

WHEN DO WE STRIKE?

If we are unable to reach an agreement with the CSU, our bargaining team is empowered to call for a strike authorization vote. All members of CSUEU will be asked to vote on whether or not to strike. If a majority vote YES, union leadership will then consider the strike's start date.

During a strike, all employees refuse to work and join a picket line to stand strong together.

WHAT PERCENTAGE OF VOTES IS NEEDED FOR A STRIKE AUTHORIZATION?

A simple majority—50% + 1 of the votes cast—is needed to authorize a strike. But authorization is only the first step.

For a strike to be successful, we need a supermajority of workers standing together and participating.

A supermajority means overwhelming support—not just enough votes to meet the minimum requirement. The stronger our YES vote and participation, the stronger the message we send to the CSU that members are united, prepared to act, and serious about winning a fair contract.

WHAT WOULD A SUCCESSFUL STRIKE LOOK LIKE?

A successful strike means enough workers withhold their labor that the CSU cannot operate business as usual. The goal is to create significant disruption and pressure on the CSU to move at the bargaining table.

That's why every person matters. The more workers who participate, the more difficult it is for the CSU to continue normal operations—and the more powerful our collective action becomes.

WHAT DOES "SUPERMAJORITY" MEAN?

A supermajority means overwhelming support and participation beyond the simple majority needed to authorize a strike. There isn't one magic number that makes a strike successful. What matters is building enough participation that the CSU sees—and feels—the collective power of its workforce.

A majority can authorize a strike. A supermajority gives it power.

DOES A "YES" VOTE MEAN WE ARE GOING ON STRIKE?

No. A strike authorization vote gives the Board of Directors the authority to call a strike if circumstances warrant. It does not require a strike to happen.

HOW LONG COULD A STRIKE LAST?

There is no set length for a strike. A strike lasts as long as it takes—we have to be prepared to last one day longer than the CSU. The goal is to create enough pressure to move the CSU at the bargaining table. If a strike is called, CSUEU will communicate the timing, duration, and next steps to members.

WHAT HAPPENS FINANCIALLY IF I CANNOT AFFORD TO STRIKE?

We understand that losing even one day's pay can create a real hardship for members and their families. Employees should expect not to be paid for the time they participate in a strike, which is why preparing for the financial impact is an important part of strike readiness.

If a strike is authorized and called, CSUEU and campus leaders can help connect members with available community resources and assistance programs in their area. Members who are concerned about the financial impact are encouraged to talk with their CSUEU representative or CAT leader so they can begin identifying resources and making a plan before a strike occurs.

No one should wait until a strike is called to start preparing. Even small steps now—reviewing expenses, identifying community resources, and talking with your union about concerns—can help all members be better prepared.

WHAT HAPPENS IF I CROSS THE PICKET LINE?

Crossing the picket line means choosing to report to work and perform your normal job duties while your coworkers are participating in a strike. Employees who work will generally be paid for the time they work.

However, a strike is only as strong as the number of workers who participate. When employees cross the picket line and continue working, it allows the CSU to continue operating and reduces the collective pressure created by the strike.

We understand that deciding to strike can be difficult, particularly for members who are concerned about finances, job security, or other personal circumstances. If you are considering crossing the picket line because you are worried about how participating in a strike could affect you, talk with your CSUEU representative or CAT leader before making that decision. We want to understand your concerns, answer your questions, and help you identify resources or support that may be available.

I'M READY! HOW CAN I PREPARE?

A strike is a collective refusal to work. It is the most effective tool we have as CSU workers, giving us the power to shut down every CSU campus. We are the largest union in the CSU system, and our work makes the CSU run. The strike is our most powerful tool to win what we deserve at the bargaining table with management.

FAQ: GOING ON STRIKE



QUESTIONS & ANSWERS ABOUT WORKERS' STRONGEST TOOL

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**SCAN TO JOIN
OR VISIT
CSUEU.ORG/JOIN**



**Got more questions?
Email cat@csueu.org**





WHO HAS THE AUTHORITY TO CALL FOR A STRIKE VOTE?

Under CSUEU Policy File Section 606.01, the Board of Directors may initiate concerted actions, including a strike authorization vote, whenever it determines such action is necessary to support the bargaining process.

Before any concerted action is implemented, the Board meets in closed session to determine:

- Which members will participate;
- What type of action is appropriate;
- When the action will occur; and
- How the affected members will be polled.

WHY HOLD A STRIKE AUTHORIZATION VOTE BEFORE A STRIKE IS CALLED?

A strike authorization vote demonstrates member solidarity and provides the union with the authority it may need during negotiations. Having authorization in place strengthens the union's bargaining position and allows the Board to act quickly if negotiations reach the point where a strike or other concerted action becomes necessary.

HOW MUCH NOTICE WILL WE RECEIVE BEFORE A STRIKE BEGINS?

If a strike is authorized and called, CSUEU will communicate the strike date and instructions to members as soon as possible. While we cannot guarantee a specific amount of advance notice, members will not be expected to figure this out on their own. CSUEU and campus leaders will provide information about when the strike begins, where to report for strike activities, and what members need to know to participate.

Strike readiness means preparing before we know the strike date—not after one is announced.

CAN THE CSU TAKE AWAY OUR HEALTHCARE AND OTHER BENEFITS IF WE GO ON STRIKE?

Current state law prohibits the Employer from discontinuing employer contributions for health care or other medical coverage for employees who are on strike.

CAN PROBATIONARY OR TEMPORARY EMPLOYEES GO ON STRIKE?

Yes, all workers have the same right to strike, including probationary and temporary employees.

CAN I USE SICK LEAVE, VACATION TIME, OR OTHER PAID LEAVE TO GO ON STRIKE?

You may not use sick leave to go on strike because sick time is reserved for illness or medical appointments. You may not use vacation time or other paid leave unless it was approved prior to the union decision to strike.

HOW ARE PAYROLL DEDUCTIONS (HEALTHCARE, RETIREMENT CONTRIBUTIONS, ETC.) IMPACTED DURING A STRIKE?

Because employees are not paid for time they are on strike, a strike may affect payroll deductions and employer contributions. The impact will depend on the length and timing of the strike and how each benefit or deduction is processed.

For example, healthcare coverage that has already been paid for generally continues through the period for which the premium was paid. If a strike extends into a new benefits or payroll period, additional impacts may occur.

CSUEU will provide members with information about any potential impacts to benefits and payroll deductions if a strike is called.

DO WORKERS NEED TO NOTIFY MANAGERS IF THEY ARE STRIKING (OR NOT STRIKING)?

No. Your status is determined by whether or not you report to work and perform work.

IS A STRIKE THE ONLY TYPE OF CONCERTED ACTION?

No. CSUEU Policy File refers broadly to concerted actions, which can include a variety of collective activities designed to support bargaining. A strike is one possible form of concerted action, but the Board of Directors determines the specific type of action that is appropriate under the circumstances.

WHAT PROTECTIONS DO STRIKING WORKERS HAVE?

All CSU employees have the right to strike under the law. Retaliation from CSU management against anyone for participating in a strike is strictly illegal.

Employees have rights under California's Higher Education Employer-Employee Relations Act (HEERA) to participate in protected union and concerted activities. If CSUEU calls a lawful strike, participating employees generally have legal protections for participating in that collective action. Those protections do not, of course, provide immunity for unrelated misconduct.

Illegal retaliation may include reducing an employee's appointment or regular hours, changing schedules, imposing discipline, or taking other adverse employment actions because the employee participated in a legally protected strike or union activity.

If you believe you are experiencing retaliation, document everything. Save emails, texts, and written instructions; record dates, times, witnesses, and what was said; and contact your CSUEU representative immediately.

CSUEU will work with members who report potential retaliation to evaluate what occurred and determine the appropriate action to protect and enforce their rights.

HOW COULD PARTICIPATING IN A STRIKE IMPACT MY CALPERS SERVICE CREDIT?

Participating in a strike does not automatically mean you will lose a month of CalPERS service credit. Because employees are not paid for time they are on strike, the impact on service credit will depend on the length and timing of the strike and your individual circumstances.

Generally, employees who earn service credit based on days worked must have at least 11 days of service in a monthly pay period to receive a full month of service credit. If you do not meet the required threshold, your service credit for that pay period could be reduced.

If you are close to retirement or concerned about how unpaid strike time could affect your retirement, contact CalPERS for information specific to your individual circumstances.