

A Resolution in Support of AFSCME Local 3299 Contract Fight

WHEREAS, a recent report published by AFSCME 3299 and based on UCOP's own employee data concludes that "within UC's low-wage workforce, Black women face the greatest income disparities," and that it takes a Black woman on average 6 years before she reaches the starting wage of white males in similar positions;¹ and,

WHEREAS, the same data from UCOP reveals that from 1996 to 2015, there was a 37% decline in the proportion of Black employees in service and patient care at the UC, and that Black and Latinx employees make starting wages 20 and 21 percent less, respectively, than their white counterparts;² and,

WHEREAS, UC Berkeley food service worker David Cole was brutally assaulted by UCPD while peacefully protesting for his contract on Feb 1st, 2018, underlining the UC's continued discrimination and poor treatment of Black workers; and,

WHEREAS, UCSA's own campaign, Racial Justice Now, acknowledges and seeks to combat the discrimination and marginalization of Black, Muslim, Latinx and other racialized communities within the UC³; and,

WHEREAS, the State Auditor's 2017 report on contracting out at the UC explicitly states that UCOP "has not adequately enforced" policies intended to limit the displacement of career workers and protect contracted workers and that "contract workers generally received less compensation in wages and benefits than university employees who performed similar work"⁴; and,

WHEREAS, in fall of 2017 UCSA's Board of Directors reaffirmed 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;"⁵ and,

WHEREAS, AFSCME Local 3299 and the UC are currently in contract negotiations, and the UC is proposing a 3 percent raise, but eliminating step increases for its already racially stratified workforce, and cuts to their healthcare and pension benefits; and,

WHEREAS, in the same contract negotiations, the UC is refusing to even consider demands to stop contracting out its workforce, and ignoring the intersectional Sanctuary Demands that

¹ https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf

² https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf

³ <https://ucsa.org/wp-content/uploads/2015/09/permIGNITE-Resolution.pdf>

⁴ <http://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

⁵ <https://ucsa.org/wp-content/uploads/2015/09/UCSA-SB-959-Resolution.docx.pdf>

UCSA endorsed in January 2017⁶, after the targeting of marginalized communities by the 45th Presidential administration; and,

WHEREAS, the Governor of California, Jerry Brown, said in 2017 that “As the UC prides itself on being an agent of social mobility for students, it might follow that UC could similarly be an agent of social mobility for lower-wage workers . . . [UC needs to] better compensate lower wage workers, both employed and contracted—so that fewer would be concerned about housing, hunger and healthcare . . . [M]uch work remains, including holding flat executive compensation and benefits that near many hundreds of thousands of dollars and more, far beyond what the average Californian would think reasonable for the employee of a public university;”⁷ and,

WHEREAS, the Chair of the University of California Board of Regents, George Kieffer, has repeatedly come to UCSA meetings and justified raises for Chancellors who make hundreds of thousands of dollars, while demonizing low wage workers’ calls for fair compensation and treatment;

THEREFORE BE IT RESOLVED, that the UCSA Board of Directors asserts its support of AFSCME 3299’s contract demands - including demands for fair wages, stable health and retirement benefits, no contracting out, increased wages for student workers, robust Sanctuary protections, ban the box and targeted local hiring, etc. - and calls on the UC to stop making cuts on the backs of its lowest-paid employees; and,

BE IT FURTHER RESOLVED, that the UCSA President, on behalf of the entire UCSA Board of Directors, be tasked with writing a letter to UCOP, the UC Board of Regents, and UC Labor Relations expressing this support of AFSCME’s contract demands, and calling on the UC to make meaningful changes in its treatment and compensation of Black and Latinx employees; and,

BE IT FURTHER RESOLVED, that UCSA recognizes that Black and Latinx folks, low-wage workers, and other marginalized communities must often fight to be heard and treated fairly, and UCSA will continue to offer its support to AFSCME 3299 in what may be a long and hard contract fight; and,

BE IT FURTHER RESOLVED, that UCSA will encourage students and its member associations from each campus to endorse and participate in future actions that AFSCME 3299 members may call to support the contract fight; and

BE IT FURTHER RESOLVED, that a copy of this resolution be distributed to all Student Government Associations; and,

⁶ <http://www.uaw2865.org/letter-janet-napolitano-coalition-uc-students-unions-sanctuary-protections-uc/>

⁷ https://www.gov.ca.gov/wp-content/uploads/2017/11/SB_574_Veto_Message_2017.pdf

BE IT FURTHER/FINALLY RESOLVED, that the UCSA Board of Directors task one person in their office with writing an op-ed on this resolution to their local newspaper, that should be disseminated to each campus newspaper.