

To the SIO faculty,

We, the workers on strike at SIO, including TAs, postdocs, academic researchers, and graduate student researchers, are sending this email to clarify the situation regarding our picket line. We are asking for your solidarity and safe conduct around our pickets.

We want to start by thanking Senate Faculty members who signed the SIO letter to President Drake and Provost Brown, and other letters of solidarity. Your support is invaluable to us and we believe faculty action like this will help bring forward a resolution with UC administration.

We also want to address some of the concerns that have been brought up on the safety and legality of our picket lines. We are not blocking traffic - we are simply asking vehicles to wait for a few minutes if they need to cross our picket line. We do not force any vehicles to sit in oncoming traffic and we have designated traffic liaisons to ensure there is enough space for cars to wait. The police are aware of our pickets and have not expressed any concerns. Dangerous situations have arisen from aggressive drivers pushing through picket lines with their cars. This is completely unacceptable - there is never a situation where driving into people is warranted. We will not be intimidated by threats or aggressive driving and will continue to picket until the strike is over.

Strikes are inherently disruptive. We understand the magnitude of this collective action, but we have no alternative. It is clear that UC will not listen to our concerns unless they are forced to the bargaining table. Stipends continue to fall further and further behind the cost of living, and unless they are increased significantly students will be forced out of the program. SIO prides itself on promoting diversity in science, but diverse cohorts of students will not be retained without the alleviation of rent burden. As it stands, there is an unstated expectation that early career researchers will suffer housing insecurity unless they or their family is wealthy. We will not accept poverty as the cost for a career in science.

To those who may be unsure of supporting, on the fence, or perhaps just annoyed: it's not too late for anyone to support the strike. We do not want conflict with anyone at SIO, though a work stoppage and picket will never be convenient. If you have a specific concern, you can talk to us. The best way to do that is to approach our check-in table, which is usually near Eckart. Only the UC has power to pay us a living wage, but you have the power to choose safety and de-escalation when faced with inconvenience due to the strike.

We are asking you, the faculty, to now stand in solidarity with strikers. Please do not carry out the work of TAs and researchers who are on strike. Please do not cross our physical picket lines, or attempt to dissuade us from striking.

Strikes are effective - significant progress has been made since the start of the strike, and postdocs and academic researchers have just reached a tentative agreement with UC. We came to SIO because of our passion for science and research, and we are fighting for a sustainable future of academia. We hope that faculty at SIO understand why we are doing this

and realize that their support holds significant power in bringing this strike to a fair and swift conclusion.

Sincerely,

Academic Workers on Strike at SIO