

UCLA UAW-ULP Strike Delivery Disruption Action Plan

Starting Week 3 of our historic strike effort, our 24 hr/early morning operations must become a more sustainable endeavor if it is to become effective in disrupting university operations, boost our strike power and morale, build organizational capacity, foster labor solidarity, and win us a historic contract to match. This must occur through concrete planning, organization and training to ensure that we as organizers do not 1) burn out and 2) weaken our visible impact with regards to campus pickets. These actions should in fact build morale as well as heighten our struggle.

How-To (for other campuses)

1. Identify crucial points of disruption on campus,
 - a. At UCLA these were construction sites and delivery loading docks (dining halls and medical center)
 - b. Make sure all picket locations are not secondary pickets to avoid an injunction.
2. Begin talking to construction workers and delivery drivers, identify what locals they are a part of and get their steward information if possible, inform them of our strike and that we will begin pickets at their UC job sites ASAP. Feel free to ask if they are able to respect our picket lines, and tell them to tell their co-workers and union stewards (NOT THEIR SUPERVISORS/CONTRACTORS) about an impending picket.
 - a. Many construction workers and teamster drivers have the hard-won ability to respect our pickets. At UCLA, we have been most successful targeting locals 300, 12 and 433 and Teamster drivers (UPS, Coca-Cola, US Foods, Gatorade, Sysco, Pepsi/LifeWater.
3. Observe what times have the opportunity for the most disruption. For construction sites this requires arriving 30 mins-1 hr early in order to turn away drivers who will walk into the site. It is necessary to have a conversation with them, mention that our strike is sanctioned by the California Labor Federation, have handouts ready if necessary (UCLA has examples). Also useful to offer coffee and donuts to workers who will stop and talk to you about our labor struggle. Emphasize that our strike is part of a working-class/labor struggle which affects them as well. With unionized drivers, ask them about their routes for the rest of the day/next day/next week.
 - a. Steps 1-3 can be done by 2-4 (the more the merrier) "scouts" throughout a single day"
4. Recruit and train an adequate number of people to join in early morning/24 hour pickets. Explain the disruption this will cause UC.
5. Trial run. Analyze and further investigate.

The Situation

UC has become painfully aware of our operations and has begun to both schedule deliveries at earlier hours as well as hire temporary/scab/non-union laborers to help unload deliveries in case drivers are unable to cross our picket lines. This means that our operation is working — and that the UC is clearly losing time and money as a result of these actions — but also that we must coordinate ways to combat this counter-offensive and ensure maximum disruption. Our capacity is strong, as we have several Picket Shift Leaders who have taken up responsibility in both planning and engaging in these operations. However, to maintain high morale and high discipline across non-disruptive campus pickets, we must develop more PSLs to take on these roles so that we have responsible leaders at all sites, at all times. Following our successful week of test-run ops, we had a highly successful teach-in on 11/23 at the centralized Dickson Court picket, which resulted in 45 extra signups, many of whom were from South Campus. This is a positive development as it will ensure that we do not lose capacity at North Campus pickets, where the majority of our organizers come from.

The Plan

We should try to replicate the above successes as early as Monday, 11/28. In particular, we should facilitate picket-by-picket teach-ins explaining our actions and recruiting more participants and leaders. Alongside this, we should set up a sign-in system where picketers sign-in to their respective pickets and

are guided to a sign-in sheet/QR code to sign in for overtime/zombie shifts. We must coordinate this with PSLs and bottomliners at each picket to ensure that these hours count toward picket duty. In order to do this, the RSVP form for week 10 and finals week must be finalized by 11/21.

Furthermore, to maintain the satellite operations during the regular picket shift hours will require a leader/point person at each dock/chokepoint. Ideally, and especially during regular hours, these leaders at particular docks will be pulled from particular pickets. I.e. the point person at the Medical Center should come from Gonda; the point person at Luskin and 308 should come from ENG VI. Point people at satellite pickets should be relieved either every two or four hours, depending on capacity, as well as be given food and drink.

Successful Actions between 11/18-11/23

- Labor relations called in early in the morning 11/18 to watch and intimidate operations at Ronald Reagan and Gonda (construction site).
- Delivery canceled to Rieber on 11/21
- Half of the deliveries for 11/23 were canceled.
- Scab worker hired to help unload food from the sidewalk.
- UPS truck turned around at CHS loading dock cost UC \$50,000 in reagents.

Locations

Dining Halls (Begin 4AM)

- Covell
 - Need min 3 people
- Riber
 - Need 3 at 2 locations (6 total)
- Hendrick
 - Need min 3 people
- De Neve
 - Need min 5 people
- Ostin
 - Need 2 people
- Sunset
 - Need 3 people

CHS Loading Dock (Begin 5AM)

- Need min 5 people

Reagan Hospital Cafeteria (Begin 7:30AM)

- Need min 5 people

Luskin Conference Center (Begin 7:30AM)

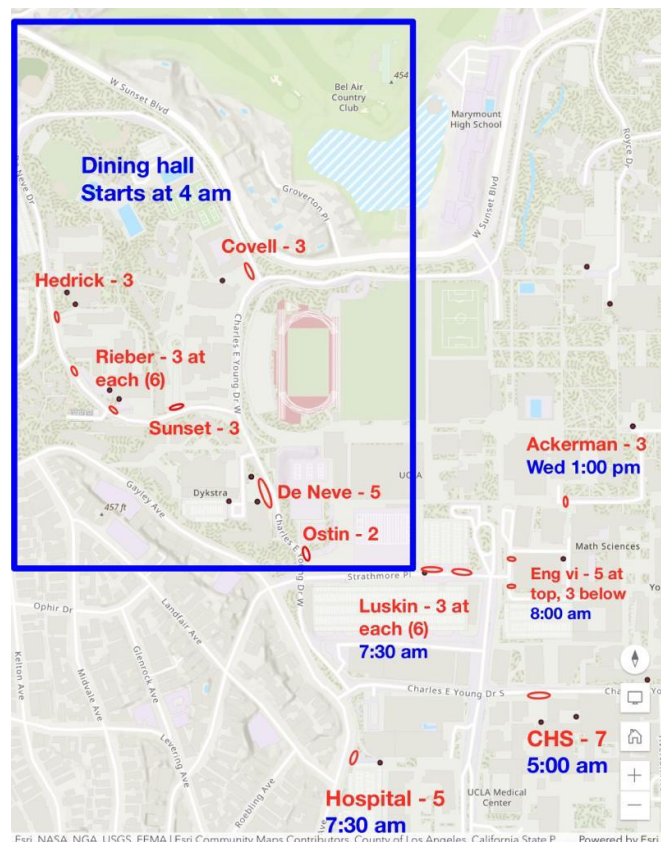
- Need 3 at 2 locations (6 total)

Engineering VI Loading Dock (Begin 8AM)

- Need min 5 at top, 3 below (8 total)

Ackerman Union (Begin 1PM, Wed)

- Need min 3 people



[Interactive Location Map](#)

Minimum Number of People Needed per Shift (Week 3)

4AM-8AM: 14

8AM-12PM: ##

12PM-4PM: ##

Important Deliveries

Monday:

- Big delivery early in the morning for the return of students from break. This will either be ~4:30 AM or the driver will be called in early.
- Food delivery to hospital around 8:00 AM
- Engineering loading dock from 8:00 AM - 12:00 PM.

Tuesday:

- Heavy food shipment (**location?**) at 4:30 AM.

Wednesday:

- Food delivery to hospital around 8:00 AM

Thursday:

- Heavy food shipment at (**location?**) 4:30 AM.

Friday:

- Food delivery to hospital around 8:00 AM

Roles

Each remote picket location must have at least one trained point person/picket shift leader (PSL).

Picket shift leaders (PSL): The primary responsibility of a picket shift leader is to ensure the safety and well being of those on the picket line, and to make sure picketers on your line are behaving in a safe, legal manner.

If workers from non-UC unions wish to join our lines, it is your responsibility to enforce safe behavior - otherwise, kindly ask them to leave if they cannot behave appropriately. Please do not give yellow vests to people who have not been trained as PSLs.

PSLs at remote pickets must be able to communicate with delivery drivers (see rap document). Rapid and clear communication with PSLs at other remote locations and picketers on your line is essential. Use walkie talkies for urgent messaging to other remote leaders, rather than group chats. Non-urgent messaging between PSLs should occur on a secure, encrypted platform (Signal). Communication to all picketers should occur on the main Whatsapp chat.

PSLs should review and understand the police de-escalation document (see below).

Picketers: It is your responsibility to listen to picket shift leaders and to not engage in behavior that could endanger yourself or other picketers. Do not fight or argue with those crossing the picket line. Do not block trucks with your body or other items (this is a picket, not a blockade).

Bottomliners: Bottomliners will ensure that supplies arrive by 4AM for first shift, picketers are assigned evenly to each location at the appropriate time, and that replacements are recruited in case picketers need a break. Bottomliners will assign picketers to remote locations and send email and/or text reminders to picketers with their assignment the evening before (no later than 6PM for those on the earliest shift).

Scouts: Do research on sites before actions. Follow trucks (on bikes or scooters) and ask them about their next UC deliveries if they are willing to talk: Teamsters usually are.

Picket Lines at Loading Docks

Picket lines at remote locations will differ from main lines in that they do not have to be dense, but cannot have holes and must be moving when delivery drivers approach.

These pickets are not hard pickets. They are designed so that they provide a physical line which other workers will need to cross to conduct business with the university. Our line persuades workers to turn around. It is not a blockade and should never be referred to as one to members, allies, and especially UC authorities.

Potential Picket Line for those with Access Needs

Remote picket lines at loading docks are quieter and require less consistent walking than the main picket lines. Therefore, remote picketing at loading docks may be advertised as an alternative in-person picket option for those with access needs.

Protocol for Interaction with Delivery Drivers

When a truck, or other worker approaches, make sure the picket is moving and covering the entryway. One person should approach the truck.

You: Hey, how's it going? I'm with [your union], we've got a picket line here. We have a strike sanctioned by the California Federation of Labor. Are you union?

Worker: Yes, I'm a teamster, I won't cross your picket line.

They will stick around for a little while to explain to their supers that there is a picket line in front of the dock and take a picture. At this point, your line should continue to move, and it should not stop. They will wait for a while.

It is likely another truck will come that is not union. In that case, you approach them, ask if they're union. If they're not, ask them to inform their supervisor that the picket makes it difficult to complete the delivery—they can send pictures or videos to their boss. Many will drive around the block, call their boss, and go home. If they insist on crossing, you tell them that you will not block them and you let them through.

Have flyers available with information on our strike ready to hand to drivers.

PSLs must keep the picket line tight. After you let them pass, immediately fill the space and reform the picket line. Keep it moving.

Supplies

Each remote location should have essential supplies needed to maintain a successful picket

- UAW ULP Strike Signs
- Yellow vests (for trained PSLs)
- Walkie talkies to maintain rapid communication between PSLs at different remote pickets
- Paper flyers to hand out to drivers

Optional but highly suggested:

- Coffee and donuts to provide to picketers and drivers

Optional:

- Folding chairs

Supplies should be stored in a bottomliner's car overnight, otherwise main supplies will be locked in a UHaul until 7AM.

Legalities

It is our right to picket where we want. We are not blocking anyone and we are talking to other workers about conducting business with the UC.

- This is your line if authorities (labor relations or police) approach: *"We are not blocking anyone, we are walking on the crosswalk and talking to other workers. We let people through."*
- If they threaten legal action, reply: *"We are not blocking anyone, we are walking on the crosswalk talking to other workers. We let people through. We can walk on the crosswalk."*

Without an injunction, we have every legal right to continue on the picket line. Picketers must be highly disciplined, and must be sure to remain peaceful and calm in the presence of intimidation. PSLs must ensure picketers are abiding by these guidelines and not escalating beyond a soft picket.

If the UC wishes to continue its operations, it knows what it needs to do. Any question asked by other authorities or workers can be ignored. Remember to direct police to police liaison. The fact that the UC will attempt to break our strike and intimidate us is not a bad thing, but a good thing.

[Link to police de-escalation](#)