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| **CFAC STRIKE FAQ**  **For Instructors**   |  | | --- | | Ahead of Monday's strike, we are already seeing the college attempt to sow confusion and intimidate us. If the FAQ below does not address a question or concern you have regarding our strike, please email us at info@pfac.org.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **For Faculty**  **Columbia College Chicago Strike – 2023 FAQs, Part 1**  **Q: DO WE GET PAID IF WE STRIKE?**  A: If the wages are for work already performed, it is a violation of the [Illinois Wage Payment and Collection Act](https://labor.illinois.gov/laws-rules/fls/wage-payment-collection.html) if they do not pay us on October 31.  B: When you strike, you don’t work – so Columbia College won’t pay you. *BUT* usually Education Unions have lost pay included in contracts so we WILL get paid in the end. Our national union, the American Federation of Teachers, offers members access to interest-free loans to help with expenses if their regular pay is interrupted.  How It Works:  a) Members are eligible after five days on strike and one payday is missed;  b) The AFT will pay the interest on loans up to $600 per week for the duration of the strike;  c) The AFT will pay the interest on loans repaid within one year;  d) The CFAC Strike Loan Committee will administer the program and coordinate with the national AFT;  e) Striking members *may* choose to first seek a loan through their own bank or credit union. If a loan is granted, the local will reimburse the member for interest;  f) Members may also obtain a loan through the AFL-CIO Federal Credit Union;  g) The full policy governing the Strike Loan program and necessary forms will be available through the Strike Loan Committee.  **Q. HOW CAN PARENTS OF STUDENTS, FRIENDS AND COLLEAGUES FROM OUTSIDE COLUMBIA SUPPORT US?**  A: There are several ways people can show support. Join us on the picket line, write letters of support and send them to Dr. Kim and donate to the **CFAC STRIKE FUND**, through our GoFundMe account, which is currently accepting donations at:  <https://www.gofundme.com/f/columbia-college-faculty-union-strike-fund>  **Q: CAN I LOSE MY JOB IF I STRIKE? CAN I BE FIRED?**  A: You **CANNOT** be fired. You are still an employee, and your right to strike is protected by Federal Law. Our strike is protected under an Unfair Labor Practice strike.  Under the *National Labor Relations Act*, “employees who strike to protest an *unfair labor practice* committed by their employer can be neither discharged nor permanently replaced. When the strike ends, unfair labor practice strikers, absent serious misconduct on their part, are *entitled* to have their jobs back even if employees hired to do their work have to be discharged. The National Labor Relations Board (NLRB) adjudicates claims of Unfair Labor Practices (ULPs) and can impose financial and legal penalties on companies which break the law. Workers are allowed to strike over ULPs in order to protest company’s labor law violations. See: https://www.nlrb.gov/strikes  **Q: IS THIS AN UNFAIR LABOR PRACTICES STRIKE?**  A: THIS IS AN UNFAIR LABOR PRACTICES STRIKE!  **Q: HOW DOES THE STRIKE WORK? HOW AM I EXPECTED TO PARTICIPATE?**  To ensure effective coordination during the strike, we have appointed strike captains. Each strike captain will check in with their small assigned group of faculty, during their class times. We want to make sure we have a strike presence all around campus. So they will check in with you to make sure that there are people at the main picketing site, as well as dispersed around campus. If each of us participates, at least for the hours in which our classes would meet, our visible presence and power will be undeniable.  **Q: DO I HAVE TO STRIKE? DO I HAVE TO SHOW UP TO WALK A PICKET LINE? CAN’T I JUST TAKE THE TIME OFF? CAN I TAKE ANOTHER JOB WHILE WE’RE ON STRIKE?**  A: SOLIDARITY is *very* important. The success of a strike depends on all of us sticking together. If our strike has low participation, none of us will achieve the contract we seek. We will NOT save the College from further destruction, we will NOT prevent it from becoming a for-profit institution, we will NOT save our students from receiving a fraudulent education, we will NOT save our rights against abusive management behavior, we will NOT save ourselves from arbitrary reduction in hours or work assignments, we will NOT save our jobs period. Those who do NOT strike are working *against* their co-workers —and ultimately, *against* themselves. We need to stay strong together to make this a success and as short as possible.  **Q: DO I HAVE TO STRIKE IF I AM FEE-PAYER AND NOT A FULL MEMBER OF CFAC?**  A: Yes. Regardless of your status, you are a member of the union, are bound by the results of the strike authorization vote and must strike.  **Q. CAN I JUST HOLD MY CLASSES ON ZOOM, LIKE THE ADMINISTRATION, MY DEAN AND MY DEPARTMENT CHAIR ARE TELLING ME TO DO?**  A: NO. Holding classes on Zoom is crossing the picket line. Members who cross the picket line, who refuse to honor the strike, WILL be subject to Union discipline. We must honor the union process and the overwhelming vote of support from our members.  B: Staying active on Canvas, replying to your Columbia email – all of it is crossing the picket line.  C: Send a message to your students and post on your Canvas site, letting them know the course is canceled due to the strike action and they are not to attend class until they hear from you. We understand the college is sending out some messages that are confusing. There are no requirements in place for this course while we are on strike. This includes any attendance requirement. As the college website states “​​Students are expected to attend classes and to complete assignments as required by the instructor.” It is an academic freedom violation to attempt to take attendance or hold class. All course material is canceled including any attendance. Let them know how they can support the strike by wearing red, walk the picket line with us, follow us on instagram at @CFAC\_strong and tell their parents. You can have them email info@pfac.org with any questions and look for updates on our website <https://www.cfacresources.com/>  **Q: WHAT DOES “UNION DISCIPLINE” MEAN? WHAT HAPPENS IF I CROSS THE PICKET LINE AND TEACH DURING OUR STRIKE?**  A: Section 8(b)(1)(A) of the *National Labor Relations Act* declares that while it is an unfair labor practice for a union to restrain or coerce employees in the exercise of §7 rights of the NLRA, it also provides that the section shall not impair the right of a union to apply its own rules with respect to the imposition of, and state court enforcement of, fines against members who cross a picket line and go to work during an authorized strike against their employer. *NLRB v. Allis-Chalmers Mfg. Co.,* 388 U.S. 175 (1967). Further, in *NLRB v. Boeing Co.,* 412 U.S. 67 (1973) the Supreme Court held that the NLRB is *not* to test union fines for reasonableness of amount. Such fines *are* enforceable in state court, which may and usually will include an award of court costs and attorney fees against any member who refuses to pay the fine. Such judgments are then enforceable as per state law, including wage garnishment, liens, and the use of collection agencies.  Under the *Labor-Management Reporting and Disclosure Act*, Section 101(a)(5), any member charged must be served with specific written charges, given reasonable time to prepare a defense, and afforded a full and fair hearing, which requires that the member charged be present during the taking of evidence and to cross-examine witnesses. The member need not be given the right to be represented by a lawyer, and this is not normally done by unions. In *International Bhd. of Boilermakers v. Hardeman,* 401 U.S. 233 (1971) the U.S. Supreme Court held that in a §101(a)(5) action that courts cannot examine a union’s constitution to determine if a provision authorizes the imposition of discipline—there need be no prior union constitutional prohibition of the charged conduct.  **Q: I’M AFRAID IF I STRIKE MANAGEMENT WILL FIND A WAY TO GET BACK AT ME LATER. WON’T THEY LAY ME OFF, WRITE ME UP OR SOMETHING ELSE?**  A: That’s ILLEGAL, as is any retaliation – large or small – against an employee who strikes. Know that our Union will do everything it can to protect its members. If retaliation does occur it will likely be at the Departmental level. Remember*, even the act of threatening to retaliate is illegal*, so please document any instances of this thoroughly and report it to your Department Representative. *Document everything as thoroughly as possible*: take notes, ask for written statements from the supervisor that is making the decision, including an explanation of why this decision was made; and request a witness, preferably your Department Representative, for conversations concerning the action—these are your *Weingarten Rights*. Then, contact the union and discuss this situation with the grievance committee. The sooner this happens, the easier it is to right any wrongs committed against you.  **Q: MANAGEMENT IS ASKING ME IF I AM GOING TO STRIKE. DO I HAVE TO ANSWER THEM?**  A: You do NOT have to answer them. Tell them you don’t want to answer. It is ILLEGAL for managers—Deans and Department Chairs and Administrators—to pressure you. They MUST tell you that there will be no reprisals, regardless of what answer you give or whether you answer at all. If you are feeling pressured, call your Department Representative *right away*.  **﻿Q: WHAT IF I AM ON PROBATION? DOES THAT CHANGE MY PROTECTIONS?**  A: A strike puts probationary workers in a difficult situation. However, it is *illegal* to terminate *any* worker because of their participation in the strike – even someone on probation. Further, it is unlikely that an employer would single out probationary employees for permanent replacement during a strike. If we strike, it will be to make this a job worth staying in! |   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_   |  | | --- | | **Strike FAQ for Students**  **Q: What should I do about attending class while the union is on strike?**  We understand the need to balance your academic goals with your commitment to our collective efforts. With that said, CFAC and the college's administration agree that this strike should not harm our students or impede their ability to graduate or maintain academic eligibility.  **Your part-time instructors are on strike and your courses are canceled** **until further notice. If your part-time instructor continues to hold class or a full-time instructor crosses the picket line to step in for a striking part-timer, email us at info@pfac.org.**  If your full-time instructor chooses to hold class and is not accommodating of your involvement in our strike, or if you believe you have been subject to retaliatory measures due to strike involvement, email us right away at info@pfac.org. You can, of course, attend your full-time instructor taught classes and wear red to show solidarity (and join us back on the picket line after class).  We also encourage you to consider using the following template to communicate with your full-time professors and personalize it to your communication needs and desires:  *Dear \_\_\_\_\_,*  *I want to express my support for the strike organized by our dedicated faculty at Columbia College Chicago.*  *I'm passionate about this cause while remaining committed to my academic success, and I request your understanding and flexibility regarding my attendance and assignments while the strike is ongoing. While I will be completing my assignments independently, I will not be able to turn in any coursework or attend our class until the union's strike is resolved. I assure you that I will do my best as we stand together in unity and strength to support the institution we all care for so deeply.*  **Q: Should I continue completing my homework if I choose not to attend class during the strike?**  We advise you to continue completing your homework and staying engaged with your courses, but that you choose not to turn in any assignments while the strike is ongoing.  ﻿  **Q: I'm a student worker. Should I go to work, or is that crossing the picket line?**  Yes. You should go to work, and we encourage you to wear red and ask your colleagues to wear red in solidarity. After you're off work, we welcome you to come back and join us on the picket line! You are not crossing the picket line by going to work (or by going to a class held by a full-time faculty member who is requiring your attendance during the strike).  **Q: Are there any events or demonstrations planned for Monday?**  You bet there are! Our strike kicks off at 9:00 a.m. Monday at 600 S. Michigan Ave., where we will gather for a strike line, press conference, share testimonials, play music, and join together with our union brothers and sisters as we unite in solidarity to fight the oppressive and inequitable management at Columbia College Chicago. **Wear red to show your support (we'll have more t-shirts).** We will, of course, be sending more updates to our strike plan as needed through this email listserv and through our Instagram account at CFAC\_strong.  **Q: Will Scabby be there?**  [Scabby](https://en.wikipedia.org/wiki/Inflatable_rat) is a symbol often associated with labor strikes and protests, and functions as a symbol of resistance towards anti-union employers. Scabby has been paying close attention to what's been happening lately at Columbia College, and you can bet he'll be making appearances on our campus! He might even bring some friends.  **Q: What can I do to help?**  The most important thing you can do to help support our union's efforts is to **join us on the picket line, wear red, and spread the word about what we are doing**. Our unity is our strength, and we need to see everyone out there as we shut Columbia down in protest.  **﻿This is the number one way that you can show your support and solidarity with our union's efforts.**  You may also...  **Read about the issues on our**[**website**](https://www.cfacresources.com/news)  As you may already be seeing, Dr. Kim and his administration will attempt to paint us as uninformed every opportunity they get. But the facts don't lie, and you can find them at [www.cfacresources.com](https://www.cfacresources.com/).  **Follow us on Instagram and get people on our email list**  If your friends (students, faculty, staff, parents, etc.) are not on this email list, send us their name and email address to [info@pfac.org](mailto:info@pfac.org), and make sure they are following us on **Instagram @CFAC\_strong.**  **Tweet at the Chairman of the Board**  Like all private colleges, Columbia's highest level of governance is our [Board of Trustees](https://about.colum.edu/leadership/). The Board is composed of individuals who aren’t paid by the college but have a strong interest in its success, such as business leaders, community members, and alumni. They're Dr. Kim's bosses.  The Chairman of the Board is John M. Holmes, and this is his [Twitter](https://twitter.com/JohnM_Holmes) (sorry, but we refuse to call it X).  **Put in a news tip**  Put in a news tip to [CBS Chicago](https://twitter.com/cbschicago), [ABC7](https://abc7chicago.com/abc7chicago-abc7-abc-7-chicago-wls-tv/37885/#:~:text=In%20the%20event%20of%20breaking,(312)%20750%2D7070.), [Chicago Sun-Times](https://chicago.suntimes.com/pages/contact-us), the [Chicago Tribune](https://membership.chicagotribune.com/contact-us/), and any others you can think of. Let them know about what's happening at Columbia. | |

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| |  | | --- | | During this critical time, unity and solidarity are our greatest strengths. We encourage you to stand together, support each other, and lock arms! The success of our cause depends on maintaining a united front **without any undermining actions**.  We are deeply encouraged by the support of our faculty, students, unions, and the backing of individuals like Robert Bloch and Robert Bruno, IFT, AFT, the AFL-CIO, and many others, especially *all the students, parents, and alumni who support us*. Together, we will make Columbia do better and make this the institution we all deserve!  In unity,  ﻿  **Columbia Faculty Union Steering Committee (CFAC)**  Diana Vallera, CFAC President, Photography  ﻿Lisa Formosa-Parmigiano, CFAC Vice President, CTVA  Deb Doetzer, CFAC Secretary, Communications  Susan Van Veen, CFAC Treasurer, Business  Magica Bottari, Membership Chair, Theatre  Clara Fitzpatrick, Negotiations Chair, HHSS  Andrea J. Dymond, Bargaining Member, Theatre  ﻿Delia Pless, Publications Chair, ECW | |