



UNIVERSITY OF CALIFORNIA COMMUNICATION UAW CALL FOR A POSTDOCTORAL SCHOLAR STRIKE VOTE

On March 2, 2009, the UAW notified Postdoctoral Scholars who are union members that it is asking that those members authorize a strike vote. We know that the UAW has scheduled this vote through March 20th. The University is disappointed that the UAW has scheduled this activity so early in the negotiations for the brand new unit.

WHAT YOU SHOULD KNOW:

1. A strike vote at the onset of negotiations is one of a number of standard procedures used by unions to exercise leverage in negotiations.
 - the UAW is not asking Postdoctoral Scholars to vote in support of striking now.
 - the UAW is asking its members to authorize the UAW to declare a strike when the UAW believes it is necessary; Postdoctoral Scholars may not be asked to assess the facts at the time the UAW decides to call a strike.
2. As stated in the UAW communication, only Postdoctoral Scholars who have signed a UAW membership authorization cards are eligible to vote.
3. The union has confirmed at the bargaining table that only Postdoctoral Scholars who have signed a UAW authorization card are receiving notice of the strike vote.
 - Postdoctoral Scholars who are not currently members but who learn of the strike vote may sign up for membership at the polling place in order to vote.
 - Union organizers, some of whom have informed University representatives that they are UC students with access to laboratories and have been recruited and paid by the UAW, may approach Postdoctoral Scholars in an effort to encourage the Postdoctoral Scholars to sign a card and vote.
 - All Postdoctoral Scholars have a right to participate in the strike vote or to decline to vote.
4. The University will never know the number of Postdoctoral Scholars who vote, and certainly will never know the number of Postdoctoral Scholars who vote to authorize a strike vs those who voted against authorizing a strike.
5. Generally, the union cannot call a strike until after the bargaining process is completed: this includes the declaration of an impasse, and the completion of the post-impasse processes of Mediation and Fact-Finding.
6. If the union calls a strike at some time in the future, Postdoctoral Scholars will have the choice of whether to support the strike or to continue working through the strike. The union cannot force Postdoctoral Scholars to engage in a strike.
7. The University and the union are actively negotiating to achieve an agreement, and bargaining is scheduled through the end of June.
8. At this time, the focus is on non-economic issues.