

PSU-AAUP Strike FAQ

Is retaliation for participating in the strike legal. No, retaliation for any concerted, protected including striking activity is 100% illegal. Unfair labor practice charges can be filed for any retaliation. If you feel like your rights have been violated, reach out to Bryan Lally bryan@psuaaup.net or Bill Knight bill.knight@gmail.com.

What is a strike?

A strike happens when PSU-AAUP members collectively vote democratically to withhold our labor. In the PSU-AAUP, strikes are governed by the PSU-AAUP Constitution, including Article 21. A strike is a powerful tool to win improvements to our contract that cannot be won otherwise and only happens if bargaining breaks down. Per our constitution strikes and job actions, as defined under ORS 243, are authorized through an affirmative vote of active members.

What is the timeline of a potential strike?

Per Oregon Public Sector labor law, after 150 days of bargaining, one side can request mediation if there is still no contract. Unfortunately, after 150 days of bargaining and over 100 hours at the bargaining table, administration has refused to engage in economic bargaining for the conditions faculty, staff, and students deserve. Once mediation was asked for on November 15th, a state mediator was selected and mediation scheduled for January 15th and 22nd. Per state statute the earliest call for impasse would be January 30th, final offers February 6th, and the earliest strike date March 9th.

Who is eligible for strike benefits?

To be eligible for strike pay and benefits, members must be:

- In good standing (a dues paying member) on the day before the strike starts
- On active payroll at start of strike: members laid off, on workers compensation or receiving sick and accident benefits are not eligible
- Members must participate in the strike: picket assignments, strike committee, etc.

Eligible members include temporary employees as well as anyone who is current in their union security obligations such as fee payers or objectors.

Are probationary employees and new hires entitled to strike assistance?

Probationary and new hires may become eligible for strike benefits if they join our union and pay dues prior to the strike taking place. In the event a worker has completed an application for membership and paid dues, they would be considered a member in good standing and would be entitled to strike assistance.

In the event a worker has completed and signed an application for membership prior to the strike taking place, they would be considered a member in good standing and would be entitled to strike assistance.

Are temporary employees entitled to strike assistance?

All dues paying members, including temporary members, are eligible for strike assistance.

How do I apply for strike benefits?

You must register and make an application for strike benefits on the day and time assigned to you by your local union.

If I get another job, can I still receive strike assistance?

Members must continue to participate in the strike to receive strike assistance. If members receive gross pay from outside work that is equal to or greater than \$500, then the member will not receive weekly benefits but will continue to receive medical and prescription drug assistance.

Can I collect unemployment insurance while on strike?

No, Oregon law states that those who are on strike are not eligible to collect unemployment benefits.

Are strike benefits taxable?

Yes. If you receive \$600 or more in weekly strike benefits in a calendar year, PSU-AAUP is required to report this income to the IRS and send you a "Form 1099-MISC."

What happens if I cross a picket line?

All strike benefits cease immediately, and appropriate action may be taken under the PSU-AAUP Constitution. Additionally, "scabbing" or crossing a strike line and thereby undermining our bargaining power can bring on other consequences through severing social relationships.

Do I owe union dues on strike benefits?

No.

How much is PSU-AAUP Strike Assistance and how often is it paid?

A member shall accumulate Strike Assistance credits effective on the first day of the strike. For each day's pay missed due to the strike (Monday through Friday), a member shall receive one day's Strike Assistance at the prorated daily amount. Weekly strike assistance will depend on the size of the strike fund, the contributions from AFT-OR, AAUP Oregon, AAUP and AFT national. Members are encouraged to share our strike fund throughout their networks to grow our collective power to stage a job action.

What medical benefits are covered?

The AFT Strike and Defense Fund covers benefits such as medical and prescription drugs, which mirror the contracted plans prior to the strike.

Benefits not covered include: dental, vision, hearing and sick and accident.

These benefits are either paid directly by the Fund according to the company's current plan or by having the Strike and Defense Fund make COBRA payments to the company plan, whichever is cost efficient.

Strike Loan Policy by AFT national

In the event of a strike, lockout or similar work stoppage, AFT national will pay the interest for members who need to take a loan to cover personal expenses, up to \$600 a week through AFL-CIO Credit Union. Eligibility starts after at least 5 days on strike AND after one payday has been missed, reflecting the loss of 5 days of pay.