



From: Nichols, Laurie <laurie.nichols@csuci.edu>

Sent: Tuesday, November 7, 2023 3:27 PM



Subject: CSU Communication re: Authorized Strike

Dear Teamster Member,

The purpose of this email is to inform you of the strike authorization vote Teamsters has conducted. A strike has been scheduled at CSU Channel Islands for Tuesday, November 14, 2023.

You are not obligated to strike. Unions are legally prohibited from threatening or coercing members from coming to work. If you come to work, you will receive the same compensation and benefits you normally receive. If you don't come to work, or are absent without prior authorization, you will not be paid. You are not entitled to use your vacation, sick leave, or other accruals to be paid for your absence if you are on strike. Nor will you be allowed to use your vacation or other time off accruals to make up for lost pay.

If you go on strike, you must follow absence reporting procedures and advise your supervisor you were absent or use the "dock" code in PeopleSoft. If you enter your own time in PeopleSoft, when you select the "dock" code, a pop-up window will appear and inform you that you need prior authorization. You do not need prior authorization to use the "dock" code if you're reporting your dock status because you were on strike. Simply click on "ok", then enter your time off as "dock".

In short, during a strike, you are allowed to come to work. There may be picket lines at the entrance to the university, and you are permitted 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. 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 me at laurie.nichols@csuci.edu or (805) 437-8425.

The CSU understands this will be a difficult time for all CSU employees and honors any decision you make in regard to participation or non-participation.

Sincerely,
Laurie

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

