

CFA AND TEAMSTERS STRIKE FREQUENTLY ASKED QUESTIONS

Why has the California Faculty Association and Teamsters called for a strike?

After months of negotiations, the California State University system has been unable to reach separate bargaining agreements on compensation and other issues with the California Faculty Association (CFA), representing professors, lecturers, librarians, counselors and coaches, and Teamsters Local 2010, representing plumbers, electricians and other skilled trades workers. As part of the collective bargaining process, employee unions have the option to strike should there be no agreement after the conclusion of impasse proceedings.

Although negotiations with CFA were not successful, the CSU is providing CFA-represented employees with a 5% general salary increase effective the start of the February 2024 pay period, which concluded bargaining on the re-opener of the existing contract. CSU and CFA will begin negotiating their full contract later this semester.

The CSU reached impasse with Teamsters. The two sides have been unable to agree on a number of issues, including pay raises.

When will a strike occur?

CFA and Teamsters have called for a week-long strike **from Monday, January 22, to Friday, January 26**, on every CSU campus in which they are encouraging their membership to withhold work – including canceling classes, not answering emails, and not attending other job functions such as committee work or research -- and join picket lines.

Will the campus remain open during a strike?

Yes, campus will be open and operational (e.g., library, student center, advising offices and resource centers). Should there be any changes to hours and services or scheduled events, that information will be communicated via the campus website, email or social media accounts.

Picketing at campuses entrances may cause traffic delays. Please plan extra time to get to campus.

Will picketers block access to campus? What if I don't want to cross the picket line?

Individuals who are picketing may not block or otherwise obstruct the ability of students or anyone else to access the campus, including classrooms, other facilities and buildings, or campus services.

If you are not comfortable crossing a picket line, you should access campus via an alternative entrance, or contact Erin Taylor, Director of Employee and Labor Relations (erin.taylor@sonoma.edu).

Am I required to strike if I am a CFA-represented employee?

No. A represented employee is not obligated to strike. The decision is yours to make. Unions are legally prohibited from threatening or coercing members.

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Are other represented employees allowed to participate in the strike?

Many of our other unions have recently reached agreements with the CSU and have collective bargaining agreements in effect that prohibit them from engaging in sympathy strikes. Non-striking employees may join the picket lines during non-work time.

Am I allowed to speak out publicly about the strike without fear of retaliation?

The university fully respects the free speech rights of our students, staff, and faculty. Retaliation from any member of the campus community for one's personal position regarding the labor dispute is inappropriate and unlawful and should be reported to the campus Title IX coordinator. Contact information can be found on the [systemwide Title IX webpage](#).

What is being negotiated?

For information on what offers are currently being negotiated, visit the CSU [Labor and Employee Relations webpage](#).

Is the university doing anything to resolve the strike?

Negotiations with CSU unions are done at the system level. The CSU has provided all faculty with a 5% general salary increase at the start of the February 2024 pay period. CSU will begin negotiating a successor contract with CFA later this semester and remains committed to bargaining in good faith and reaching an agreement with CFA as it did with five other CSU unions this fall.

The CSU reached impasse with Teamsters and recently received the recommendations from an independent factfinder. The CSU is considering the independent factfinder's recommendations.

How will the university community be updated about potential strike activity?

The university will continue to provide updates via <https://hr.sonoma.edu/CSUcontractnegotiations>, email and social media accounts.