



GTFF Guide to Supporting SEIU local 503's UO campus workers *Your Legal Rights:*

The Administration cannot force us to do the work of striking workers:

"In the event of a strike by other employees of the University, no GTF will be required to perform work which was previously performed by a striking employee." (Article 34, Sec 2 GTFF CBA)

What this means- if you are asked to make photocopies, answer phones, email undergraduates about their program, or do other tasks AND that work is normally done by an SEIU worker, you do not have to do that work. Please notify the GTFF immediately if this happens (amber@gtff.net 541-344-0832). We recommend you do the task(s) as ordered, but notify the GTFF immediately, and we will intercede with management to take corrective action.

The Administration could force us to cross picket lines to do our GTF work or lose our jobs:

GTFs may be disciplined or fired if the union or a GTF "shall cause, engage in or sanction any lockout, strike, slowdown, walkout or refusal to work during the term of this Agreement" (until March 31, 2014, Article 34, Sec 1 & 3 GTFF CBA)

What this means- If a GTF does not show up to do work that you have been instructed to do, such as teaching a section or holding on campus office hours, you can be disciplined or fired, unless you are on some approved form of leave, such as sick leave that qualifies under the family medical leave act.

Some ways to not cross picket lines:

You may ask your direct supervisor if you are needed in your building to report to work on any given day. GTFs have flexible jobs and flexible workloads and many supervisors can work with you individually for when they specifically want you to do work. If your direct GTF supervisor does not require you to be in an academic building during the strike, and you do not wish to go to classes you are enrolled in as a student, you may not have to cross picket lines during the strike at all. Remember that you are contracted to work a certain number of hours per term set by your fraction, but in any one week you might not work as many hours as another week. Check with your direct supervisor about when & where they need you to work. If they leave this up to you, then you can just keep track of your hours yourself.

What this means- Crossing picket lines will be different for different people. Some may not have to cross, and others may have to in order to keep their jobs. Different risks exist for different people, each GTF has to figure out what they are able to do and decide how best they can support their fellow campus workers. If you're forced to cross the picket line to report to work, we recommend you contact the SEIU picket captain and explain the situation to him/her and have them escort you through the picket line. If there is any issues concerning this please contact the GTFF. The GTFF also has buttons you can wear that read: "Crossing picket line under duress. I support SEIU 503!" Ask your GTFF steward or stop by the office to get one.

The Administration cannot stop us from being on picket lines during our non-GTF time:

Individual grad students, as students, don't have to cross picket lines during their time as students and cannot be punished as employees for walking picket lines in their free time outside of work. Students have rights to free speech and freedom of expression, if you are not required to be inside a building for paid work hours.

What this means- as a student during non-work time, you may participate in any picket lines or protests on campus and be protected from discipline in your workplace. If you miss a class you are enrolled in as a student you may lose participation points or other academic credit in the same manner if you missed class for other reasons. But for many courses, you can work with the instructor to make up missed lab or course work at a later date. We feel that many MANY GTFs and faculty will be very VERY flexible with the students they teach in the event of a campus strike and student walk-out taking place.

GTFF's recommendations:

- **During your non-GTF time, when you aren't doing paid work, we encourage all members to walk picket lines with SEIU.** We know the GTFF can turn out large numbers of people to walk picket lines in their free time.
- **As a student, you can take part in the walk-out.** Talk to your professors for the courses you are taking, to work out alternate assignments and what missing class might entail for you. **The GTFF supports a student walk-out.** You could lose academic credit for missed labs, assignments, etc. but we encourage you to discuss this with your instructors.
- **Talk to the students you teach about taking part in the student walk out.** After you announce that class has ended for the day, and students are free to leave, you may offer to speak with students about the strike if they chose to remain after class. Your students may have a lot of questions. Be flexible with your students to determine how they can keep up with the course while missing class. Educate your students about the labor conditions of your fellow campus workers, and how that affects them and their education. If you'd like to send an email to all of your undergraduates that you teach we have some templates we will be providing.
- **If there's any way observing or taking part in the picket lines could be made part of your course we encourage you to do so.** Many courses are about topics related to social change, economics, politics, public policy, workers and labor issues. These could involve a course assignment to walk in or observe a picket line and write a reaction paper. Be creative, be the amazing teachers that you are, and you can come up with all kinds of ways to engage your students in this important struggle. Also, you could try holding your class outside in the grass. Or taking a field trip to some other location. Use whatever academic discretion your direct supervisor will allow.

- Coordinate with your *direct* supervisors about your work.** Keep track of your work hours and tasks. If your direct supervisor does not instruct you to hold specific work hours inside specific academic building during the strike, you retain the right to determine how and when you do your work. We do not recommend GTFs violate the instructions of their direct supervisors. If your direct supervisor tells you that you have to cross picket lines and show up to work, we recommend you do so.
- If none of your students show up for class, you may not have a section or lab to teach.** There is a student walk-out scheduled that has been endorsed by the student government. If you don't have students to teach, your direct supervisor may choose to give you other work duties, *or they might not.*
- If the strike is too noisy and disrupts your class, as a GTF you have a right to a safe and professional work environment** (GTFF CBA Article 10) and so you may need to end class early and/or hold it somewhere else if that work environment is not conducive to your students learning environment and a professional space for you to work. Again be sure to check in with your direct supervisors when relocating, canceling or ending class early.
- Your students may have major issues getting started with classes, we encourage you to be flexible with them and do the best you can as teachers.** You may have students unable to add/drop your section. They may not have access to the library to do assignments. They may lack childcare with the campus center being closed. They might not be able to get other forms or documents processed to begin the school year. We recommend you do the very best you can to teach them in your sections. And help them understand why the school year might not begin in the same way it normally does. And that they should join picket lines to help campus workers get a fair contract as soon as possible, because we all rely on our fellow campus workers to keep this university running. Read about why SEIU is on strike, and be the amazing educators we know you are, and teach your students about this critical moment for workers at our university. And remember to be creative in finding solutions to the issues we'll face!
- Lastly, we highly recommend spending every last moment of your free time helping your fellow campus workers win a fair contract as soon as possible.** This could entail talking to your students, friends, coworkers, neighbors, family, and just about anyone else you know. This could entail volunteering at the union office in your spare time. We'll need tons of picket signs put together. We'll need loads of buttons & creative artwork. We need strongly worded letters written to some very stubborn Oregon University System Board members. We need creative chants and songs. We'll need to phone bank. We'll need food and fun to keep people's spirits up. We need every single person fighting for this fair contract in every moment you have to give. The more time we put in to helping them win a fair contract, the quicker we can get back to teaching and research and doing what we love. To find out how you can help, email amber@gtff.net or check our website for urgent solidarity actions and events.