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## Information for Employees Regarding Teamsters Concerted Activity

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Fri, Feb 13, 2026 at 3:34 PM



February 13, 2026

To: Sonoma State Employees  
Fr: Chandra Holte, Associate Vice President for Human Resources  
Re: Information for Employees Regarding Teamsters Concerted Activity

As you may have heard, Teamsters Local 2010 (Teamsters), which represents skilled trades employees within the CSU, has announced plans for a potential strike at all 22 California State University campuses from February 17 through February 20, 2026. As a follow up to Vice Chancellor Frank Hurtarte's email [*Update: Teamsters Local 2010 Planned Strike*], we wanted to locally echo that Sonoma State University will remain open and we do not anticipate disruptions to classes, student learning, or essential services.

Employees who are not participating in the strike are expected to report to work as scheduled and to perform their regular job duties. If you need to be absent from work for any reason, you must coordinate with your appropriate administrator in advance and request approved leave using the appropriate absence code. Unapproved absences are unpaid and may be recorded as absence without authorized leave (AWOL), and may result in additional administrative or disciplinary action, consistent with university policy and applicable collective bargaining agreements.

Depending on the terms of your collective bargaining agreement, participation in a sympathy strike may not be permitted. Where sympathy strikes are permitted, time spent participating in a sympathy strike is unpaid.

Picketing activity may occur at campus entrances. Employees may choose to enter the campus through an entrance without picketing, or to cross a picket line to access their work location. You are not required to share personal information, including your name, job classification, or work location, with individuals participating in picket activity.

We do not anticipate issues related to picketing activity. However, if any questions or concerns arise, please contact Erin Taylor, Director of Employee and Labor Relations ([erin.taylor@sonoma.edu](mailto:erin.taylor@sonoma.edu) | 707.664.2212) who will be available to support.

The university remains hopeful that this matter will be resolved as soon as possible. We will continue to share updates as they become available and additional information can be found at <https://hr.sonoma.edu/concerted-activities>.