



AFT 2121 One Day Strike FAQ

Q. What's an Unfair Labor Practice (ULP)?

A: ULP is a charge filed with the labor board that asserts that labor law has been violated. The board can issue a complaint against the offending party, but the power of a ULP comes because it gives a union the right to strike in order to enforce the law.

Q. What ULP has been filed?

A: We have charged the District administration with bad faith bargaining and the implementation of unilateral changes to the contract without negotiating with the union.

Q. How can the strike be averted?

A: In order to avert the strike administration would need to bargain in good faith with us, cease trampling on our contract, and settle a new contract that respects students and faculty.

A: We are striking for only one day because we recognize that we are in a long struggle over the future of the College, and we might have to strike again before we finally secure a fair contract that supports the City College San Francisco deserves. By taking this action we will continue to build our power; we want to show the administration our strength, solidarity, and community support so they will act to avoid a long-term contract strike.

Q. Can I suggest to my students that they go to the library that day?

A: Librarians at CCSF are faculty. CCSF libraries will not be open. Students are welcome to join our picket lines and you may invite them to do so.

Q. Can we hold office hours? Can we meet with students off campus?

A: No. Striking means that no work you would typically do as an instructor should be done on the day of the strike. The power of the strike is withholding our labor, on or off campus. No office hours, no class meetings. Students are welcome to join our picket lines.

Q. If we call in sick, will we get paid?

A: We don't know how or whether admin will dock pay, but we ask faculty not to call in sick, as this weakens the message of the strike.

Q. What should department chairs do?

A: Many department chairs are AFT 2121 members and all department chairs should honor AFT 2121 picket lines.

Q. What about tutors, classified, and other campus workers?

A: SEIU 1021 and the San Francisco Building Trades will be fully informed and we have every reason to expect labor solidarity. We will be asking all CCSF employees and all labor not to cross our picket lines.

Q. If I'm not scheduled to work will I be impacted?

A: There is no way to say for sure how administration will attempt to dock pay. If you are not scheduled to work you still need to come to campus and help picket, as a strong action will require mass participation.

Q: Do I need to call someone (to let them know I won't be coming in to work) or can I just not show up?

A: No, you do not need to call anyone to inform them that you will not be working on the day of the strike but please do show up to support your coworkers and our union on the picket lines!

Q: Why are we saying the strike lasts until 7:30pm? What about night classes?

A: No classes should be held on the day of April 27th. We will be running picket lines from 6:30am to 7:30pm, after which we plan to have a large social event location TBD. Do you have a class that begins after 7:30pm? In solidarity with your coworkers and our union please join us on the picket lines and do not hold class.

Q: Will threatening to strike affect our accreditation?

A: Our contract is between us and the district, and the ACCJC is legally barred from interfering. That does not mean that administration will not use the threat of the ACCJC to try and break our unity. The ACCJC has already shown it is biased against us and appeasement has not worked in the past. If they try to interfere, we will take legal and collective action as we have before.

Q: Will striking hurt my students? In the midst of an enrollment crisis, isn't it too risky to even threaten to turn students away?

A: Our working conditions are our students' learning conditions. What will happen if we lose our contract demands? Faculty will continue to struggle under the increasing workload with less compensation. This will hurt our students and our college in the long run.

A: If the district rejects our proposals to help rebuild the college – such as ensuring minimum class sizes and alternative reassignments for faculty with cancelled classes – students will have a downsized college with fewer course offerings. In turn, more students will be forced to seek their education at for-profit institutions that require them to take on massive debt burdens.

Q: Do we have community support?

A: Yes! Through our fight to save our college AFT 2121 has already made many connections with community organizations that understand the importance of faculty voice to the future of the college. Additionally, faculty have deep connections in the community and daily contact with students to help get our pro-public education message across.

Q: How can I get involved?

A: We're fighting to negotiate the best contract possible. History shows unions are most successful when members are united, engaged around a plan to win, and have relationships with each other. You can help by talking with your coworkers and spreading the word about our referendum. Call our office for more info at 415-585-2121.

A: The AFT 2121 Executive Board has called for an Emergency Delegate Assembly meeting to be held April 19th (Ocean Campus in MUB 240 from 3-5pm) the membership of AFT 2121 has already voted to authorize a strike. However, because a strike is only successful with broad participation it is important to give our rank-and-file Delegates a chance affirm the Executive Board's decision. All faculty are invited to join the Delegate Assembly on Tuesday, April 19th on Ocean Campus in MUB 240 from 3-5pm to participate in the meeting, and help organize for the strike on Wednesday April 27, 2016.