

ENGAGING WITH FACULTY (UNIT 3) ON THE STRIKE (January 22 – 26, 2024)
Communications between administration (including Deans) and the faculty (Unit 3):
DO

- Continue to meet with faculty groups such as the Academic Senate, and take questions from such groups.
- Continue to share positive messages with/about faculty.
- Encourage all faculty to treat each other with respect, regardless of their views on the strike.
- Make it clear that the campus will not be closing.
- Make it clear that participation in the strike is an individual choice, as is supporting or not supporting the strike.
- Encourage faculty to keep their students informed.
- Make it clear that just as it is illegal to harass or retaliate against a member of Unit 3 who chooses to strike, it is also illegal to harass or retaliate against a member of Unit 3 who chooses not to strike.
- Make it clear that illegal behavior will not be tolerated.
- Communicate the expectation that, when asked to report days they were on strike, members of the faculty will do so truthfully.

DON'T

- Try to talk faculty out of striking or make any statement that could be taken as offering an inducement not to strike.
- Threaten or intimidate faculty.

Communicating with Unit 3 Chairs/Director/Supervisors
DO

- Continue to hold regular meetings (chairs councils, individual meetings with chairs) and respond to questions.
- Make it clear that all official strike communications addressed to Unit 3 members will come from appropriate administrators/administration; chairs/coaches/counselors are not responsible for communicating about strike matters to department faculty/coaches/counselors.
- Make it clear that as a member of the bargaining unit, it is the department chair's choice as to whether to participate in the strike or not.
- Make it clear that the department office is expected to remain open whether or not the chair goes on strike.
- Make sure chairs understand what staff from other unions can and cannot do. Represented staff in other Units are prohibited from engaging in sympathy actions, but may participate in picketing during their lunch or other break periods.
- Inform chairs that requests for vacation from department office staff are to be considered and determined only by an MPP appropriate administrator in strict accordance with the controlling Collective Bargaining Agreement
- Help chairs to problem-solve when they are trying to work through strike-related issues.
- Listen to chairs' questions. Respond directly if you know the answer or let the chair know you'll find out and get back to the chair if you do not.

DON'T

- Ask chairs to keep tabs on department faculty and report faculty absences.
- Require that chairs let you know in advance if they are striking.
- Suggest or pressure chairs into cooperating with the administration.