

KNOW YOUR RIGHTS

The California State University has committed numerous unfair labor practices during contract negotiations with UAW 4123 – the Union for TAs, GAs, and ISAs/Tutors. Union members voted by a 98.5% margin to authorize the Bargaining Team to call a strike if the circumstances justify, such as the University committing unfair labor practices. While the Union remains committed to reaching agreement with the University on a new contract by Friday, October 31, 2008, the University's unfair practices may force the bargaining team to call a strike.

To clarify rights of employees, we use quotes below from “California Workers Rights”, published by the Center for Labor Research and Education, Institute of Industrial Relations, University of California, Berkeley.

“California Workers Rights”:

- (1) Your employer cannot legally discipline or discharge you because of union membership or activities.**
- (2) Your employer cannot ask you how you feel about unions, strikes or any related topics.**
- (3) Your employer cannot legally discipline or discharge you because you and your fellow workers join together in any effort to improve your working conditions or pay or benefits.**

The chapter further describes unlawful coercion and co-optation by employers:

Your employer cannot legally require you (or any employee or job applicant) to promise not to join a union. In preparation for the strike, it is useful to keep in mind the following points:

- (1) You have a right not to be asked by your employer if you plan on participating in future Union activities like a strike and are under no obligation to answer. One way to respond is simply to tell the person asking “I have a right not to be asked that question.” You should notify the Union right away if the University asks you such a question.
- (2) If you are doing any of your job duties on or off campus during the strike you are not on strike! Examples of this are e-mailing students, holding office hours, going to class to let students know, etc.
- (3) Just as you have the right to strike, the University has the right to dock your pay when you strike. Pay docking and self-reporting requests from your campus of department should be fulfilled.

Please keep records and report violations to the Union office: (916) 498-8452