

In the event that AAUP-KSU calls a strike, you will need the following information, which will also be posted on our website at aaupksu.org prior to a strike being called. If you have questions, feel free contact the office at (330) 673-9118 or office@aaupksu.org.

If AAUP-KSU calls a strike, can I choose whether to participate?

Yes. Participating in a strike is an individual choice. That said, the higher the level of participation, the more effective a strike will be.

Can I be disciplined for participating in a strike?

No. Faculty members at public universities in Ohio have a right to strike. It is illegal to retaliate against or punish employees for participating in union activity that is authorized under Ohio law.

If a strike is called, how much notice will I have?

AAUP-KSU must give the administration and SERB ten calendar days' notice of a strike. Should we submit such a notice, we will immediately inform Faculty via email and schedule member meetings to organize strike activities.

If I choose to participate in a strike, what should I do?

Beginning on the start date of the strike, you should not hold classes (including distance learning classes), give exams, submit grades, conduct office hours, attend committee meetings, or perform other regular duties.

How else can I help with the strike effort?

We will organize picketing on each campus, as well as gatherings for striking Faculty. If you are willing to picket, please contact the office at (330) 673 9118.

How will I know what is happening?

AAUP-KSU will communicate with Faculty via email. We will provide daily updates about whether the strike is to continue the following day. If for any reason your email is unavailable, check the AAUP-KSU website at aaupksu.org for updates, or call (330) 673 9118.

If I am participating in a strike, what do I tell my administrator?

AAUP-KSU will notify the KSU administration in advance of a strike. In order to maximize the effect of the strike, we ask that you not advise your unit administrator of your plans to participate.

If I am participating in a strike, what do I tell my students?

Students may contact you to ask whether they should travel to campus. We recommend that you keep your communications brief and to the point, replying (e.g.): “I am participating in a strike by Kent State tenure-track faculty. Due to the strike, I will not be meeting our class until further notice. Rest assured that you will not be penalized for work missed during the period we are on strike.” It is important to form a plan to manage the missed days in ways that minimize the impact on students, just as you would if classes had to be cancelled for other reasons. Keep in mind that your unit administrator may hire someone to take over the class while you are absent.

If I participate in a strike, will I be paid?

The University has no obligation to pay Faculty for days missed during a strike.

If I meet my classes in spite of the strike, will I be paid?

Yes, if you meet your classes, the University must pay you. (But see the question below about lockouts.)

What if I meet some classes but not others?

It will be the responsibility of the administration to determine whether you are present at work and performing your duties. In general, if you are found to be absent from one class on a given day, you can be docked the entire day’s pay.

What if I meet my class but don’t teach the day’s assignment?

If you meet your class, whether you teach the assignment or not, you are not on strike. If you decide to meet your class, it is important to perform all your duties as usual. Do not use class time or scheduled office hours to discuss the strike with students.

What if there is a lockout?

A lockout happens when an employer bans all the members of a bargaining unit from the workplace and refuses to pay them, in order to secure their agreement to certain terms and conditions of employment. We think a lockout of Faculty is unlikely, but as a precaution, be sure to remove anything you might need from your office before a strike begins.

What about medical benefits?

The University is not obligated to provide compensation during a strike and this includes premiums for health coverage. If the University withdraws your coverage, you have the right to

continuation coverage at your expense under a federal law called COBRA. AAUP-KSU has set aside a strike fund of half a million dollars to reimburse union members who incur COBRA costs.