

## **Academic Progress and Final Exams**

While UC **cannot** lawfully retaliate against workers for striking by lowering grades, graduate student workers are expected to continue making academic progress in non-employment related coursework, including by taking final exams, while on strike. The vast majority of UC Professors have scheduled remote or take home final exams so that strikers do not have to cross a picket line to take an exam. If your professor has scheduled an on-campus final exam that would cause you to cross a picket line, you can find a template email to send to your professor below.

## **Grade Submission**

As the end of term approaches, some faculty are asking striking TAs to submit grades. Grading is a key ASE job duty, and ASEs on strike have no obligation to grade or submit grades. If ASEs are in possession of physical materials such as exams or papers, an ASE should turn over the physical materials—ungraded—if asked. If an ASE is in possession of grades that were required to be submitted before the start of the strike, an ASE should return those grades.

### *Template email for on-campus finals*

Dear Professor,

As I'm sure you are aware, graduate student employees represented by UAW Local 2865 and Student Researchers United-UAW launched a strike on November 14, 2022 in response to unfair labor practices committed by the University, which have frustrated ongoing bargaining for fair contracts. You can read more about the strike here: <https://www.fairucnow.org/>

We are writing to request that you provide a remote final exam option. As you may know, the vast majority of UC Professors have set up remote final exams so that strikers do not have to cross a picket line. The Higher Education Employer-Employee Relations Act (HEERA) guarantees student employees the right to engage in strike activity, including refusing to cross an authorized picket line. Scheduling an on-campus final exam behind a picket line thus interferes with graduate student employees' protected rights.

We are committed to continue making academic progress during this strike, and we hope that you will respect our rights to engage in strike activity free from unlawful interference.

All the Best,