

Dear Colleagues,

In follow up to the message sent to all faculty on May 17, 2024, we have been notified that UAW 4811 has given notice of a strike at UC Davis starting Tuesday, May 28, 2024. Employees represented by the UAW 4811 include academic researchers, academic student employees, graduate student researchers, teaching assistants, and postdoctoral scholars.

As we near the end of the spring quarter, we are seeking your help to minimize the impacts this activity may have on teaching and research activities.

Please note that we do not know whether the UAW intends to encourage its members to refuse to perform work, or whether it intends to suggest other actions on our campus, such as demonstrating or picketing.

If UAW-represented employees choose to withhold their labor next week, we offer the following guidance to assist you.

- **Spring quarter grade submission:** Faculty should have copies of and access to gradebooks for their courses so that grades can be submitted by the June deadline.
- **Leave Without Pay:** In the event an employee is scheduled to work and does not work, Leave Without Pay (LWOP) should be recorded on their timesheet. Personal Time Off (PTO), vacation, or sick leave is **not permitted** to be used for strike purposes.
- **Timesheet approval:** Represented employees are required to submit their timesheets and supervisors must review and approve these timesheets. If the information is incorrect, the supervisor should discuss the inconsistencies with the employee so the timesheet can be corrected and resubmitted.

We highly recommend reviewing additional guidance for what is and isn't permissible for supervisors and managers in the FAQ General Guidance section on the [Academic Affairs Strike Related Resources and Support webpage](#).

For your awareness, all UC Davis UAW-represented employees received [guidance from the University of California Office of the President](#) about the consequences of engaging in unlawful strike activity. The letter includes a reminder that employees are compensated for work performed, and we cannot pay workers who are on strike and withhold labor.

UCOP also has filed a request for injunctive relief with the state Public Employment Relations Board (PERB) and asked for an order to cease strike activity. We expect to hear soon about PERB's decision. You can read about this and other updates on the UC's ["UAW news and updates" webpage](#).

Please submit any questions you have about this correspondence and the guidance referenced here to strikequestions@ucdavis.edu.

We will continue to update you as this situation develops. Thank you.

Sincerely,

Jean-Pierre Delplanque
Vice Provost and Dean, Graduate Education

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