

GA meeting notes  
01/30/2020

### Agenda

1. Threats of discipline
2. Review of chancellors two programs for grads
3. Review of the latest strike poll
4. Full strike considerations
  - a. Risks and benefits
  - b. Possible timelines
5. Poll based on discussion
6. Other escalation tactics
7. Dept. roll call
8. What to do next?

### Discussion

1. FOG spoke in support with Gina Lingham, opposition to punitive approach
  - a. Ben carson- provost of Kresge- recent join letter of santa cruz faculty association with exect committee of faculty senate- called for a resolution that avoids discipline
  - b. Jeffica taft- LALS- FOD is organizing support who wants faculty at the hearings, encouraging other fac to do the same, organzing a virtual speak out where fac shows support
  - c. Camila hawthorn from sociology- support
2. **Threats of discipline**
  - a. Jessica Taft, LALS fac: what to ask with student conduct summons and allegations:
    - i. Canvas is a tool, not the official grade place.  
AIS is the official place, no fac. Member is obliged to use canvas
      1. Ask why moving grades is illegal from one storage system to another
    - ii. Grads are authorized to maintain grades
    - iii. No grades we altered and still available to students, we have been clear
    - iv. Legal grades are not the grades in canvas
    - v. Intellectual property claim around grades... no lawyer can back this up
      1. What is the legal basis for the idea that grades are the intellectual property of students when the TAs did the labor that produced said grades
  - b. Veronica- grievances and student conduct

- i. The union rep says these are unwarranted
- ii. Inappropriate according the union contract.

She will file the grievances, you can email her if you received a summons. Tomorrow she will compile these grievances. Any other threat can be appealed or countered. Strikers at UCSB will help as well. What we are seeing is that the admin is scared. There are too many people to punish.

- iii. The UAW has asked to bargain for a COLA, UC labor relations said they want to form a committee for the discussion (LOL), Veronica will be a UCSC rep at that meeting in Irvine next Wednesday- she will communicate that this strike will not end until we get no retaliation clause and it will end when we, the grads at UCSC, want to end it

- iv. They don't have enough people to have the meetings. Feeling is the are doing in waves cos they don't have the man power- quote from student who was summoned and called scotts valley today

- 1. Info that pay is coming late- that's an admin error related to UCPath, veronica can help get you paid tomorrow

c. International students and summons, Sintia

- i. Would this impact your visa? Labor actions have nothing to do with you F1 status visa
- ii. The repercussion that can happen in the event of docked pay or rescinded TAships, that will be a financial impact that you could grieve with the union, you can do in absentia if need be

d. FOG will come with you on any summons for disciplinary hearings, their email will come soon.

e. You are wayyyy better off to not put any grades on canvas right now in regard to the threat of summons

3. Grad 27<sup>th</sup> (non)offer from EVC

- a. Five-year funding
- b. Housing supplement

- i. It's an announcement, this is already happening and was in the works prior to COLA

- ii. For many depts. The five years of funding can impact admissions, departments cannot provide enough TA ships to fulfill this guarantee that would financially run them into the ground- humanities sent out a letter stating this today

- iii. The housing sup of \$2500 a year: for grads that are 50% rent burdened, they would then be 45% after this. What a joke.

- 1. This will also be needs based, there is one already for UCSF, applied thru FASFA, which means international students cannot apply

2. Doesn't cover masters students
3. Sunset provision, means it would extend until add. Campus housing is available
4. Win: We got UAW's support, now what? (Bristol)
  - a. Address the last poll from the GA
  - b. Things have changed since that poll, now we know we have more support for escalation, 42% from that poll said they were willing to plan a full teaching strike, probably more would agree to it NOW
  - c. We know we will get in trouble now, so who cares?
  - d. This pressure is making them nervous
  - e. Five other campuses have rolled out COLA campaigns, this is not the time to sit back and wait till the end of Winter quarter for an escalation
  - f. POLL TAKEN AT THE GA, we don't have time for a poll like last time
5. To counter disciplinary intimidation
  - a. Ensure fac, undergrad, and grad support
6. LABOR STRIKE POWER IS HOW WE WIN (carlos)
  - a. Spoke about K7 and labor actions which helped them win
  - b. The other UCs are watching, we are at a great moment, it's time for another collective action, nods to teaching strike
7. Risk and benefit to teaching strike (Sara)
  - a. Risks
    - i. Student conduct discipline, this action would be an employee action not a student action
      1. Solution- organize fac and chairs to not report students (they had to go to the IT dep. To get the names of people who removed grades, the fac didn't tell them...)
      2. Our strongest defense is strength in numbers, they don't have the infrastructure in place to handle us
    - ii. Docked pay
      1. Organize fac. And chair to not report us
      2. To push our strike fund on social media and political networks
      3. Department level, giving to our strike fund
      4. Dedicate emergency funding from Slug Support and depts.
      5. If pay is docked, we will file for a grievance and class action lawsuit demanding back pay (K7 just got that)
        - a. We would get 2.5 COLAs as back pay/retro pay
      6. Docking pay would be a huge risk because that would help us grow
    - iii. Black balling

1. Appointment security in form of a letter for next quarter, legally they have to hire you or pay you
2. Black balling- the idea they are compiling a list of strikers, then those people could be barred from future employment
3. The complete destruction between fac and admin, shared governance ground, fac would be unable to run depts. Or serve undergrads
4. Rumor that is unlikely
5. Termination of employment, (JEB, AFT rep)
  - a. How can a TA get fired/suspended?
    - i. Through the disciplinary process laid out in our contract, this can go to a 3<sup>rd</sup> party arbitrator
    - ii. Discipline thru student conduct processes (scarier?)
      1. There is no due process here, cannot use lawyers, this is illegal since we are striking as laborers at this point
6. The risk of students already with a summons and worried about another summons if they go to full strike
  - a. Are they more at risk? These are escalatory attacks, if you're on the hook for something more than the first summons, then you have more legal rights with tons of representatives. The best hope we have is the Union's cease and desist letter that was sent to the admin
7. Letter of censor: fact of fiction?
  - a. Information in employee files, warren sack is spreading this info
  - b. Letter of censor is only for staff, not TA, the lowest level of discipline in the contract, it is the basis for the next step of demarcation, we have the ability to grieve it up to arbitration, you have negotiative rights as an employee and not as a student
8. Going on strike, will the effect health insurance?
  - a. If you're employed at 25% time you have health insurance
  - b. We already enrolled at the beginning of the academic year, we cannot really lose it (natalie ng)
9. **If everyone responded to their summons, the admin would be overwhelmed. Is that the course of action we are going to take? Wait for admin to respond to Veronica's letter?**

a. **Is there likely to be a group hearing? Schedule meetings for the week of the 10<sup>th</sup> of feb. we are grieving every single charge**

b. **Should you call and make the appointment- YES ABSOLUTELY**

c. **There are a lot of charges so you need your meeting to be an hour long to present your case fully -SAID MEMBER FROM FOG**

b. BENEFITS

i. WINNING A COLA

ii. Reaching a resolution sooner than later

iii. Room to include those on GSRs and fellowship who want to visibly participate

iv. It may be the safest and strongest option against retaliation

8. Timeline considerations for teaching strike (james)

a. Monday feb 3

i. AFT (lecturers) is having huge rally cos their contract is expiring, align ourselves with them

ii. A timely response to the email and deadline she gave us

iii. Combat people turning in grades before deadline

1. Momentum, midterms,

b. Monday feb 10 (Jack)

i. Critical threat for a week could do some work forcing admins hand to produce change before we go on strike

ii. Chance to hold section once to explain to undergrads

c. Monday of week 10, March 9 (tony)

i. Threat can be as powerful as escalation itself

ii. Only one week of docked pay

iii. More time to build strike funds

iv. Week before finals, give us time to rest during spring break, if we are still striking come spring

v. Gives us time to get faculty organized

vi. Better position to get fac to strike with us

vii. AFT might go on strike during week 10, not next week

- viii. We could get other UCs by that time (need Irvin and Merced)
- 9. Open space for discussion: Gabriel (HistCon)
  - a. Consider undergrad support when looking at strike timeline
    - i. Being on the front lines together
    - ii. Bree (fem studs)
    - iii. Faculty, strike with us or fund us
    - iv. Jared (HistCon), Monday the 3<sup>rd</sup>? day strike or indefinite strike? Answer is indefinite,
    - v. Sam in psych- worried about impact in TA evals
      - 1. Is going to take a poll with their students about their willing to support them going on strike
    - vi. Lake (histcon)
      - 1. Thinks once we strike, that's when the money will pour in
    - vii. Jessie (bio), STEM grads need to cross picket to take care of their labs
    - viii. Marelo- make a case for feb 10
      - 1. Rolling weeklong sick out amounts to a strike without admin know nor is pay docked, aim to strengthen department relationships with fac and undergrads
      - 2. 100 tas have an audience of 6,000 that a teach in on the picket cannot, "operation black board"
    - ix. Delio- worried about strike and removing ourselves from classrooms will sever opp to build undergrad relations, thinks we should take buildings, spaces instead right now.... To build the new within the carcass of the old
    - x. Natalie- concern about feb 3, losing contact with students asap could be damaging
      - 1. How would a sick out and teach in work? Cannot see that happening.
    - xi. Nora- logistical questin- how would it look for GSIs /GSR on strike
      - 1. Contractually how is that different
    - xii. Lorraine- the UC doesn't own education, let's teach at the beach
    - xiii. Sohum- CSE, STEM, concerned about feb 3 strike and feb 10 strike, doesn't think there is the will to do that within STEM, thinks we will loose people and weaken the strike, STEM undergrads are

supportive because we are working with them and holding that hostage might be seen as hostile

xiv. LuLing- timing for escalating where things stand with union state wide, how is holding 1 hour of labor diff than feb 3<sup>rd</sup>, think about more time to get more UC support, what can we anticipate?

1. If we want cola to be contractually officialized, like how does that work?

xv. Lex (history)- do not strike next week cos the dining halls ran out of food since they couldn't anticipate this

xvi. Tony on zoom

1. In favor of feb 10
2. Grads with resources should help grads without resources
3. How would grading work after a full teaching strike? Do we need to catch up on 5 weeks of grading?

xvii. Roxy-plug for striking in a week

1. Admin is trying to wait us out, we announce on Monday, we have a week to organize and build support
2. The threat of the strike while veronica is meeting with the committee about COLA

xviii. Sara- alternative to a free school, "we create the university that we want to see and invite students to come" we need a week to orgazine, so feb 10

xix. Natalya- echo from STEM, worried about undergrads in STEM

xx. Jared (lit)- strike feb 10, as of now we're withholding grades, this is different, now students are going to ask "what's my grade going to be now?" for Winter quarter

xxi. Celeste- strike feb 10, undergrad support

xxii. Mel (eb)- coastal science campus, don't forget in picket, there are 80 grads. Ton of grad support down there, we cannot forget about it via the picket

xxiii. Will (hist con)- other UCs will respond in a huge way if we strike

xxiv. Lucia (edu)- GSI question- building trust with undergrads

xxv. Ana- question on poll, should people on fellowship vote?

1. Yulia- Everyone should vote, this is a full grad student strike

xxvi. Zoom- clarify, not grading or not submitting grades

1. A full strike could still include grading but not submitting
2. What would this look like for GSIs?
3. Why not take over Kerr hall?

xxvii. Battle for the bay area

10. POLL

- a. Confirmation bias, people who showed up to the GA are inclined to strike
- b. This poll gives a sense, not a decision
- c. Left open for 5 mins

11. Took poll

12. What to do now:

- a. Join a committee
- b. Call a dept. meeting
- c. Come to the GSA/MMM meeting Tuesday 5-8 (building solidarity with undergrads)
- d. Come to the AFT rally on Monday, feb 3 (building solidarity with lecturers), starts at 1130 at quarry plaza

13.

Poll results:

The winner is 60% said we should strike Monday the 10<sup>th</sup>, 155 people voted

Other two were week 9 and week 10

Lesson learned

1/5 said they weren't ready to strike at all

This poll suggests Monday the 10<sup>th</sup> will be the strike.