It has come to our attention that, under the incredibly anti-labor laws of the State of Virginia, specifically VA Code § 40.1-55, striking on the part of any public employee results in immediate termination and a year of ineligibility for public employment. This is, unfortunately, a sacrifice that most if not all students cannot afford to make - nor should they have to. **We therefore no longer intend to strike**. It is also illegal for any state agency, including the University of Virginia, to recognize any labor union as a collective bargaining agent of any public employees, under § 40.1-57.2. We find these laws to be truly disgusting, and an affront to workers' moral rights.

This requires some changes to our actions as planned. Thankfully, it does not require their abandonment. Following the model set forth by striking teachers in West Virginia, we intend to perform a work action. This will require the University's cooperation - it requires that **the Newcomb Service Desk be closed on Thursday, April 25th, out of acknowledgment and respect for the harms suffered by student workers in the wake of this transition.**

While it is illegal for a state institution such as the University to engage in collective bargaining with an employee organization, we have the explicit legal right to form an association "for the purpose of promoting [our] interests before [our] employing agency." (§ 40.1-57.3). This is in keeping with the long-term goal of the Student Workers' Union at UVA, as we hoped that, after this initial display of commitment to our rights, the University would become more receptive to our concerns, and more diligent in addressing them. **We sincerely hope that the University does not hide behind these laws in order to avoid necessary change to protect the rights of student workers, and acts on their moral authority as an institution of higher education to engage with us as they would now have to if we lived in a just world.** Anything less is a rejection of the legitimacy of our concerns and of workers' rights generally.