

## **FAQ: Possible Strike by University Professionals of Illinois Local 4100 WIU Faculty**

If a faculty strike were to occur, it is the University's intent to continue classes as scheduled and continue WIU's mission of providing a quality education to our students. With approximately three weeks remaining in the Spring 2018 semester, it is essential to continue classes as scheduled to ensure students stay on track, particularly those set to graduate next month.

### **Does an authorization for a strike mean there will be a strike?**

No. The decision of whether or not to call for a strike will be at the discretion of the UPI Executive Board. Even if UPI calls for a strike, it is at the discretion of each faculty member to choose whether or not to participate.

### **Can a strike be avoided?**

Yes. We certainly do not want a strike to occur, and we have our next mediation session scheduled for Monday, April 23. We are hopeful that we can reach a sustainable, fiscally responsible and mutually beneficial agreement with our UPI Local 4100 Chapter. This has been the goal from the beginning.

Negotiations have been taking place since October 2016, and a federal mediator has been working with both sides since October 30, 2017. Tentative agreements regarding non-economic proposals within the contract have been reached, and the University has withdrawn and/or revised other economic-related proposals from the contract. The latest on the record proposal can be found at [wiu.edu/provost/negotiationsupdate.php](http://wiu.edu/provost/negotiationsupdate.php)

### **If WIU faculty strike, will classes still be held?**

Yes. It is the University's intent to continue classes as scheduled and continue WIU's mission of providing a quality education to its students. The University will review all options for mitigating any disruptions to our students' educational pursuits.

### **Should students still attend their classes if faculty choose to strike?**

Yes. Students should attend class as usual should a strike occur. If an instructor is not present when classes are scheduled to begin, please wait at least 15 minutes before leaving. Questions regarding assignments should be directed to the department chair and/or the individual assigned to teach the class during the duration of the strike.

### **If the strike continues through the remainder of the semester, what happens to students' grades and credit hours?**

Our goal is to ensure that students receive the grades and credits for those classes in which they are enrolled. It is the University's expectation that learning will continue and our students receive the quality education for which they have paid.

### **If a faculty member honors a strike call from the union and withholds grades, what will happen?**

The University will determine what approach would be in the best interest of the students and will act accordingly if this occurs.

### **Will WIU still hold commencement ceremonies in the event of a strike?**

Yes. Commencement ceremonies at both campuses will be held as scheduled.

**Where can a student go for answers if they have questions?**

Prior to a strike, faculty are expected to alert students in advance about class assignments and arrangements. The office staff in the department or college will also be available to respond to questions. Staff in the Office of the Provost and Vice President for Academic Affairs and Vice President of Student Services offices will be available to respond to questions or concerns of students and parents/guardians.

**If faculty vote to strike, how long can a strike last?**

The faculty union's executive board (UPI Executive Board) determines the length of a strike.

**If the UPI voted to strike, what positions are eligible to strike?**

The UPI represents a number of different areas of campus, but is primarily comprised of faculty. Additional groups represented by the UPI include academic advisors and admissions counselors, along with a select number of professional/technical employees.

**Are undergraduate and graduate student employees still expected to report to work during a strike?**

Yes. All student employees are required to report to their respective faculty and/or department supervisors during a strike. If a faculty member who normally supervises a student employee chooses to participate in the strike, the student employee should report to the Department Chairperson.

**Who is eligible to cover for a faculty member that participates in a strike?**

Teaching Assistants (TAs) and Teaching Support Assistants (TSAs) are eligible to cover a class in the absence of a faculty member. Graduate Assistants (GAs) and Research Assistants (RAs) are not eligible to cover classes without a faculty member present. However, GAs, TAs, RAs and TSAs are all required to report to their respective faculty and/or department supervisors during a strike.

**Can faculty picket on campus?**

Yes. Picketing is allowed on campus. Picketers cannot create a disturbance or block entrances and exits to campus buildings. Picketers cannot block a door, passageway, driveway, crosswalk or other entrance or exit. Students, faculty and staff have a right to enter university grounds, buildings and classrooms without being interrupted, intimidated, coerced or threatened.

Verbal or physical intimidation, threats and coercion are never permitted on the WIU campus.

**Where can a student go to find additional information about the University's proposal and contract negotiations?**

<http://www.wiu.edu/provost/negotiationsupdate.php>