

UNIVERSITY OF CALIFORNIA SANTA CRUZ

LABOR STRIKE PLAN

Annex G Emergency Operations Plan

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TABLE OF CONTENTS

UC STRIKE - PROCEDURE	3
UC STRIKE OBJECTIVES.....	3
UCSC STATEMENT ON FREE SPEECH AND ASSEMBLY.....	3
INCIDENT COMMAND STRUCTURE AND EMERGENCY CAMPUS MANAGEMENT	
RESPONSE PROTOCOL	4
Composition of the Emergency Management Policy Group:	4
ROLES AND RESPONSIBILITIES ASSIGNED TO FUNCTIONAL POSITION.....	5
MEETINGS AND INTERNAL COMMUNICATIONS.....	8
ESSENTIAL SERVICES AND ACCESS ISSUES.....	9
Picketing and Public Access.....	9
Maintaining Staff and Academic Employment Services.....	9
PRE-STRIKE COMMUNICATIONS.....	10
COMMUNICATIONS DURING A LABOR STRIKE	11
Communications between the Office of the President and Affected Campuses	12
Communications with Managers and Supervisors.....	12
Communications with Employees.....	12
Communications with the Campus Community, Surrounding Community	
and Public	12
POST-STRIKE COMMUNICATIONS.....	12
SECURITY PLAN	13
ADMINISTRATIVE ACTIONS	13
Pay Docking	14
Monitoring	14
Benefits Coverage.....	14
Unemployment Compensation.....	14
Absenteeism	15
POST STRIKE ACTIVITY.....	16
POST-STRIKE DEBRIEFING	16
LABOR STRIKE RECORDS	16
FUTURE LABOR STRIKE INFORMATION	16

UC STRIKE - PROCEDURE

In the event employees withhold their labor and strike, the University will take necessary and reasonable actions to continue our mission of education, research and public service. The University respects the free speech rights of all, which includes the right of employees to engage in a lawful work stoppage. The right of employees to withhold their labor and strike is balanced with the right of the University to maintain its operations and the rights of students and other recipients of University services to pursue their activities without hindrance. The University will adopt consistent and fair measures in responding to strike activities and will ensure, to the degree possible, the delivery of University services during strikes.

The campus shall enforce Regent's Order 103.1, Service Obligations, which states that no compensation shall be paid to any officer, faculty member, or other employee unless actively engaged in the service of the University.

UC STRIKE OBJECTIVES

1. Provide for the health, safety and security of all members of the campus community.
2. Continue the performance of the research, teaching, and public service elements of the mission of the University, particularly the delivery of the academic program.
3. Maintain all critical operational functions of the University.
4. Implement consistent procedures for withholding pay from employees who strike.
5. Facilitate lawfully protected activities.
6. Utilize the Incident Command System, including the Campus Management Emergency Response Plan protocol to manage activities.

UCSC STATEMENT ON FREE SPEECH AND ASSEMBLY

Freedom of thought, inquiry, speech and lawful assembly are fundamental rights of all persons. These rights include the freedom to express opinions; to hear, express and debate various views, no matter how unpopular; and to voice criticism. Free speech is uniquely important to the University as it brings about a free interchange of ideas integral to the University's fundamental mission of teaching, research and public service. The University evaluates free speech activities on a case-by-case basis during a work stoppage to determine whether such speech activities are protected and compliant with the University's time, place, and manner restrictions.

Protests and civil disobedience have played an historic role on the University campuses, in bringing important and beneficial changes within society, and in the development of our democracy. However, civil disobedience is not protected speech under the Constitution. The Constitution does not guarantee any right to engage in civil disobedience – which, by its

very definition, involves the violation of laws or regulations – without incurring consequences. Civil disobedience may have a negative effect on the protected interests of others and may interfere with University business or threaten public safety or University assets, in ways that may require the University to act to protect those other interests.

INCIDENT COMMAND STRUCTURE AND EMERGENCY CAMPUS MANAGEMENT RESPONSE PROTOCOL

The Campus will utilize the standard operating procedures for Incident Command and Campus Emergency Management Response, including the Emergency Management Policy Group, Emergency Operations Center and the Demonstration Operations Team as needed for the coordination and response to campus labor strike activities.

The Emergency Management Policy Group will manage the campus response to a labor strike, work stoppage or other labor protest actions and implement the UCSC Labor Strike Plan to ensure minimal disruption to the institution's mission during the strike. University Police assume incident command for the field management of campus labor strikes.

The Emergency Management Policy Group shall, to the degree possible, ensure that appropriate steps are taken to maintain the delivery of services to the campus community inclusive of:

- Providing for campus safety and emergency response.
- Providing for the delivery of classroom instruction and continuation of research.
- Providing access to the campus by employees, students and the public.
- Ensuring that facilities are open and operational.
- Providing essential services for residential communities, including dining services, emergency police, fire and paramedic services, and general supervision to ensure the safety of our residential populations.
- Enabling construction and other contractor work to continue.

Composition of the Emergency Management Policy Group (EMPG):

- Chancellor
- Associate Chancellor
- Campus Provost/Executive Vice Chancellor
- Vice Chancellor, Business and Administrative Services
(Chair, Emergency Management Policy Group)
- Vice Chancellor, University Relations

Staff to the Emergency Management Policy Group:

- Associate Vice Chancellor, Risk and Safety Services
- Campus Counsel
- Assistant Vice Chancellor, Communications
- Chief of Staff, CP/EVC & Chancellors Office

Advisors to the Emergency Management Policy Group for Strike Actions may vary depending upon the bargaining unit(s) involved in the strike. Advisors may include management representatives of the following offices:

- Associate Vice Chancellor, Staff Human Resources
- Associate Vice Chancellor, Academic Personnel
- Manager, Employee & Labor Relations
- Associate Vice Chancellor, Colleges, Housing and Educational Services
- Associate Vice Chancellor/Dean of Students
- Vice Provost and Dean, Undergraduate Education
- Vice Provost and Dean, Graduate Studies
- Vice Provost, Academic Affairs
- Vice Chancellor, Information Technology
- Vice Chancellor, Planning and Budget
- Vice Chancellor, Research
- University Librarian
- Academic Senate Chair
- Academic Deans
- Police Chief
- Executive Director, EH&S and OES
- Director, News and Media Relations
- Director, Physical Plant
- Director, Transportation and Parking Services
- Associate Vice Chancellor, Physical Planning and Construction
- Director, Procurement and Business Contracts
- Other administrative offices as needed

**ROLES AND RESPONSIBILITIES
ASSIGNED TO FUNCTIONAL POSITION NOTED OR DESIGNEE**

- **Chancellor.** Provides final decision making and approvals as delegated under University of California Regental policies for campus management.

- **Campus Provost/Executive Vice Chancellor.** Liaison to the Chancellor. Provides overall decision making and direction in consultation with the Emergency Management Policy Group. Responsible for ensuring that the campus labor strike plan is implemented. Consults with Academic Senate through Senate Executive Committee Chair, as appropriate. Ensures communication with UCOP.
- **Vice Chancellor, Business and Administrative Services.** Convenes the Emergency Management Policy Group and makes determinations as to what advisors to the Emergency Management Policy Group need to be included. Coordinates the campus labor strike plan, and communicates and deploys operational objectives for the campus. Through the Associate Vice Chancellor for Risk and Safety Services, coordinates with the Incident Command, Emergency Operations Center and Demonstrations Operations Team.
- **Vice Chancellor, University Relations.** In consultation with the Emergency Management Policy Group, responsible for liaison with local communities, alumni and other key constituencies.
- **Associate Vice Chancellor, Risk and Safety Services.** Staff to the Emergency Management Policy Group and coordinates with the Emergency Operations Center, Incident Command and Demonstration Operations Team. Coordinates campus wide operational planning and response based on need. Also assigns Demonstrations Operations Team staff to on site assignments.
- **Assistant Vice Chancellor, Communications.** In consultation with the Emergency Management Policy Group, Office of the President, Public Affairs-Communications, and campus Employee & Labor Relations Manager, serves as campus communications officer and oversees for communications to the campus, surrounding community, client groups and other outside communications.
- **Associate Vice Chancellor, Staff Human Resources.** Advises the Emergency Management Policy Group on staff personnel policy implications of strike-related activity (e.g., time and attendance, staffing, etc.) and on communications to policy-covered staff employees and supervisors.
- **Associate Vice Chancellor, Academic Personnel.** Advises management on academic personnel policy implications of strike-related activity (i.e., time and attendance, staffing, leaves) and on communications to policy-covered academic employees.
- **Manager, Employee & Labor Relations.** In consultation with OP Labor Relations, Vice Chancellor for Business and Administrative Services, Office of the General Counsel, and Associate Vice Chancellor for Staff Human Resources coordinates strike-related communications to unions, employees, managers and supervisors. Maintains day-to-day coordination with Associate Vice Chancellor for Risk and Safety Services during the strike. Coordinates monitoring of picketing and strike activity and coordinates with Chair of the Demonstration Operations Team. Provides advice and assistance to the

Emergency Management Policy Group on attendance tracking, communicating with absent employees, documentation, taking disciplinary or any other employment action related to the strike. Advises the Emergency Management Policy Group on the implications of labor agreements and Higher Education Employer Employee Relations Act requirements in determining management responses to strike actions. Liaison with unions, Office of the President, Labor Relations and Office of the General Counsel.

- **Campus Police Chief.** Assists in the facilitation of constitutionally protected activities by balancing the First Amendment rights and other civil liberties of individuals with the interventions required to protect public safety and property. Supports the University community's rights to pursue the business of the university and other normal activities. Works with Associate Vice Chancellor for Risk and Safety Services and Employee & Labor Relations Manager in coordination with the Demonstration Operations Team to monitor picketing and strike activity, including communicating with local union officials to seek cooperation in keeping picketing peaceful and allowing open public access. Responsible for the physical safety of staff, faculty, students, and public. Provides physical security of buildings and property. Assures access to campus and public areas, staff and faculty access to facilities, and provides extra security measures to protect vital functions and facilities, as appropriate. Coordinates with mutual aid and regional law enforcement partners as needed. Serves as advisory to the Emergency Management Policy Group.
- **Vice Chancellor, Information Technology.** Responsible for maintaining the integrity of central campus computer networks, systems, software and equipment. Implements actions to prevent hacking or other forms of electronic vandalism. Works with campus administration and campus Police Department to identify facilities or equipment requiring extra security measures.
- **Director, Transportation and Parking Services.** Responsible for coordinating public and campus transportation during the labor strike, including providing additional shuttle service and/or alternative parking and transportation to the campus for faculty and staff. Liaison to local Transit District management. Delivers essential services internal to the campus for students with disabilities.
- **Associate Vice Chancellor, Physical Planning and Construction.** Liaison with contractors to maintain and/or coordinate construction activity during a labor strike, including responsibility for establishing a secondary gate, if possible, for contractor access.
- **Director, Procurement and Business Contracts.** Liaison with vendors to maintain services during a labor strike. Arranges for alternate delivery and transportation of goods.
- **Associate Vice Chancellor/Dean of Students.** Maintains essential student services including Student Health Services. Serves as liaison to the Student Union Assembly.

- **Associate Vice Chancellor, Colleges Housing and Educational Services.** Maintains essential services for residential communities including student housing, employee housing and child care services. Ensures adequate food services are provided. Ensures delivery of other essential student services including residential security and safety. Serves as on-site lead for Demonstration Operations Team.
- **Academic Deans.** Responsible for coordinating the delivery of instruction and continuity of research activities.
- **Academic Department Chairs.** Reschedules or changes the location of classes in accordance with departmental practice.

MEETINGS AND INTERNAL COMMUNICATIONS

The Emergency Management Policy Group, including key advisory staff, will meet prior to an announced labor strike to review and confirm policy decisions and action plans to enable the campus to continue its mission of education, research and public service.

During a Strike. The Emergency Management Policy Group will meet as necessary to assess strike activities and their impact on campus delivery of services. The Emergency Management Policy Group, through the Vice Chancellor for Business and Administrative Services or Associate Vice Chancellor for Risk and Safety Services, will provide ongoing briefings for key members of campus management staff to ensure broad communication out from the Emergency Management Policy Group and to ensure the collection of information from campus wide operations. WebEOC will be activated for ongoing communication to key members of campus management staff (Cabinet, Associate/Assistant Deans, Associate/Assistant Vice Chancellors).

The Emergency Management Policy Group Chair may issue notice to the Emergency Operations Center Coordinator to have the Emergency Operations Center placed on standby for emergency response purposes. The Emergency Operations Center may be activated at any time to support the field Incident Command and/or general campus operations. Only the Incident Commander or Emergency Management Policy Group Chair can issue notice to activate the Emergency Operations Center.

The Emergency Management Policy Group should provide, at the minimum, daily updates via email, text message or telephone communications to the campus community during a strike. The Employee & Labor Relations Manager and other managers as appropriate shall attend daily telephone conferences initiated by the Office of the President, the Campus Provost/Executive Vice Chancellor, or the Vice Chancellor for Business and Administrative Services to provide input to the Emergency Management Policy Group.

Communications. The Office of Emergency Services shall maintain a current contact list (telephone, cell phone and email) for all campus management staff. The Emergency Operations Center Coordinator shall ensure that all appropriate campus management staff have access to WebEOC for ongoing communications. Ready Talk or Zoom with secure phone number verification will be utilized for Emergency Management Policy Group meetings and manager briefings. Incident Command will use standard very high frequency (VHF) communication tools.

CruzAlert will be utilized for emergency notification purposes. 459-Info, UCSC Email and the campus home page will be used for broad blast messaging to the community.

ESSENTIAL SERVICES AND ACCESS ISSUES

Picketing and Public Access. The Police Chief or designee should attempt, whenever possible, to meet with local union officials (as identified by the Employee & Labor Relations Manager) in advance of an announced strike to build rapport and discuss means to facilitate lawful and safe picketing practices. Information and education will be provided regarding campus policies including time, place and manner restrictions, as well as the consequences of actions that may have a negative effect on the protected interests of others, may interfere with University business, or threaten public safety or University assets.

Limited-Access Gates (Secondary or Contractor Gates). In consultation with the Police Chief and Employee & Labor Relations Manager, the Associate Vice Chancellor for Physical Planning and Construction may communicate options for contractors to access the campus if the Police Chief deems a roadway/gate safe for access.

Principal Officers and Staffing Requirements. Principal Officers shall be responsible for identifying staffing requirements and developing options to provide staffing for their respective areas in the event of a strike. Staffing options for needs may include:

- Assignment of overtime to non-striking employees.
- Temporary reassignment of non-striking employees within or outside the department.
- Temporary reassignment of qualified policy-covered employees (confidential, managerial or supervisory staff).
- Use of temporary employment services.
- Temporary relocation of non-striking employees.

Assignment of overtime, temporary reassignment, and temporary relocation of employees should be implemented in accordance with University policy and applicable labor agreements. If that is impossible, the action should be discussed with Employee & Labor Relations in advance of implementation. If that is not operationally feasible, clearly document in writing the action and reasons for the action and provide to Employee & Labor Relations as soon as possible.

Departments are responsible for maintaining records on staffing actions during a labor strike and providing reports of staffing actions (i.e. attendance/hours worked) to the Employee & Labor Relations office.

Maintaining Staff and Academic Employment Services. During a labor strike, steps should be taken to ensure that any and all postings for positions open to outside applicants comply with applicable law and University policy. Staff Human Resources' Talent Acquisition Department and the Office of General Counsel may be consulted in this regard.

The Staff Human Resources Talent Acquisition Manager and Academic Personnel Office shall be responsible for including any required statements in all postings and job advertisements for the duration of the strike, including for those openings that were posted prior to the strike.

PRE-STRIKE COMMUNICATIONS

In accordance with University and campus policy and practice, the Campus Provost/Executive Vice Chancellor shall coordinate communications to department chairs, deans, and staff managers and supervisors, in writing, of their responsibility to ensure the continued operation of University functions, their role in the monitoring and reporting of employee absences, and their role in the pay withholding process.

With respect to maintaining essential services, department chairs, deans, managers and supervisors shall be directed to ensure that all critical departmental operations, including but not limited to services to students, are available during the period of the strike. Specific strike plans for these essential services shall be provided to the Employee & Labor Relations office.

Pre-strike communications will be developed as appropriate for each of the following target audiences:

- Office of the President
- Campus community
- General public and surrounding community
- Faculty (senate and non-senate)
- Managers and Supervisors (academic and staff)
- Administrators (Provosts, Deans, Department Chairs, Chief Officers)
- Employees
- Unions
- Essential and ancillary services (vendors, contractors, police, parking, payroll, etc.)
- Government agencies
- Replacement workers
- Building and Unit Coordinators

Methods of communication may include letters, memoranda, press releases, and electronic communications such as email, text messages and website postings, Question & Answer fact sheets, voice mail messages, phone hotlines and campus media (e.g., information announcements on campus radio station KZSC).

Systemwide. The Office of the President will manage all communications with systemwide unions regarding a labor strike notice or threat of a labor strike.

Local Unions. In consultation with the Office of the President, the campus Employee & Labor Relations Manager will manage communications with the local unions regarding a labor strike notice or threat of a labor strike.

External. All external communications, including communications with the media, will be delivered through the campus Public Information Office, in coordination with the Office of the President, Public Affairs-Communications.

Campus. Communications with faculty, staff and students will be coordinated by the Associate Vice Chancellor, Staff Human Resources, and the Associate Vice Chancellor, Academic Personnel, in consultation with campus Employee & Labor Relations, Office of the President, and the campus Public Information Office.

Managers and Supervisors. Campus Employee & Labor Relations will provide guidance for managers and supervisors to keep them apprised of the University's position and for responding to employee questions.

Striking and Non-Striking Employees. The Office of the President will provide systemwide information, such as employee bulletins and Frequently Asked Questions sheets for employees. Campus Employee & Labor Relations in consultation with the campus Public Information Office will coordinate local communications to employees concerning the potential strike and the University's position. Communications shall be by letter, memo, email, voice mail message, text message and/or website and may inform employees of the University's expectation that they will report for duty on the days of the strike and any special instructions concerning access routes, shuttle services, etc. Employees will also be informed that unscheduled illness-related absences on the day(s) of a strike will be treated in accordance with University policy and applicable labor agreements, and that this may require the employee to provide medical or other verification for the unscheduled absence. Employees will be further informed that all requests for vacation leave that coincide with a labor strike as well as all unscheduled vacation leave taken during a strike must be in accordance with University policy, departmental protocols regarding vacation leave and applicable labor agreements.

Construction Managers. The Associate Vice Chancellor for Physical Planning and Construction shall contact the campus construction managers to determine any campus construction projects that may be impacted by strike activity and any special needs, such as pre-delivery of equipment that may be too large for delivery through a secondary gate. Contractors and vendors should be surveyed to determine who will and will not cross a picket line. As appropriate, the Associate Vice Chancellor will inform contractors of options for safe access following consultation with the Police Chief.

Vendors. The Director of Procurement and Business Services shall contact vendors concerning access issues in the event of a strike. This should include surveying vendors involved in the delivery of goods to determine who will and will not cross a picket line. As appropriate, inform vendors of arrangements for alternative delivery sites.

Transportation. The Director of Transportation and Parking Services shall contact the Santa Cruz Metro Transit District concerning coordination of public and campus transportation.

COMMUNICATIONS DURING A LABOR STRIKE

Communications between the Office of the President and Affected Campuses. In the case of a systemwide strike, the Office of the President will conduct regular conference calls with the affected University locations in order to coordinate action at the local and systemwide levels. Campus participants shall include the campus Associate Vice Chancellor for Staff Human Resources, Employee & Labor Relations Manager and one or more members of the Emergency Management Policy Group. Other campus managers may be included as appropriate.

Communications with Managers and Supervisors

- For systemwide strikes, the Office of the President will provide "model communications" for managers and supervisors to the campus Employee & Labor Relations Manager.
- During the strike, campus Employee & Labor Relations, in consultation with the campus Public Information Office, will manage strike-related information and instructions sent to campus managers and supervisors. Information will be posted on a campus strike web page and/or disseminated through the Principal Officers and Administrators email list, as appropriate.
- Managers and supervisors shall contact the campus Employee & Labor Relations office to report any strike-related incidents or developments.
- Departments shall be responsible for maintaining time and attendance records consistent with their customary attendance records practices, and shall provide attendance reports to the Employee & Labor Relations office, as requested.

Communications with Employees. The campus may use any public communications developed by the Office of the President, Public Affairs-Communications as information to be directed to employees. Campus Employee & Labor Relations, in consultation with the campus Public Information Office, will coordinate distribution of strike-related notices to employees.

Communications with the Campus Community, Surrounding Community and Public. The campus Public Information Office shall be responsible for outside communications, including communications with the media, in coordination with the Office of the President, Public Affairs-Communications and campus Governmental Relations.

POST-STRIKE COMMUNICATIONS

After a labor strike, the following communications may take place, as determined by the Vice Chancellor for Business and Administrative Services in consultation with the Emergency Management Policy Group:

- Employee communication thanking those students, staff, faculty, managers and supervisors who gave their best efforts during the strike to keep the University running and providing services to the campus community. This communication shall be coordinated by campus Employee & Labor Relations in consultation with the campus Public Information Office and Office of the President, Public Affairs-Communications and Labor Relations, when applicable.

- Employee communication welcoming returning employees and focusing on going forward. This communication shall be coordinated by campus Employee & Labor Relations in consultation with the campus Public Information Office and Office of the President, Public Affairs-Communications and Labor Relations, when applicable.
- Employee communication regarding time reporting. This communication shall be coordinated by the Associate Vice Chancellors for Academic Personnel and for Staff Human Resources.
- Communications to vendors thanking them for their cooperation. These communications shall be coordinated by the Director of Procurement and Business Contracts.
- Communications with outside media, students, parents and/or other recipients of University services to announce that access is open and regular services have resumed. These communications shall be coordinated by the campus Public Information Office in coordination with the Office of the President, Public Affairs-Communications, when applicable.

In addition, the Employee & Labor Relations office shall be responsible for reporting costs, reductions in service, and other strike impacts to the Office of the President, Labor Relations.

SECURITY PLAN

Labor Strike Security Plan. The campus Police Chief is responsible for developing and communicating on all matters related to campus public safety and security.

Activities During a Labor Strike. During a labor strike, the campus Police Chief or designee shall handle communications and coordinate law enforcement responses as appropriate with campus police and local law enforcement agencies. If there has been no advance notice of a labor strike, or if meetings with local union officials prior to an announced strike have not been possible, the Police Chief or designee and Employee & Labor Relations Manager shall meet with union officials to discuss time, place and manner restrictions, security needs and designate appropriate areas for picketing to ensure that access to facilities are not blocked and that the safety of faculty, staff, students, and visitors is maintained.

The campus Demonstration Operations Team members and Employee & Labor Relations staff or other designated campus officials shall be assigned to monitor picketing, secondary gates and other key areas as needed and provide a daily activity report to the Associate Vice Chancellor for Risk and Safety Services. Witnesses who report disruptive incidents will be requested to document them by completing incident reports. The Employee & Labor Relations office shall be responsible for providing daily reports to the Office of the President, Labor Relations.

ADMINISTRATIVE ACTIONS

Staff or academic personnel who engage in a labor strike, refuse to cross picket lines or otherwise withhold their labor during a strike are subject to administrative action. In these

cases pay will be docked for the period the employee did not work. This is not a disciplinary action but in accordance with Regents Order 103.1, Service Obligations, which states that officers, faculty members and employees shall not be paid for activity that is not in the service of the University. Formal discipline may be taken in cases of misconduct that arise during a strike.

Pay Docking. Any employee who engages in a labor strike, refuses to cross picket lines or otherwise withholds their labor will not be paid for the absence from work. Except in extraordinary circumstances, this will not be considered a disciplinary matter but a time and attendance issue.

- Deductions for Fair Labor Standards Act (FLSA) non-exempt employees shall be calculated on the number of hours absent from work.
- Deductions for FLSA exempt employees will be made on the basis of one day of pay for each full day not worked.
- Academic appointees who cancel instructional activities due to a strike without rescheduling in accordance with departmental practice, and who perform no other duties on behalf of the University that day, will be docked a full day's pay.

Pay docking must be reflected in the paycheck for the pay period during which the employee was absent. If that is not feasible, the University will attempt to obtain a written agreement from the employee or the employee's union representative to dock the pay in a future paycheck.

Class Scheduling. In accordance with the Academic Personnel Manual, Department Chairs are delegated the responsibility for scheduling times and places of class meetings. Chairs have the flexibility of rescheduling class meetings in response to urgent situations when such changes are needed to effectively deliver the academic program. It is the responsibility of the instructor to submit a rescheduling request in accordance with departmental practice. It is the responsibility of the Chair to ensure that each rescheduling approval ensures effective delivery of the academic program, meets the scheduling needs of all students, and is consistent with University policy. Faculty and instructors who cancel classes not in accordance with departmental practice may be subject to discipline, consistent with applicable rules and policy.

Monitoring. The Campus Provost/Executive Vice Chancellor will advise Department Chairs and Deans of their responsibility to assure that academic commitments are met.

Benefits Coverage. If a labor strike is a few days in duration, regular deductions will be made for health plan and other benefit coverage. Longer strikes could have an effect on benefits coverage. In such event the Emergency Management Policy Group will consult with the campus Benefits Manager.

Unemployment Compensation. Some employees may attempt to apply for unemployment compensation. California law does not allow unemployment compensation for people who are

on strike. Campus communication to striking employees should state that work is available to them and we encourage them to return to work.

Absenteeism

- **Sick Leave.** Employees calling in sick during a strike may be required to provide medical verification of illness, in accordance with University policy and applicable labor agreements. The Employee & Labor Relations office must be consulted prior to taking disciplinary action related to absence during a strike.
- **Vacation Leave.** Employees who request either vacation leave that coincides with a labor strike or who take unscheduled vacation leave during a strike must do so in accordance with University policy, departmental protocols regarding vacation leave and applicable labor agreements.
- **Misconduct.** Employees who engage in misconduct such as illegal behavior (vandalism, assault, or other violent behavior), or harass, intimidate or otherwise obstruct access, disrupt classes or work, are subject to discipline in the same manner as if they were not on strike. Certain behaviors may also be violations of the law and employees who engage in violations of the law may be subject to arrest.
- **Discipline for Striking.** Participating in an illegal labor strike may or may not be misconduct, and it is the responsibility of the Public Employment Relations Board to make that determination. Therefore, initiating disciplinary action against striking employees based on their participation in an illegal strike on the assumption that the Public Employment Relations Board will ultimately rule against the union is not advised. Disciplinary action should be taken only under extraordinary circumstances and in close consultation with the campus Employee & Labor Relations office.
- **Administrative Leave.** The Campus Provost/Executive Vice Chancellor may approve administrative leave during a strike in cases where safety and access is a concern. Such leave may be granted to employees scheduled to report to work during a specific time period. Administrative leave will not be granted to employees on sick leave, vacation leave, or who failed to report to work outside of the designated period.
- **Action against the Union.** Unions that lead, promote or engage in illegal strikes may be subject to administrative action through the Public Employment Relations Board or the courts, including restraining orders. If such action is deemed warranted, as determined by the Campus Provost/Executive Vice Chancellor, the campus Employee & Labor Relations office shall provide the Office of the President, Labor Relations and the Office of the General Counsel with evidence of disruption and damage to the campus's operations in order to provide the evidence for potential legal action as appropriate. Such evidence can be physical, documentary and/or testimonial, including empirical evidence. Employee & Labor Relations may request departments provide documentation on:
 - Classes cancelled and/or disrupted.

- Impact on research.
- Impact on construction work.
- Destruction of property, vandalism.
- Impact on delivery of goods and services.
- Interference with health services.
- Numbers and cost of replacement workers.
- Overtime costs related to the strike.
- Costs of strike preparation and mitigation.
- Transportation costs associated with the strike.
- Other notable cost impacts.

The campus Employee & Labor Relations office shall forward all such documentation to the Office of the President, Labor Relations and the Office of the General Counsel for review and potential action.

POST STRIKE ACTIVITY

For time-limited strikes (e.g., a one- to three-day strike announced in advance by the union), striking employees will usually return to work as announced by the union. In such cases, there will be no need for a special recall of striking employees. However, if the strike goes on for a substantial period, provisions may need to be made for the recall of strikers, release of replacement employees and related issues. These provisions will be coordinated by the campus Employee & Labor Relations office in consultation with the Office of the President, Labor Relations and the Office of the General Counsel.

POST-STRIKE DEBRIEFING

There shall be a post-strike debriefing of managers, supervisors and administrators, through written communication and/or meetings. The Vice Chancellor for Business and Administrative Services in conjunction with the Employee & Labor Relations Manager shall be responsible for convening and conducting the debriefing. Debriefing materials shall be provided to the Office of the President, Labor Relations.

LABOR STRIKE RECORDS

The Emergency Management Policy Group and department managers and supervisors will be asked to provide the Employee & Labor Relations office electronic copies of strike-related records that should be stored electronically for future reference. The records could include communications, strike financial records, news articles, strike webpage, and strike debriefing notes. The labor strike records will be stored on the Employee & Labor Relations secure server.

FUTURE LABOR STRIKE INFORMATION

For more information or to plan for a future labor strike, please contact the UCSC Employee & Labor Relations office by emailing elrinfo@ucsc.edu.