. If

The strike starts in the middle of my shift, should I just stay home that day?

No. Our strike legally starts at 7am on Monday, September 30th. No worker can begin the strike before that time. If you are at work during the start of the strike, you have an important job! We need you and your co-workers to stop working at 7am on September 30th, and walk outside to join a picket line. We want to make sure that any worker in this position has a big, welcoming picket line to join, so please contact us if you are one of these workers.

Can I bring my family/spouse/kids to the picket line with me?

Yes! The picket line is a place for the whole family. For many of us, going on strike is about being able to provide for our family members and make a better life for our kids. Having family members join us on the picket line helps demonstrate the reason we need a fair contract.

What happens if a represented worker crosses our picket line?

While the law allows unions to sanction members for anti-union activity, and this has been done in rare occasions, this has never been an effective way to organize strike support. We would do all we could to convince fellow workers that it is in their best interests now and in the future to honor the line until a fair settlement is reached.

What about health insurance during a strike?

Employees must work a minimum of 80 hours in a pay period to qualify for insurance benefits for the following month. Once members authorize a strike, part of the strategy in setting the strike date includes ensuring that full-time workers can complete their 80 hours for insurance eligibility. Part-time workers who walk the picket line can apply for hardship benefits to assist with COBRA

payments to maintain insurance coverage.

Can I use accrued vacation and sick leave during a strike?

No, workers cannot use or accrue leave during a strike.

How will the strike affect retirement benefits and seniority?

Strike time is treated as unpaid leave. Strikers do not receive retirement benefits or seniority credit when they are on strike.

Can strikers get unemployment benefits while on strike?

No. You are not eligible to receive unemployment benefits while on strike.

Can anyone be fired or replaced for striking?

You cannot be disciplined for participating in a lawful strike. Although the law allows the employer to permanently replace striking workers, it has not happened in previous public sector strikes and we would not return to work without protecting all workers as part of the strike settlement.

Can I strike if I'm in trial service?

Yes. Trial service workers have the same protections as all other represented workers participating in a strike.

Won't a strike play into their hands by saving management money?

A strike is our collective statement of power and purpose. We are taking the power out of the universities' hands and standing together to demand fair treatment. The money that management saves doesn't make up for the power they lose when we stand united.

Overview of Process to Determine a Strike:

Bargaining Team calls for vote: Our bargaining team calls for a strike vote based on what's happening at the bargaining table.

Strike Vote: If a strike authorization vote is called for by our bargaining team, we will hold vote meetings on each campus.

Decision time: If members authorize a strike, the bargaining team has the ability to call a strike based on meeting the required timelines under the law which includes both sides laying out final offers and a "cooling off" period. The bargaining team will only call a strike if they believe our striking will result in a better settlement.