



**NO BUSINESS
*STRIKE UC!***

Typeset in Adobe Caslon Pro

Cover: Black and white image of rising smoke.

Written by rank and file from UC San Diego

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NO BUSINESS
Strike the UC!

Notes from the rank and file of UC San Diego

Every striking academic worker should be able to answer two questions:

- 1) *What are you striking for?*
- 2) *Under what conditions will you stop striking?*

ON STRIKE: FROM BUSINESS AS USUAL TO NO BUSINESS

At base, a strike is withholding labor. But, a strike is a modest action. Labor action alone is never enough to win a strike. A big picket means nothing if it doesn't do anything; or, rather, it only means something insofar as it prevents things from being done. To win this strike, we must go beyond labor stoppage, beyond kind words from politicians or union bureaucrats, and pierce through the illusion that the University as an institution gives a shit about us. A worker's dignity will never be a reasonable demand to the boss. No facts, arguments, or polite sentiments will alter this antagonism.

This moment, the largest academic worker strike in history, needs to be more than performative and 'reasonable.' It should be a demonstration of what is to come. By refusing to work, by reclaiming labor power from the bosses, and by rebelling against the modus operandi of the UC, this strike shakes the foundation of the neoliberal university. Its momentum cannot stop at a contract. Do not settle for less. We must resist, and through struggle build a community predicated on care and respect, rather than the continued accumulation of land, labor, and profit.

THE UC IS THE LANDLORD

While \$54k for a 50% appointment is a substantial improvement over current conditions, we also need to consider how rent increases seemingly without bound. As of 2022, the median rent in San Diego County for a one bedroom apartment is \$3,000/month. In that case, the monthly income we need to escape rent burden would be closer to \$9k/month—bringing us to \$108k/year, exactly double our \$54k demand.

The UC is a landlord and real estate speculator. Many of us may be lifted out of rent burden if our pay was raised to \$54k/year today, but we need to keep in mind that the UC continues to hike rent and buy more and more property throughout SD (with eyes on Chula Vista). This drives rent up throughout the region as other landlords respond in kind. The UC is an engine of gentrification, displacement, and dispossession.

RANK-AND-FILE, MAINTAIN THE STRIKE

Across sectors and industries, the UAW has a history of trying to resolve contracts as quickly as possible. This often leads to bargaining teams (BTs) calling off strikes and settling on mediocre contracts against the needs and desires of the rank-and-file. Of course, our BTs have put in numerous hours of organizing and bargaining and that is commendable. However, like any elected officials, our BTs will only do as much as their rank-and-file push them to.

From the beginning of this contract renegotiation cycle, rank-and-file organizers pushed for open bargaining sessions so that all members could attend and be a part of the process that determines our working conditions for years to come. The weekend before the strike commenced, members of the BTs held “closed door” sessions (“sidebars”) with administrators from the UC Office of the President. The rank-and-file desire for transparency and open engagement in the bargaining process was dismissed and maligned—a portent of what was to come.

A concerning trend of demobilization has continued into the strike, as concessions at the table are made without popular input, as picketers are tone-policed, and as organic direct action is stifled under the guise of remaining ‘respectable.’ At a point when our power is at its greatest and only growing, why have the meetings been closed? Why are we unable to coordinate and act on our own political volition, without bureaucratic approval? And, most importantly, why do we continue to let this happen?

TOWARD A GENERALIZED REBELLION

We deserve the best contract we can get. However, the conditions that made the strike necessary—such as price gouging, labor exploitation and untenable expectations, racist, sexist, and ableist discrimination, and the upward concentration of wealth—will not end even with a perfect collective bargaining agreement. Consider:

*After a new contract, will the university still occupy stolen Indigenous land?
Will it continue to reproduce white supremacy?*

After a new contract, will the university still be a key element of the military industrial complex? Will it continue to develop technology to police borders?

After a new contract, will there still be cops on campus?

After a new contract, will there still be bosses running the university?

These are just a few examples that don't even get to debt, anti-Blackness, incarceration, or climate catastrophe, but this should make clear how the exploitation of land and labor cannot be extinguished through a contract alone. Ultimately, unions and labor law are a part of the infrastructure of capital and the state—an exclusive reliance on them only leads to the management and reproduction of our domination.

Withholding our labor, then, is simultaneously about refusing to live under the everyday expectations of ongoing exploitation, and developing our collective capacity to take control of our time, bodies, and lives. We must spread the strike until it reaches every inch of the university, until there are only those on strike and those running as far away as they can.

Right now, this strike has two things the UC fears most: mobilization and motivation. Do not concede to the University's threats or union leadership's whims. Do not go to work. Do not settle. Vote NO on bad contracts. Only we decide when to stop.

Let's envision this *strike as universal disruption*. Let's go beyond 'no business as usual.' We say: '*no business, full stop*.' When we say shut it down, we mean it. *Shut this motherfucker down.*

Be the seed that takes this machine down. We take care of each other, and we've got a world to win.



Spread this strike! Spread this zine!

Made by ucsd rank-and-file