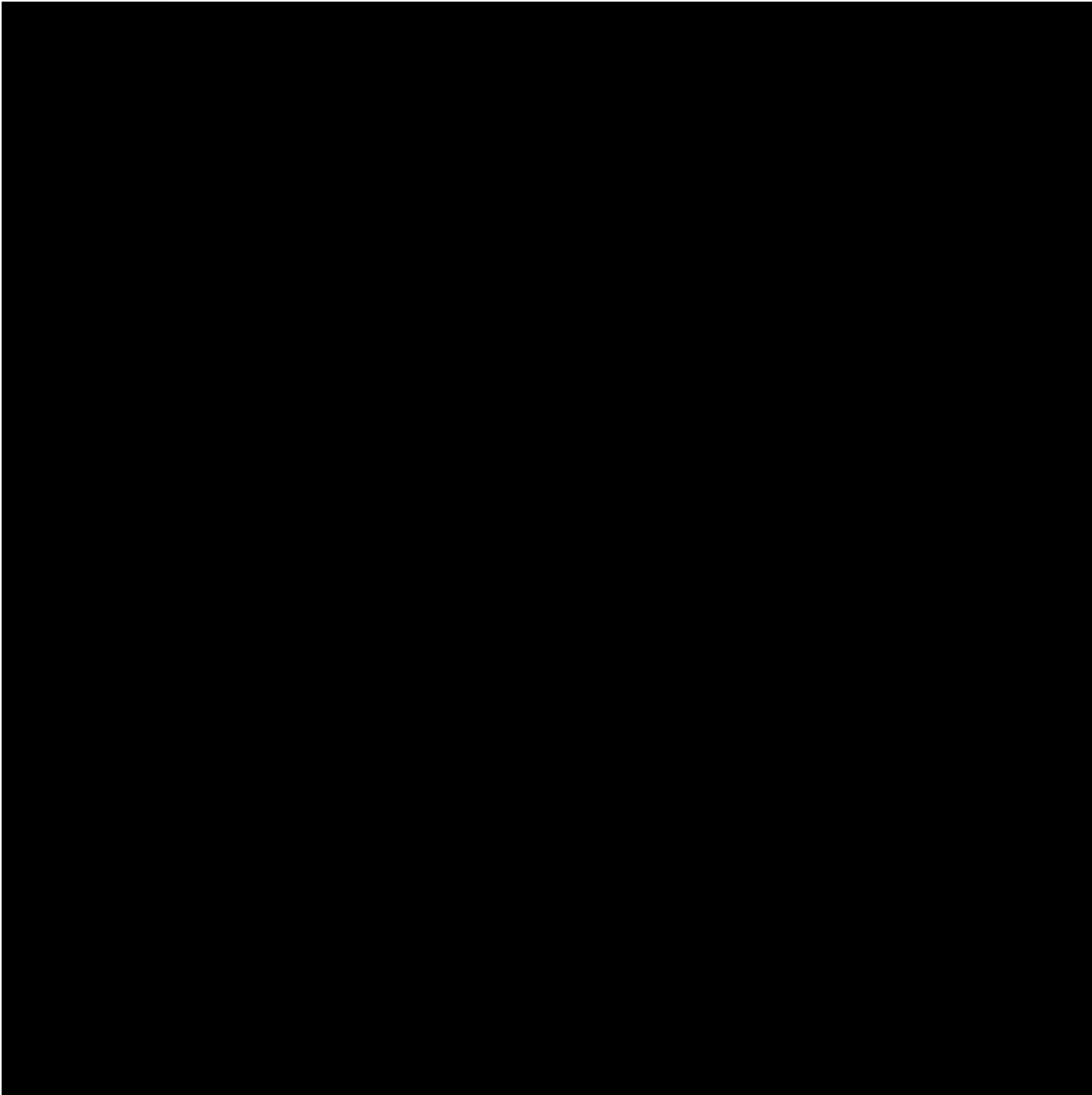


**From:** Nichols, Laurie

**Sent:** Tuesday, November 7, 2023 4:37 PM



**Subject:** Communication regarding Teamsters Strike Activity

Dear APC member,

The purpose of this email is to advise you of your obligations due to the Teamsters initiating a one-day strike on November 14, 2023, at all represented CSU campuses. Our university will remain open during any such job action and student instruction and other student services will continue during this activity. The university is obligated as a public institution to provide these student services.

Your collective bargaining agreement may prevent you from participating in a sympathy strike. Employees who engage in sympathy strikes will not be paid for time off and are not eligible to use their vacation or other time off accruals. Unless you have been granted leave time, you are expected to continue to come to work and to perform your job duties each scheduled workday at your regular work time. If you are absent from work without prior authorization, you are not entitled to be paid.

There may be picket lines at the entrance to the campus on University Drive and Lot A-3. You are expected to cross this picket line to enter the university if it is safe to do so or to choose an entrance that does not have a picket line such as Camarillo Street or Potrero Road. You are not obligated to provide the members of a picket line with any personal information including your name, your classification or your job location.

If a member of the picket line harasses you or if you contend that crossing the line is unsafe, report this incident immediately to Laurie Nichols, [laurie.nichols@csuci.edu](mailto:laurie.nichols@csuci.edu), (805) 437-8425.

We understand this will be a difficult time for all CSU Channel Islands employees and we hope this dispute is resolved as soon as possible. In the meantime, we appreciate your cooperation during this period.

Sincerely,  
Laurie

Laurie Nichols, SPHR, SHRM-SCP  
Associate Vice President Administrative Services  
One University Drive, Lindero Hall  
Camarillo CA 93012  
(805) 437-8425

