

December 9 , 2005

To All Non-Bargaining Unit Employees of Stanford University:

As you likely know, Stanford University is a party to a collective bargaining agreement with SEIU Local 715 which covers approximately 1260 employees. When our current contract with SEIU was settled in 2003, we agreed to reopen negotiations this year on a limited set of benefits issues. The University is bargaining in good faith with the union, attempting to reach agreement on these issues. Our contract has not expired. We have asked a Federal mediator to join us at the negotiating table in an effort to reach an agreement.

Unfortunately, the union has held a strike vote and has obtained authorization to strike by those union members who voted. Although the union is not required to tell us when, or whether, a strike will start, we understand there may be a strike next week. We sincerely hope this will not happen. However, because of the serious impact it would have on everyone, we want to take this opportunity to advise you of some of the things that Stanford is doing to prepare for the anticipated work stoppage and inform you of your rights during this time.

Stanford is committed to continue operating during any strike. We have obligations to our students and the community that we must make every effort to satisfy. We expect and hope that you will arrive at work as you would do so under regular circumstances. If you are not a union member, the union has no ability to penalize you for coming to work during a strike and there is no law prohibiting you from doing so.

If there is a strike, we ask that you act in a respectful, courteous and professional manner in your dealings with others. This includes striking employees, bargaining unit members that may choose to come to work during a strike, supervisors, managers, and our students and faculty.

While we believe that the striking employees will behave in a respectful manner, we want to be certain that you are aware of the following:

- The University is making efforts to ensure that you are not impeded in your ability to get to and from work and to go about your day with as little disruption as possible. Strikers do not have a legal right to prohibit you from entering or leaving any building, roadway, or parking lot. Your movements should not be restrained. If you are placed in a situation where your movements are restricted please report the incident to the Office of Public Safety (Phone # 724-7442) and then call your supervisor or manager.
- While tensions may be high for some people, Stanford will not tolerate acts of violence whether they be directed against persons or property. If you observe violence in progress, call 911 from any cell or pay phone or 9-911 from campus phones or call the Office of Public Safety (Phone # 724-7442) and then call your supervisor or manager.
- If you show up to work and your key card is not operating, call your supervisor. While we do not anticipate any problems with the key card system, due to heightened security there may be issues with some key cards.

Should you have any questions or concerns regarding these or any other issues please do not hesitate to contact your supervisor or Human Resources Manager. Following are some questions and answers about the current situation.

1. What does contract reopening mean?

As part of negotiations over the contract that is currently in effect, the University and the Union agreed to have the ability to negotiate over certain benefits issues this year, before the full contract expires in August of 2006. The option to negotiate over those issues was exercised. The University and the Union are meeting and negotiating over the terms of possible changes or modifications to some of the benefits that bargaining unit employees have. Those negotiations are ongoing and the University is negotiating in good faith.

2. What is the University's goal in these negotiations?

The University's goal is to reach an agreement on the limited issues that have been reopened. We want an agreement that is fair for everyone, and responsible in light of the needs of the entire Stanford community.

3. What does it mean when the Union takes a strike authorization vote?

A strike authorization vote is a vote of bargaining unit members to authorize the Union to call a strike. It does not mean a strike is inevitable. Such a vote is common in the negotiation process, because a vote in favor of strike authorization creates the threat of a strike and can possibly put pressure on the two negotiating teams to achieve progress toward an agreement.

4. Can the Union call a strike during re-opener negotiations?

Yes. The law permits the Union to call a strike during re-opener negotiations in an effort to further their demands concerning the re-opened issues that are being negotiated.

5. Is there going to be a strike?

We don't know for sure. We have heard rumors that SEIU intends to take employees out on strike. However, the Union is not required to provide the University with notice that it is going on strike. We know that a strike authorization vote was taken, and that it passed. Our intent is to be prepared in the event that a strike does occur.

6. If SEIU, Local 715, calls a strike, will the University allow workers in the bargaining unit to come to work if they choose to?

The University will continue its operations in the event of a strike. All workers who wish to work, including bargaining unit members, will be able to do so unless they receive specific direction to the contrary.

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7. How does an employee know if they are a SEIU member?

If an employee signed SEIU (Local 715) articles of membership, he/she is a member. He/she may also have taken an oath of loyalty or “membership obligation” and received a union membership card.

8. Are striking employees or SEIU representatives permitted to prevent employees from going to work?

No. Again, all staff have the right to work. Picketing is required by law to be peaceful. Pickets may not interfere with employees’ access to their places of work. We hope that SEIU representatives and striking employees will conduct themselves in a peaceful and lawful manner during the strike. However, if anyone seeks unlawfully to deny employees access to their places of work, the University will take appropriate action to stop that unlawful conduct.

9. Will the University provide security to make sure that I can go to work?

All picketing must be peaceful; and striking employees cannot prevent you from working. If you experience any difficulty going to work, call your Human Resources Manager and/or the appropriate information center (723-2191) and we will make every effort to see that you can get to work without interference.

10. I am not a member of the bargaining unit and I am not a supervisor or manager. However, I do not want to cross a picket line. Will I be disciplined if I refuse to come to work?

No, but you won’t get paid and cannot take paid leave for days during the strike, unless you are out on pre-approved leave or vacation.

11. I am not a member of the bargaining unit, but I am a supervisor or a manager. However, I do not want to cross a picket line. What does the University expect of me?

Managers and supervisors are required to come to work, except for those on pre-approved leave or vacation.

12. I am scheduled to be on vacation next week. Can I still take it?

Previously approved vacations will be honored at this time. However, new requests for vacation made anytime now through the end of any strike will be denied due to compelling operational needs.

13. Will the Marguerite operate during a strike?

Yes, we expect the Marguerite to be running although there may be some variations in routes and/or schedules.

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14. Does Stanford care about its technical, maintenance, and service workers?

Yes. Stanford cares about all of its employees. As a good steward the University has to balance carefully the interests of all members of the University community students, faculty, and staff. We are doing so in our negotiations with the Union.

15. Is there anything else I should know?

It is important to understand that with good faith negotiations on both sides, the situation can be settled eventually. There is only one place where the settlement can and should be reached, and that is at the bargaining table. The representatives of the University and the representatives of the Union are the key people who bear that responsibility.

16. Where can I call for information on a strike?

Talk to your Human Resources Manager. Or you may contact the Information Center. The Information Center is the Labor Relations Office on campus at 723-2191.

At SLAC, for general information, call the SLAC Information Hotline at 877-447-7522 or call Employee Relations at 926-2355/926-2358.

At the School of Medicine, call the Information Center at 724-7666.

The University will also issue bulletins as necessary.

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