

UAW Academic and Staff Bargaining Units Strike Planning, Continuity Guidance, and Checklist 2026

I. Background and Purpose

The University and the UAW have been in negotiations since July 2025 for a successor collective bargaining agreement covering **Academic Student Employees** (including Teaching Assistants, Fellows, Associate Instructors, Readers, and Tutors) and **Graduate Student Researchers** (including graduate student employees on training grants and external fellowships). The parties are also negotiating initial agreements for two new staff bargaining units: **Student Services and Advising Professionals (SSAPs)** and **Research and Public Service Professionals (RPSPs)**.

UAW membership has authorized a strike vote over **Unfair Labor Practice (ULP)** allegations related to a variety of bargaining-related issues, including requests for information, and local campus issues. The University is disputing these claims with PERB. UAW's strike authorization vote was approved by their membership on February 13th.

The University remains committed to fulfilling its mission of teaching and research. During the strike, each location is expected to prepare to provide, to the fullest extent possible, uninterrupted services, including classroom instruction, research progress and preservation, contracts and grants administration, financial aid operations, and student admissions.

Locations will develop and implement their own strike responses with the assistance of **Systemwide Labor Relations (SWLR), Systemwide Academic Personnel (SWAP), and Academic Affairs**. Work will be available for all employees who report to work on the day of the strike, provided they are regularly scheduled to work at that time.

As locations develop and prepare their strike responses, please take into account that the longer the duration of a strike, the more impactful a strike may be on critical functions like student admissions, newly admitted student events, financial aid operations, research administration, and other key services.

This document is intended to:

- Provide **general guidance** to support continuity of teaching, grading, student services and research; and
- Serve as a **strike planning checklist** to assist locations in preparing for and managing strike activity involving UAW Bargaining Units.

Distribution Guidance

This document is for confidential and for internal administrative use only. It **should not** be posted publicly or shared broadly (e.g., websites or listservs that may include bargaining unit members). It should be shared only with location administrators responsible for managing bargaining unit employees and strike planning (e.g., ELR representatives, APO representatives, Vice Chancellors for Research, Graduate Deans, Undergraduate Deans, payroll coordinators, deans, department chairs, department/program/unit managers, and principal investigators).

This guidance was created to serve as an implementation guide for University administrators on the topic specified above. This guidance is not meant to replace or contradict the language that is contained in the CBA or applicable University policy and is not a substitute for reviewing contract articles carefully. This guidance will be interpreted as consistent with the CBA and, in the event of a conflict, the language of the CBA or applicable policy will control.

This document may be amended to reflect changing operational needs, amendments to the CBA, and feedback from University administrators.

II. Strike Planning and Preparation (General Guidance + Checklist)

1. Establish a Location Strike Plan

Each location must develop a **Location Strike Plan** that outlines how academic and research services will be delivered and how administrative operations will be managed during a strike. Examples of a local Strike Plan are included in the Strike Resources Section of this Document.

Plans may include:

- Ensuring **continuity of operations**, with specific attention to teaching, admissions, financial aid operations, and research.
- Identifying **critical services and operations** and how they will be maintained.
- Identifying **communications** needed beyond those provided by SWLR, Provost Newman, and External Relations and Communications (ER&C).
- Establishing local procedures for responding to **faculty and staff questions** on the day of the strike.

- Coordinating with existing UAW bargaining **high-level cross-functional campus response management team**.
- Establishing **special delivery gates or routes** so contractors are not required to cross picket lines.
- Identifying academic and administrative actions in the event of an **unannounced or wildcat strike**, including procedures for a “sick-out.”
- Identifying **Security Coordinators** and establishing reporting protocols.
- Coordinating with **location and local police and fire departments**.
- Reviewing strike **time, place, and manner guidelines**.
- Identifying **security risk areas**.
- Arranging for **observers**¹ at picketing and other designated areas.
- Identifying **critical routes** for the delivery of services or supplies.
- Arranging for **control and monitoring of access and egress routes**.

Strike Plan Checklist

- Location Strike Plan drafted and approved by locations
- Critical services identified
- Teaching, admissions, financial aid operations, and research continuity addressed
- Security, access, and delivery routes planned
- Wildcat/sick-out response procedures identified

2. Establish Strike Planning Committee(s)

Locations should establish one or more **Strike Planning Committees** responsible for developing and implementing the Location Strike Plan. Committees should include some, if not all, of the following personnel. The Strike Planning Committees should make sure to coordinate with the existing local UAW bargaining high-level cross-functional campus response management team.

¹ Note that we may observe if there are unlawful behaviors but should not proactively monitor protests. For additional guidance, please consult SWLR.

Locations should provide Systemwide Labor Relations and Systemwide Academic Personnel with a list of committee members, including names, titles, and contact information. None of the designated representatives should be in the ASE, GSR, RPSP, or SSAP bargaining units.

- Chancellor’s representative
- Provost and Executive Vice Chancellor
- Graduate Dean
- Vice Chancellor for Research
- Vice Chancellor for Administration
- Vice Chancellor for Planning and Budget
- Vice Chancellor of Student Affairs
- Vice Provost/Dean of Undergraduate Education
- Vice Provost/Vice Chancellor for Academic Personnel
- Chief Human Resources Officer
- Campus Counsel
- Employee and Labor Relations Director
- Summer Session Director
- UNEX Director
- Local labor relations representatives
- Academic personnel representatives
- Payroll representative
- Representative from Contracts and Grants Administration/Sponsored Projects Office/Office of Research Administration
- Student Affairs representatives
- Representatives from academic schools, colleges, and divisions
- Police representative
- Security representative
- IT representative
- Facilities representative
- Communications representative

Committee Checklist

- Committee(s) established
- Required functional areas represented
- Member list shared with SWLR and SWAP

3. Assign a Strike Coordinator

Each location must designate a **Strike Coordinator** who will:

- Ensure strike policies are implemented in accordance with guidance from the Strike Planning Committee, SWLR, and the Office of the President.
 - Serve as the primary point of contact between the location and SWLR.
 - Attend strike-related meetings convened by SWLR.
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III. Continuity of Teaching

General Guidance

To minimize disruption to student learning, locations should:

- Provide special academic advising office hours at the departmental/academic unit level for students to help students access additional resources for learning.
 - Develop support email address/webpage/resources for students/parents to explain what is happening with their courses and direct students where they can get questions answered.
 - Prepare communications directed to the UC community as well as to individual campus communities that focuses on disruption in educational continuity for our students. This might include a suggestion to students to follow readings in course syllabus even if classes do not meet.
 - Work with Deans and Chairs to develop an action plan and find alternative methods of instructional delivery and educational continuity. Perhaps provide other forms of delivery of information.
 - Engage in discussions with Senate Faculty to explore an array of options to minimize the impacts on student learning.
 - Develop plans for alternative avenues to address any work stoppage by hourly tutors and readers.
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IV. Continuity of Grading

General Guidance

To ensure grades are submitted and protected:

- Ensure grades are submitted and students receive their grades in a timely manner.
- Develop support email address/webpage/resources for students who have not received their grades.
- Take steps now to create an infrastructure where grades will be turned in and may not be altered.

V. Continuity of Research

General Guidance

To protect research integrity and minimize disruption:

- Identify core daily functions that must be staffed in central research administration offices.
- Engage in discussions with college and departmental administrative officers to explore an array of options to minimize the impacts on research if a strike causes staff shortages simultaneously in central research administration offices and college or departmental offices.
- Develop plans for alternative avenues to continue research in the event of any work stoppage by represented employees, whether Graduate Student Researchers or RPSP members.
- Develop plans for the preservation of research materials.

VI. Continuity of Admission and Financial Aid Operations

To ensure continuity of admission and financial aid operations and minimize disruption:

- Take steps now to ensure admission decisions and financial aid packaging can be completed and released in a timely manner.
- Take steps now to ensure that financial aid processing and disbursements for continuing graduate and undergraduate students are uninterrupted for winter and spring terms, including coordination with graduate divisions or professional schools, as necessary.

- Develop communications for students/parents to explain potential delays in responding to inquiries.
 - Develop contingency plans for scheduled yield events, campus tours, receptions, webinars and school visits.
 - Develop protocols for the disruption of activities (tours, advising, presentations)
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VII. Communications

Locations should be prepared to distribute communications developed by **SWLR**, in collaboration with **SWAP** and **UCOP Communications**. For the ASE/GSR bargaining communications to faculty, locations should be prepared to distributions communications prepared by Provost Newman. Examples of Communications are included in the Strike Resources Section of this Document.

1. Communications to Managers and Administrators

For those responsible for managing UAW employees and administering CBA provisions (e.g., HR Partners, Academic Personnel, payroll coordinators, instructors of record, PIs, department/program/unit managers):

- General FAQs
- Time and attendance expectations during a strike
- Credible evidence guidance
- Pay guidance

2. Information to Systemwide Labor Relations

Locations must provide SWLR with:

- Information on strike-related incidents and developments including documentation of the strike, and any data locations have captured regarding how many employees are striking, how the strike is impacting operations, etc.
 - Coordination with SWLR before considering disciplinary action related to strike misconduct.
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VIII. Coordination with Systemwide Labor Relations

Locations are responsible for ongoing coordination with SWLR. SWLR will take the following actions:

1. Convene regular strike meetings (potentially daily).
2. Create shared spaces for strike activity, coordinated responses, and response strategies.
3. Seek input and provide regular updates regarding negotiations, anticipated disruptions, legal strategies, and work stoppages.
4. Coordinate development of FAQs related to pay, communications with bargaining unit members, and other strike issues.
5. SWLR and External Relations and Communications (ER&C), in consultation with Systemwide Academic Personnel, will:
 - Create, respond to and coordinate all media inquiries regarding the strike and negotiations.
 - Create and coordinate communications to leadership, the workforce, and other internal stakeholders.
 - Create templates for strike communications that need to be pushed out across locations to ensure consistency in messaging.

Examples Available:

- Frequently Asked Questions about UAW Actions
- General Strike FAQs
- Status Quo Letter to Management

IX. Post-Strike Activity

Following the conclusion of the strike, locations should convene a **post-strike review meeting** to assess:

- What worked well,
 - What challenges arose, and
 - What changes should be made to improve future strike planning.
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STRIKE RESOURCES

Below is a list of resources related to the UAW strikes. Additional general strike resources are available through the [SWLR Sharepoint site](#).

Guidance Documents

- [2026-02-17 ACP FAQs for SSAP-RPSP Supervisors](#)

Sample Workforce Resiliency Plans

- [UCSC Strike plan-2021](#)
- [LBNL Contingency General Plan - Updated 2024](#)
- [UCR Strike Plan-2018](#)

Information Related to Protected Activity and Access Rules

- [Strike Guidance Related to Protected Activity and Access Rules](#)
- [Violations of Policies and Laws Impacting Expressive Activities: Response](#)
- [PERB Decision 2616-H: Related to the Wearing of Union Buttons](#)
- [PERB and Mobilization](#)
- [UC Safety and Security, Facilities, Vendors, Communications FAQs](#)
- [Sample Strike Incident Log – UCB 2022](#)

Sample Letters to Unions

- [UCB Letter to UAW – 2022](#)