

Frequently Asked Questions about Strike Authorization

Will there be a strike?

A strike is a last resort. AAUP-KSU will not call a strike unless and until every other avenue for reaching a fair contract has been exhausted. However, we must prepare for the worst and be sure all TT Faculty understand the process.

What is a strike authorization vote?

It is a vote to authorize the leadership to call a strike at the appropriate time. A "yes" vote indicates the members' willingness to strike if necessary and communicates that intent to the administration. A yes vote does NOT mean there will be a strike. It means that the members feel strongly enough about the issues to support a strike.

If a strike authorization vote passes by majority vote, and if the Executive Committee of AAUP-KSU supports the move, the President may call a strike.

Is striking legal for public employees in Ohio?

Yes, the Ohio Revised Code recognizes public sector employees' right to strike. Strikes are "authorized" under Ohio law when certain conditions are met. For our bargaining unit, this principally means that we may not go on strike during the period of our contract. Our contract expired on August 18, 2018, and thus we have the right to strike.

If there were a strike, what would we hope to achieve?

The purpose of a strike would be to convince the administration that their current proposals for salary and benefits severely undervalue Faculty and are harmful to the teaching and research missions of Kent State University.

What conditions could lead to a strike?

After the fact-finder submits a report, both our members and the Board of Trustees will vote on whether to accept its recommendations as a package. If both sides vote yes, the report sets the terms of the contract. If either side votes no, there is an opportunity for negotiations to continue. But if either side declares an impasse, the University may "impose" the contract without our agreement. At that point we would have only two choices: accept what is being imposed on us, or strike.

For more questions and answers about what happens during a strike, visit the AAUP-KSU website (<https://www.aupksu.org/tenure-track-unit/negotiations-2018>).

When dealing with "hard liners" who do not respond to reasoned arguments and shared interests, a union ultimately has no negotiating power unless it demonstrates a willingness to strike. Accepting the current proposals without a fight will certainly lead to more of the same treatment in the future.