

Resolution to Reaffirm Support of Systemwide Insourcing and Urge Gov. Brown to Sign SB 959

WHEREAS, the 2015-16 Board of Directors of the University of California Student Association (UCSA) expressed UC students' concerns about outsourced labor with the "Resolution Supporting Systemwide Labor Insourcing in the University of California"¹;

WHEREAS, the 2015-16 Board also endorsed SB 959 Lara – AKA the "Equal Pay for Equal Work" bill, and sent a letter to state lawmakers urging them to support the bill because it will "help stem the troubling and growing trend of depressing wages and labor abuse among contracted out workers;"²

WHEREAS, UC President Janet Napolitano released the "Fair Wage/Fair Work" Plan in Fall 2015 which promised to raise the wages of all contracted workers on UC campuses each year, to reach a minimum campus wage of \$15/hr by Fall 2017³;

WHEREAS, the UC's stated "annual compensation audits and interim audits" have failed to ensure that contractors are complying with the "Fair Wage/Fair Work" Plan, and many contracted workers on UC campuses are still receiving far less than the supposed UC minimum wage;

WHEREAS, due to this lack of oversight, the UC continues to disseminate false information to state lawmakers and the general public about the wages and benefits of contracted workers on all UC campuses⁴;

WHEREAS, former contracted workers at UC Berkeley⁵ and UCSF⁶ had to wage multi-year extensive public organizing campaigns, against heavy opposition from the UC, just to receive fair wages and benefits as direct UC employees despite the public nature of the egregious labor violations they experienced⁷;

WHEREAS, the newly elected 2016-17 Board of Directors of UCSA wishes to reaffirm the previous board's commitment to supporting campus workers, and calling for Equal Pay for Equal Work on all UC campuses;

¹ <http://ucsa.org/wp-content/uploads/2015/09/ResolutionSupportingSystemwideLaborInsourcingintheUniversityofCalifornia.pdf>

² RE: Support SB 959 (Lara): University of California: contracts: bidding. (A-5/31/2016); 07/11/16; Sean Connelly

³ <http://ucnet.universityofcalifornia.edu/compensation-and-benefits/fairwage/>

⁴ http://www.ucop.edu/state-governmental-relations/legislation/search/php-app/read_doc.php?id=3725

⁵ <http://www.dailycal.org/2016/03/18/subcontracted-campus-workers-insourced-uc-employees-ending-speakers-boycott/>

⁶ <http://www.afscme3299.org/2016/08/30/release-ucsf-to-re-hire-dozens-of-fired-immigrant-workers-after-public-outcry/>

⁷ <http://www.latimes.com/business/la-fi-uc-contractor-investigation-20150930-story.html>

WHEREAS, the Board of Directors wants to send a message to the UC and state lawmakers that students and workers stand together in the fight for more accessible public higher education and a more just and equitable UC system for all workers, students and community members;

THEREFORE BE IT RESOLVED, That the Board of Directors of the University of California Student Association re-affirms its belief that, without insourcing, the growth of the UC system and its continued reliance on contracted labor will increase gentrification and exploitation of campus communities;

THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association re-commits to, through board members' external affairs offices, educating students and student associations about outsourcing and contracted labor, as well as the importance of insourcing and increasing the ability of laborers to negotiate through unions and other organizing;

THEREFORE BE IT RESOLVED, That the Board of Directors of the University of California Student Association, within ten UC business days of this resolution, will release an open letter to Gov. Jerry Brown outlining the importance of SB 959 for students, contracted workers, and the entire UC community and requesting that he publicly commit to signing SB 959;

THEREFORE BE IT RESOLVED, That after the signing of SB 959 by Governor Brown, the University of California Student Association urges the state and the UC Office of the President work together in order to find sustainable sources of funding in order to comply with SB 959 and the contracting in of workers that will not be pooled from tuition or from a tuition hike.

THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association supports the efforts of contracted laborers and labor unions at any UC campuses and medical centers to advocate for equal pay and benefits for equal work, and their demands to be insourced;

THEREFORE BE IT FINALLY RESOLVED, That the Board of Directors of the University of California Student Association supports laborers on all UC campuses and medical centers in their ongoing efforts to become direct UC employees, and in their efforts to negotiate for fair labor practices, for better wages, and for more benefits to support themselves, their families, and all of our communities.