

We will be adding more questions and information to this document as we get it. (Last update 12/6 5:30pm - **updated Q&As are indicated at the end of the question**)



Español: [Preguntas frecuentes sobre huelgas de UCSB](#)

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## General Questions & Context

### 1. What unions are currently on strike?

- a. UAW, the union that represents academic workers across all UC campuses, has announced a strike starting 11/14. There are multiple bargaining units under UAW: UAW 2865 represents TAs, Graders, Tutors and Readers; SRU-UAW represents Student Researchers; UAW 5810 represents Post-Docs and Academic Researchers. All together, there are more than 48,000 UC workers represented by UAW. We encourage you to read more info about bargaining, including the proposals made by UAW and by UC, and to attend Zoom bargaining sessions between UAW and UC – you can do all of those things at this [UAW website](#).

## 2. Why are these unions on strike?

- a. UAW and the University have [been bargaining over our next contracts](#) since Spring of 2021. Under the Higher Education Employer-Employee Relations Act (HEERA), employers have legal obligations during bargaining with unions. The University has failed to meet its obligations and committed a wide range of unlawful actions (called [Unfair Labor Practices](#)) by:
  - i. Unilaterally implementing changes regarding compensation, appointments, transit, bullying protections, and more.
  - ii. Bypassing the bargaining process by announcing changes and instituting policies outside of bargaining
  - iii. Refusing to provide necessary and relevant information regarding bargaining topics and bargaining unit members
  - iv. Directly surveying bargaining unit members about bargaining topics
- b. UAW has responded to these Unfair Labor Practices through a legal process adjudicated by the California Public Employment Relations Board ([PERB](#)). As of November 27, UAW has filed over 30 ULP complaints against UC. In response to these ULPs that UC continues to commit and refuses to remedy, UAW has called for an Unfair Labor Practices (ULP) strike, which is a protected labor action under labor law.

## 3. What are some specific Unfair Labor Practices that the union has filed against the University of California? (updated 11/30)

- a. Under the law, a union files a charge with California Public Employment Relations Board ([PERB](#)) describing the unlawful behavior and the employer has a right to respond. If PERB finds enough facts to suggest that a ULP may have been committed, they issue a “complaint.” UAW has charged the University on over 30 counts of [Unfair Labor Practices](#), which can all be found at this [link](#). Here is an example particular to UCSB:
  - i. On February 3, 2022, without prior notice or discussion with the Local 2865 or SRU-UAW, the UCSB Molecular, Cellular, and Developmental Biology Department (MCDB) mass e-mailed MCDB graduate students, graduate student researchers, and academic student employees that the Department is increasing Fall 2022 graduate student researchers stipends to to \$36,000/year. The e-mail also mentioned that they anticipated 50%-TAs to increase to approximately \$2,660 next Fall, and that while they encourage faculty to supplement TA stipends to raise them to graduate student researcher levels, it is “between you and your mentor.” This is an Unlawful Labor Practice as it bypassed the Union in direct dealing, and it encouraged union members to directly deal with their faculty mentors to achieve stipend supplements. It did not give the exclusive representatives the opportunity to participate and the University failed to confer with Unions regarding the planned stipend increases despite meeting with the Local 2865 and SRU-UAW for the very purpose of bargaining over terms and conditions of employment. While it may

seem like the University offering students a stipend increase could only be a good thing, the problem lies in the fact that the stipend was offered unlawfully and only to some students and not others. Direct dealing is an Unfair Labor Practice because it violates the employer's obligation to bargain in good faith with the exclusive bargaining representatives. This ultimately disempowers the union and its workers.

- b. UC has [not yet remedied these ULPs](#) and has actually [committed at least 7 more illegal actions](#) since we began the strike. These ULPs include illegal strike breaking tactics such as intimidation and retaliation, for which UAW has issued a [cease and desist letter to UC](#).
- c. For more info on the process of filing ULP complaints, see [info on PERB's website](#).

#### 4. How has the PERB responded to these ULP charges?

(updated 11/30)

- a. The California Public Employment Relations Board ([PERB](#)) has confirmed that at least 6 of the ULP charges put forth by the UAW are warranted and [filed official complaints against UC](#). An example of a PERB filed complaint can be found [here](#). Remember, UAW has charged the University on over 30 counts of [Unfair Labor Practices](#), but they have not all yet been reviewed by PERB, so UC could face further PERB complaints.
- b. Here is a [tracker](#) of all the Unfair Labor Practices charges and responses

#### 5. What is a Strike Authorization Vote?

- a. Academic Workers at UC voted on whether to give our respective bargaining teams the authority to call a strike if circumstances justify. This vote lasted a week and ended on November 2nd. A Strike Authorization Vote passes if 67% of those casting a ballot vote yes.
- b. In this vote, 36,558 votes were cast (over 75% of workers eligible to vote cast a ballot), and 98% voted yes. This was by far the largest and most decisive strike authorization vote ever taken by Academic Workers in the United States. As such, workers across UC authorized their respective bargaining teams to call for a strike if circumstances justified one. The bargaining teams for all 3 unions units (UAW2865, SRU-UAW, and UAW5810) then announced a strike start day of November 14th and sent notice to UC (the employer) as is required by law.

#### 6. When did this strike start?

- a. The strike began the morning of November 14th.

#### 7. What does a strike look like?

- a. During a strike, Academic Workers do not perform our work duties and participate in picket lines in and around our campuses to increase the visibility of the strike. For specific info on how to strike, see the "general worker questions" section and the question section for your current role.

## 8. How long will the strike last? (updated 11/30)

- a. In short: it's up to UC. They can cease their illegal bargaining tactics (the ULPs that our union is striking over) and begin bargaining with our union in good faith whenever they choose. We all want to return to the teaching and research that we love (that's why we came to grad school after all!), and our bargaining teams have made it clear to UC that they are happy to collaborate with UC on a return-to-work agreement as soon as they cease their illegal actions and begin bargaining in good faith. We hope that this occurs soon.
- b. The long answer: The strike will last until the University corrects its bad faith conduct (ULPs), or until the bargaining teams call off the strike in response to membership's wishes. Unfortunately, UC has [not yet remedied their unfair labor practices](#) (ULPs, illegal actions taken by an employer against workers and/or worker unions) and has actually [committed at least 7 more illegal actions](#) since we began the strike. Further, the California Public Employment Relations Board (PERB) has confirmed that these ULPs are warranted and [filed official complaints against UC](#).
  - i. We, workers, should decide collectively which actions from the UC will justify ending the strike, e.g., when the UC meets our demands by offering us a cost of living adjustment (COLA) to alleviate our rent burden, adequate childcare subsidies for parent-workers, sexual and racial discrimination protections, and reasonable course enrollment caps.
    1. Union administrations sometimes (often) initiate conversations about ending strikes before worker demands are met. It is our responsibility to communicate to the UC administration and to our representatives at UAW that we cannot return to work until UC remedies their illegal bargaining tactics and we secure adequate working conditions guaranteed by a fair contract — and no one knows what we need better than we do. The best way to communicate our needs to the boss and to UAW is to stay well-organized and committed to striking until the administration meets our demands.

## 9. Why does a strike work?

- a. Strikes work because employers depend on the labor of their workers to operate — and the UC is no exception. If workers (TAs, tutors, readers, student researchers, academic researchers, and post-docs) withhold their labor, core functions of the university cease. Graduate students and academic workers are central to the daily operation of the university; alongside our lecturer and researcher colleagues, we teach the majority of the classes across the UC system and make up the vast majority of one-on-one interaction with students. We therefore have the leverage to get our demands met: if we stop teaching, grading, and doing paid research, we make it impossible for the UC to function normally.

- b. Just this past year we've seen workers at Columbia build and exercise collective power through striking that resulted in some historic wins, including: large salary increases, better childcare subsidies, harassment and discrimination protections, and union recognition (something Columbia illegally denied for years).
- c. In past years we have also seen other successful strikes from Los Angeles and Chicago teachers, alongside a huge wave of unionization at Amazon, Starbucks, and at universities like Harvard and MIT.

## 10. What things are UAW and UC bargaining over?

- a. A key issue for all 3 unions is wages. Our unions have been coordinating some demands, and both UAW2865 and SRU originally proposed [contract language to bring all GSRs and TAs out of rent burden and to keep up with annual inflation](#). The government defines rent burden as spending 30% or more of your pay on rent. Currently ~90% of UC TAs are rent burdened, and many spend over 50% of their monthly income on rent. This proposal was on par with newly-won grad pay at other leading research institutions like Stanford and Harvard. All of UC's offers so far, which they have described as "generous," amount to annual real-wages pay cut because annual raises would be lower than inflation (and rental costs go up faster than inflation!).
- b. Other key issues include increasing childcare reimbursements and benefits for parents, allowing dependents to be added to our health insurance, remitting the extra fees and tuition that international scholars pay, a transformative article concerning access needs for disabled workers, cops off campus, and further protections ensuring a safe and inclusive workplace.

## 11. Where will the money for such a large raise come from?

### Isn't this an unreasonable demand? (updated 12/4)

- a. First, just to get a sense of the amount of the budget we're asking for, the UC operating budget for 2022-23 is \$47.1 billion. UAW 2865 represents 19,000 TAs/readers/tutors. If we say all of them are TAs, then  $19k * 54k$  is about 2.2% of the budget going toward paying TAs. Currently  $19k * 23k$  is about 1% of the budget going toward paying TAs. Would it be impossible to give us another 1%? Probably not? Perhaps also notable is that the 2021-22 budget was \$44 billion, and the 2020-21 budget was \$41.6 billion. Over the last few COVID years, UC's budget has been increasing \$3 billion/yr. Another notable fact: last year, UC announced that it had gained \$38 billion in invested assets, raising its assets to \$168 billion. This is a 29% increase over a year of COVID. The  $19k * (54k - 23k)$  we're asking for is only \$589 million of all this. Of course, GSRs and post-docs would be getting raises as well, but those are more varied and I think the TA unit would be the largest single cost.
- b. The UC will always claim to "not have the funds" for raises, but they also always seem to find them when pressed. This is pretty typical with the increasing tendency to run the University as a business. How the UC uses its budget is very opaque, but it doesn't really seem like there is a shortage. If the UC's position is



that the COLA demand is actually an impossibility for them, we would love to see some evidence that that is the case and then bargain from there.

- c. If it really is an issue, then the California government can step in. UC is a public institution that gets money from the state. If they really need more, then they can go to the state and ask for more. That part isn't really on us.
  - d. Earlier this year, the UC regents voted (16 to 1) to increase chancellor pays. UCSB's Chancellor Yang got a 28% raise from 450k to 580k. This was to make our chancellor pay scales competitive with other universities. A direct quote from one of the regents is "To me, this was an issue of pay equity. We have an obligation to pay our people well, and we should pay our chancellors well." Evidently, TAs and GSRs aren't "their people". You don't even need to leave the math department to find postdocs who can tell you about how much of a better deal it is to go do your grad school elsewhere. We had a DEI committee last year that was lamenting the lack of women coming here, even when we admit more. This is a big reason.
  - e. There was also a fun little thing I looked into a few years ago. I downloaded a spreadsheet of all UC wages. If you take everyone who makes more than 250k and reduce their salaries to 250k and leave all their benefits untouched, UC saves about \$1 billion. This was a few years ago. The top head coach salary has increased from \$4 million to almost \$6 million since then.
  - f. All of this is a little beside the point though. It's not so much that we want more money, and we think the UC can afford it. It's that there is a cost associated with living in a place, and our employer needs to pay us enough to afford it if they want us to be there. That the cost of living around UC campuses is ridiculous should be their problem to solve, not ours. That we're on strike now is the result of many years of ignoring this issue. Had we been getting cost of living adjustments each year, we wouldn't be asking them to double our salary now. If anything, they've already saved more money than they should have by refusing until now.
  - g. Something else to note is that the provision we have in our original contract proposals to tie our yearly raises to the cost of housing could actually be really good for everyone, including the UC and people who are unaffiliated with the University. Right now, UCSB is paying fines to SB county for not building more housing for its increasing student population. For years, UCSB has been increasing enrollment without any accountability for what that has done to the housing market. Tying wages to the cost of housing will force the UC to care about housing markets, which should be good for them in the long run since they won't have as many strikes over the cost of living.
- 12. Can I attend bargaining sessions? (updated 11/30)**
- a. Yes! Bargaining is on Zoom, and we encourage workers and supporters to join. You can RSVP to attend the Zoom bargaining sessions for all 3 unions [here](#) (note: ASE = academic student employee = TAs, Graduate Student Instructors, tutors, readers).

- b. [Running 2865 bargaining agenda](#) - this document has zoom info for all bargaining sessions and is updated with all new sections. If you bookmark this page, you will always have access to the 2865 bargaining links.

### 13. How can I support the strike if I am not a UAW worker?

(updated 12/3)

- a. For ways that the community can support the strike, see this [website](#). You can donate money to the [UAW-UC Strike Support and Hardship Fund](#) and the [UCSB Academic Worker Strike Mutual Aid fund](#).
- b. UC undergrads can find more info about how they can support at the [UCSB UAW Strike FAQ for Undergrads](#).
  - i. Send this [email](#) to your professors
- c. UC faculty and lecturers will find these documents helpful:
  - i. [SB UAW organizing committee position on faculty solidarity](#)
    - 1. [Position regarding finals and grades](#) - includes links to info about right to respect picket line, etc
  - ii. [CUCFA FAQs about the strike](#) - written by and for UC senate faculty, vetted by lawyers
    - 1. [Response to pressure to pick up struck work](#)
    - 2. [FAQ regarding grading](#)
  - iii. [UCSB Faculty Association FAQ](#)
  - iv. [UC-AFT statement on UAW Strike Solidarity Guidance](#) - for lecturers, vetted by lawyers; includes information about pressure to pick up struck work and grading, written by and for UC lecturers, vetted by lawyers
  - v. [Email template for faculty to send to UCOP](#)
- d. You can change your profile picture to this [image](#):



- i.
- ii. Alt text: University of California emblem that is edited for the UC-wide Academic Worker Strike starting November 14th. Instead of being blue and yellow as normal, this logo is red, black and white. It says "University of California" on the top and where it would normally read "1868" on the bottom, it says "on ULP strike". There is a solidarity raised fist over the original book logo inside the emblem, and the ribbon reads "solidarity UAW" instead of "let there be light." The star that shines above the book is red. The initial capital of the book's text is a black "U" on a red square.



## Undergraduate questions

14. People keep telling me to email the “admin” about my frustrations with the strike—who is that and what should I say?
- The University of California Office of the President is responsible for bargaining with the UAW and for its bad faith bargaining.
  - Email the following people:
    - UC president Michael Drake [president@ucop.edu](mailto:president@ucop.edu), UC Provost and Executive Vice President for Academic Affairs Michael Brown [provost@ucop.edu](mailto:provost@ucop.edu), the UC Board of Regents [regentsoffice@ucop.edu](mailto:regentsoffice@ucop.edu), and UCSB Chancellor Henry Yang [henry.yang@ucsb.edu](mailto:henry.yang@ucsb.edu); UC negotiators [Nadine.Fishel@ucop.edu](mailto:Nadine.Fishel@ucop.edu), [Peter.Nguyen@ucop.edu](mailto:Peter.Nguyen@ucop.edu)
  - Here is an [email template](#)! Feel free to add your own thoughts and perspective
15. What is a strike?
- A strike is the collective withholding of labor from an employer. There are different kinds of strikes, and the strike that TAs will engage in is called an Unfair Labor Practice (ULP) strike. (You can read about the different types of strikes [here](#).) This type of strike is 100% legal and is a protected right under national and state law. See [Why are these unions going on strike?](#) for more info.
16. Why should I care about the TA strike if I’m an undergrad?
- Your TA’s working conditions are your learning conditions! If your TAs are financially precarious, they cannot provide all of the attention you deserve. Many TAs have to take additional jobs because their TA pay is not enough to live on, and this takes away from the time they have to prepare classes, give feedback, and grade assignments. If TAs were paid a living wage, they wouldn’t need additional jobs and could use that extra time and energy for their other teaching and learning responsibilities!
  - You should care about how your tuition dollars are being spent! Undergrads pay huge amounts of money to attend a world-class university and receive an excellent education, but UC isn’t using that money to pay the people who teach you! Just last year, UC chancellors got a raise to account for “cost of living” – even though UC provides many of them with free housing on or near their campus. Chancellor Yang got a 28% raise and will soon make [\\$579,750 per year](#). But they say that there’s no money to pay graduate students a living wage.
  - If you ever want to attend graduate school, this will set a precedent for fair pay not only at UC, but across the country. Better working conditions for graduate students will make graduate school more financially feasible and accessible to working class students, first-gen students, and students with families. Access to public education shouldn’t be determined by existing wealth or privileges.

- d. Better pay for some workers is a win for all workers! And holding institutions accountable for their illegal actions is vital to maintaining worker rights! When a group of workers wins key improvements in their contracts, it helps other workers who are also seeking those improvements because it sets a precedent for what is expected. Other workers and unions can point to that win and demand something similar. Our unions are striking over illegal actions taken by UC (see [Why are these unions going on strike?](#) for more details), and holding UC accountable for this behavior will discourage them from doing similar things in the future when bargaining with other workers.
- e. The UC is a public university – it should serve the public, which includes students, staff, and the surrounding community.

**17. UC says “TAs are striking because they don’t care about their students’ education” or some variation of this. Is that true?**

- a. Absolutely not! It’s likely that UC will say things like this to discourage undergraduate support and end the strike. In fact, the things that TAs are fighting for in our next contract are similar to issues undergraduates are also facing: housing insecurity, food insecurity, large class sizes, access needs of disabled students not being met, lack of support for student parents, etc. See [Why should I care about the TA strike if I’m an undergrad?](#) for more!

**18. UC is asking me to report which of my classes are canceled. Why? Should I do that?**

- a. In past strikes, UC has asked undergraduates to report which of their TAs are striking so that they can use this information to break the strike. We ask that you not give them this information. It is not your job as undergraduate students to police your teachers, and UC cannot force you to do this. Simply do not respond to or engage with any forms they send you.

**19. What will campus look like?**

- a. Very, very different. Strikes can only be successful if they are disruptive; that’s how we get an employer’s attention. So we will hold pickets around campus, and we will be loud. Other unions, like the unions that represent delivery drivers and the construction team working on the new classroom building, will likely refuse to cross our picket lines, so everyday operations might get weird. Some non-TA instructors might cancel classes in solidarity. There will be increased law enforcement and media presence on campus.

**20. Can I join the picket line as a supporter?**

- a. Yes! We would love to have you join our picket in your free time. PLEASE WEAR A FACE MASK to protect yourself and other workers and supporters. The main picket line will be in front of the library 8am-4pm Monday-Friday, and there will be two other smaller pickets at rotating locations on campus.

## 21. Can I make my own signs to bring to the picket?

- a. Yes! We will have official “UAW on ULP strike” signs for people, but if you want to use your artistic skills to craft your own, go for it. Here is a [list of UAW “approved” slogans](#) to put on signs. Most signs should have these phrases, but if you want to make one that is slightly different, that’s ok as long as it doesn’t conflict with these. For example, don’t write “on strike for fair pay” because this is a ULP strike, and while that’s something our unions are bargaining for, it is not the direct reason we are on strike. See [Why are these unions going on strike?](#) for more info on that.
- b. You can write things like “I support my striking TAs” etc!

## 22. Are all of my classes canceled?

- a. Your TAs will make their own decisions about strike participation. Some TAs might choose not to participate and continue teaching as normal. So, you should check in with all of your TAs about if you will have sections during the strike. If you’d like, you can email your TAs to tell them that you support any strike action they take. This is really meaningful to TAs! Some TAs are worried about striking because they aren’t sure if their students will support them or if they will be upset about canceled classes.
- b. While some professors may cancel lectures in solidarity with the strikers, some professors may continue holding lectures as normal. So, you should check in with all of your professors about if you will have lectures during the strike. If you’d like, you can email your professors to tell them that you support the strikers, would like them to cancel class in solidarity, and are ok waiting until after the strike is over to receive your grades.
- c. Once the strike is finished (it’s up to UC how long our strike goes, see [How long will the strike last?](#)), all classes will resume as normal.

## 23. Are all TAs striking?

- a. While the TA union will be on strike, some TAs may choose not to participate.

## 24. How will I know if my TA is on strike?

- a. Your TAs will tell you! If you aren’t sure, you can ask them. TAs are encouraged to keep their students updated about the strike.

## 25. Is this only happening at UCSB?

- a. No, academic student employees (which includes TAs, tutors, readers, researchers, and post-docs) across all UC campuses will be on strike together. This is over 48,000 workers!

## 26. What will striking TAs stop doing?

- a. During the strike, TAs will cease all work related to their TA position. This includes holding sections and office hours, coming to lecture, answering emails about class content, grading student work, and entering grades on GauchoSpace/Canvas. Once the strike is finished (it’s up to UC how long our

strike goes, see [How long will the strike last?](#)), TAs will resume normal teaching responsibilities and provide grades for assignments submitted during the strike.

27. Why can't my TA still hold section / grade / answer my questions when they are on strike? Do they really have to stop doing everything?

- a. Legal protections only exist for workers who strike all work duties. So if your TA stops doing all work for your class, they will have legal protections against retaliation (such as getting fired, losing future jobs, etc). However, if they continue some of their responsibilities for your class and not others, they do not have these protections and could face retaliation from UC.

28. Should I skip any classes that are not canceled once the strike begins?

- a. Striking workers are not asking you to skip your classes – but if you want to, that's up to you. We do not consider continuing to attend classes and to work on your assignments and turn them in to be crossing the picket line. You can support by coming to join the picket line in your free time if you'd like!
- b. Feel free to bring signs/apparel to class to further disrupt and publicize the strike!

29. Should I stop doing work for my classes?

- a. No, you should complete any work that your professors assign as you normally would. Once the strike is finished (it's up to UC how long our strike goes, see [How long will the strike last?](#)), your TAs will grade this work and you will receive those grades. The amount of time your TAs have for this grading will be one of the terms of the settlement we negotiate with UC.

30. What will happen with my grades? Are there situations where not having a grade will impact my financial aid / visa status / Fall 22 graduation / etc? (updated 11/30)

- a. Here's what a missing final grade means for you:
  - i. If there is no grade submitted by the deadline, you will see "NG" (no grade) on your transcript. This will not negatively affect your GPA. This is a placeholder until a grade is submitted – **an NG is NOT equivalent to an F** and will only turn into an F if a final grade is not submitted before the *end* of winter quarter (in March). As soon as I submit a final grade for you, your letter grade will replace the NG on your transcript. There have been rumors circulating about the meaning of NGs, many of which are incorrect. See this [email](#), sent to faculty and staff on November 28 by UCSB administration, for the source of this info.
  - ii. According to this [email](#), sent to undergraduates on November 22 by the Interim Associate Vice Chancellor for Undergraduate Education, **NGs will "not impact your financial aid, athletic eligibility, prerequisite requirements, and/or the completion of your degree."**

- iii. UC has the power to change their own policies, such as those mentioned above regarding how much time must pass before NGs turn into Fs, and how NGs affect your financial aid, athletic eligibility, prerequisite requirements, and/or the completion of your degree. We have seen them make these changes in the past, such as during the [2017 Thomas Fires](#) at UCSB, the 2019-2020 COLA strikes, and the beginning of COVID-19. So, even if this strike lasts for a very long time, it is within the UC's power to ensure missing grades do not negatively affect your situation.
- iv. **If you are an international student** and are worried about the effect of NGs on your visa status, please contact the Office for International Students and Scholars ([oiss@sa.ucsb.edu](mailto:oiss@sa.ucsb.edu)). From what we understand, the visas of international students from a very limited number of home countries (potentially none) may be affected by NGs. If this is the case for you, OISS will be able to give you more information regarding your specific visa situation and how to ensure your visa is not affected.
- v. **If you are planning to submit a study abroad application in winter/spring or have already been nominated to study abroad** and are worried about the effect of NGs on your application, please contact the Education Abroad Program ([eapucsb@eap.ucsb.edu](mailto:eapucsb@eap.ucsb.edu)).
- vi. **If you are a veteran studying under the GI bill**, there are only negative implications for NGs if the NG turns into an "Incomplete" or "Withdrawal," as far as we know. This will not happen because once the strike ends, your letter grade will be submitted. If you are concerned about the impact of NGs, please contact [VeteransBenefits@sa.ucsb.edu](mailto:VeteransBenefits@sa.ucsb.edu).
- vii. **If you are planning to graduate at the end of this quarter**, you will not have to pay tuition for next quarter if you receive an NG in a course. Once the grade is entered, your degree will be confirmed. If you are concerned about this you can talk to your professor.
- viii. **If you have further concerns about the effect of NGs, you should direct them to Michael Miller, the Interim Associate Vice Chancellor for Undergraduate Education ([uged\\_dean@ltsc.ucsb.edu](mailto:uged_dean@ltsc.ucsb.edu)).**
- ix. Remember that it's up to UC how long the strike lasts. They can cease illegal actions at the bargaining table and begin bargaining with our unions in good faith at any time.

### 31. Can I contact my TAs while they are on strike?

- a. You can contact them, but they might not be able to respond. TAs are encouraged to send you emails with updates about the strike, and you can ask them questions you have about the strike via email. However, they will not be answering email questions about class materials during the strike because that is considered a work responsibility. When in doubt, you can ask your TA, and they will answer if they can. It may take them a little longer to respond because they will be busy on the picket line or with other strike responsibilities, so please be patient.

## 32. If I have more questions, who can I talk to?

- a. Once the strike starts, you can come to the picket line in front of the library 8am-4pm and ask your questions to a strike captain. We are happy to give you more info and answer any questions you have.
- a. You can dm @undergraduates4cola on Instagram. This account is run by a group of supportive UCSB undergraduates.
- b. You can dm @uaw2865sb on twitter or @sbuaw2865 on Instagram. These accounts are run by UCSB grad students who are involved with union organizing.

## 33. Where can I get more information and updates?

- a. A group of very cool UCSB undergrad supporters are running an Instagram account for exactly this purpose! Follow them on Instagram here [@undergraduates4cola](#).
- b. You can also follow the TA union's social media accounts, which will be posting updates and information throughout the strike:
  - i. Twitter: santa barbara specific [@uaw2865sb](#), statewide [@uaw2865](#)
  - ii. Instagram: santa barbara specific [@sbuaw2865](#), statewide [@uaw2865](#)
- c. Check the [Official UAW-run website](#) for updates on all 3 striking unions' bargaining info.

## 34. Can I attend bargaining sessions between the union and UC? (updated 11/30)

- a. Yes! Bargaining is on Zoom, and we encourage workers and supporters to join. You can RSVP to attend the Zoom bargaining sessions for all 3 unions [here](#) (note: ASE = academic student employee = TAs, Graduate Student Instructors, tutors, readers).
- b. [Running 2865 bargaining agenda](#) - this document has zoom info for all bargaining sessions and is updated with all new sections. If you bookmark this page, you will always have access to the 2865 bargaining links.

## 35. How can I support the strike? (updated 12/3)

- a. Talk to other undergrads about the strike and why they should support!
- b. Email your TAs and professors to tell them that you support the strike and graduate students' demand for a living wage.
  - i. Use this [email template](#) to email your professors
- c. Email and/or call UC and UCSB administration to urge them to cease their illegal activity and begin bargaining in good faith with the unions. Ask your parents to do this as well.
  - i. Admin emails: UC president Michael Drake [president@ucop.edu](mailto:president@ucop.edu), UC Provost and Executive Vice President for Academic Affairs Michael Brown [provost@ucop.edu](mailto:provost@ucop.edu), the UC Board of Regents [regentsoffice@ucop.edu](mailto:regentsoffice@ucop.edu), and UCSB Chancellor Henry Yang [henry.yang@ucsb.edu](mailto:henry.yang@ucsb.edu)
  - ii. Here is an [email template](#)!



- d. Join us on the picket line starting November 14! PLEASE WEAR A FACE MASK!  
There will always be a picket in front of the library (8am-4pm Monday-Friday), and there will be two others at rotating locations on campus.
- e. Find petitions and sign-on letters at this [link](#).
- f. A group of very cool undergraduates are organizing to support the graduate student strike. If you'd like to get involved or learn more about their efforts, you can fill out a form in their [linktr.ee/undergrads4cola](http://linktr.ee/undergrads4cola).
- g. You can change your profile picture to this [image](#):



- i.
- ii. Alt text: University of California emblem that is edited for the UC-wide Academic Worker Strike starting November 14th. Instead of being blue and yellow as normal, this logo is red, black and white. It says "University of California" on the top and where it would normally read "1868" on the bottom, it says "on ULP strike". There is a solidarity raised fist over the original book logo inside the emblem, and the ribbon reads "solidarity UAW" instead of "let there be light." The star that shines above the book is red. The initial capital of the book's text is a black "U" on a red square.

### 36. I am an undergrad tutor, reader, or TA. Can I strike?

- a. If your work position is covered by the UAW2865 contract (if it is, you probably had a union orientation when you were hired), you can also strike (and get strike pay as long as you meet the eligibility requirements). CLAS tutors and all TAs are covered by the UAW2865 contract. See this [FAQ for workers](#) for more info about how to strike, how to get strike pay, and much more. If you aren't sure if you work in a position that allows you to strike, come ask a strike captain on the picket line.