



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

June 12, 2024

ACADEMIC COUNCIL CHAIR STEINTRAGER
EXECUTIVE VICE CHANCELLORS AND PROVOSTS
VICE CHANCELLORS FOR RESEARCH

Dear Colleagues:

I write to update you on the status of the strike authorized by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) despite the collective bargaining agreements (CBAs) all parties signed containing no-strike provisions. These agreements govern our relations with all Academic Student Employees, Graduate Student Researchers, Postdoctoral Scholars, and Academic Researchers represented by the UAW. Consistent with these CBAs, a Superior Court judge issued the University a temporary restraining order (TRO), prohibiting UAW and its members from engaging in any strike activities until June 27, 2024. At that time, the Court will conduct a preliminary injunction hearing to determine if it should issue a new order prohibiting the Union from striking after June 27, 2024.

As events in the Middle East continue to have significant impact on the University of California community, we must remember that lawful protests have always been allowed on our campuses. This continues to be the case, as freedom of expression remains a cardinal value of the institution. Nothing about the TRO or the collective bargaining agreements impacts community members' ability to engage in lawful free speech activities. Each location's time, place, and manner rules are available on their websites and provide a framework for lawful protests across the system. That said, lawful speech activities do not include withholding work in the course of employment or receiving pay - and public pay at that - for work not performed.

I want to convey to you the consequences of the TRO so that you can inform the community on your campus of the responsibilities to which they must now adhere. The court's TRO means that UAW members must continue to perform their regularly assigned work. This work includes the administration of final examinations, grading, submitting grades, and continuing research activities. Employees who fail to comply with these requirements will be subject to applicable disciplinary procedures and corrective actions.

In compliance with the TRO, the UAW sent a communication on June 7th to its members advising that all striking workers should return to work on Monday, June 10th. Accordingly, UAW members are aware that continuing to strike is a violation of the TRO. The University updated its [FAQs](#) to provide information about the current legal positions regarding the UAW strike, engaging in lawful protests, and reporting absences in time and attendance systems. Please continue to review the FAQs as they will be updated on a regular basis.

Yesterday, we advised all UAW members that they must submit their hours to the time and attendance system, including an accounting of any absences they may have incurred. This is not a discretionary responsibility. It is, instead, required of all members of the UAW because the University is legally barred from paying employees for work that is not actually performed. We must remain in compliance with this regulation both for the sake of state law and in view of federal guidelines for effort reporting on grants.

Accordingly, at the five campuses (UCD, UCLA, UCSD, UCSB, and UCSC) where a strike was called for June 3 through June 7, and at UC Irvine from June 5 through 7, UAW members who fail to submit time and attendance information by their local leave-reporting deadline, will be assumed to have withheld their labor and will not be paid for those days. To avoid that outcome, we strongly encourage department chairs, instructors of record, principal investigators, and administrators to remind UAW members of their obligation to submit their timesheets by the campus/location deadline, as noted below (the campuses where a strike was called for June are highlighted in yellow below):

Location	JUNE Leave Reporting Due Date
UCB	7/1/2024
UCD	7/8/2024 by 5pm
UCI	7/6/2024 by 12pm
UCLA	7/6/2024 by 5pm
UCM	7/5/2024
UCR	7/3/2024 by 11pm
UCSD	6/20/2024 by 2:30pm
UCSF	7/5/2024
UCSB	7/10/2024
UCSC	6/30/2024
LBNL	6/20/2024 by 10am
UCANR	7/8/2024 by 5pm

To ensure that all of our records are accurate, department chairs, instructors of record, principal investigators, and administrators who serve as approvers or backup approvers in time and attendance systems must certify the accuracy of leave-reporting for Academic Student Employees, Graduate Student Researchers, Postdoctoral Scholars, and

June 12, 2024

Page 3

Academic Researchers. We trust these self-reports are honest accounts of work performed. However, should there be credible information that UAW members submitted inaccurate information regarding their absences, the approvers and backup approvers will need to override the entry to “leave without pay” for the time the employee was absent. We need to remind everyone that falsification of records is misconduct that is subject to corrective action.

Instructors of record and principal investigators who are aware that UAW members will be withholding work and need assistance with administering examinations, grading, or conducting research, should contact department chairs, campus academic personnel, or campus labor relations offices for guidance.

We hope that we can all come together as a community to ensure that critical research continues and that our students are able to take their final examinations and receive grades for their hard work during the term. We look forward to celebrating their achievements at campus graduation ceremonies where family, friends, faculty, and staff will gather to recognize the class of 2024.

Thank you for all you are doing to support our students and our academic community.

Best wishes,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor’s Distinguished
Professor of Sociology & Public Policy

cc: President Drake
Chancellors
Academic Council Vice Chair Cheung
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Rubin
Senior Vice President and Chief Compliance Officer Bustamante
Interim Senior Vice President Reese
Laboratory Director Witherell
Vice President Brown
Vice President/Vice Provost Gullatt
Vice Provost Haynes
Vice President Humiston
Vice President and Chief of Staff Kao
Vice President Lloyd
Vice President Maldonado

June 12, 2024

Page 4

Vice Provosts/Vice Chancellors for Academic Personnel

Associate Vice Provost Jennings

Associate Vice Provost Lee

Associate Vice President Matella

Assistant Vice Provosts/Vice Chancellors for Academic Personnel

Chief Human Resource Officers

Graduate Deans

Executive Director Lin

Deputy General Counsel Woodall

Principal Counsel Hoppe

Chief of Staff Beechem

Deputy Chief HR Officer and Chief of Staff Henderson

Labor Relations Directors

Chief Policy Advisor McAuliffe