

ASSOCIATED STUDENTS OF THE UNIVERSITY OF CALIFORNIA, LOS ANGELES

**A RESOLUTION**

**OF THE UNDERGRADUATE STUDENTS ASSOCIATION COUNCIL**

*In support of and in solidarity with the parking valet workers at the*

*Ronald Reagan UCLA Medical Center:*

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**WHEREAS**, University funds have been inadequately managed, as demonstrated by the recent audit conducted by the State<sup>1</sup>, to the extent that the repercussions thereof have the potential to negatively impact blue collar workers employed by the University, particularly the parking valet workers at the Ronald Reagan UCLA Medical Center; and,

**WHEREAS**, the UC Office of the President (UCOP), as exposed by said audit, hid \$175 million in reserves while simultaneously recommending the increase of student tuition and fees. This is coupled with the fact that the UC pays executive management significantly more than state government counterparts<sup>2</sup>; and,

**WHEREAS**, approximately one-third of UCLA revenues, \$2.64 billion, comes from its medical centers<sup>3</sup>; and,

**WHEREAS**, the Regents of the University of California have implemented the Fair Wage/ Fair Work Plan guaranteeing a \$15.00 minimum wage for University contractors, but refused to pay parking valet workers at the Ronald Reagan UCLA Medical Center said amount until 2016, nine months after the date of implementation<sup>4</sup>; and,

**WHEREAS**, the University of California has not been diligent in ensuring that all UC campuses implement the \$15 minimum wage. This has resulted in situations that are unfair for workers, particularly on campuses such as UC Berkeley and UCLA<sup>5</sup>; and,

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1 <http://finreports.universityofcalifornia.edu/index.php?file=a133/2016report.pdf>

2 <https://www.usatoday.com/story/news/2017/04/25/audit-university-california-administration/100894202/>

3 <http://stateofthecampus.ucla.edu/story/financial-outlook>

4 <http://dailybruin.com/2017/10/08/valet-workers-transferred-from-ucla-fear-insourcing-loss-of-benefits/>

<sup>5</sup> <https://www.investors.com/politics/editorials/uc-berkeley-touts-15-minimum-wage-then-fires-hundreds-of-workers-after-it-passes/>

**WHEREAS**, the failure of UCLA administrators to abide by the Fair Wage/ Fair Work Plan was eventually resolved, however, a few months after the parking valet workers were issued retroactive pay, they were told they would be replaced for “cost-effective” in-sourcing; and,

**WHEREAS**, UCLA ended its contract with ABM Facility Services and refused to automatically rehire incumbent parking valet workers. Instead, UCLA has decided to hire part-time student workers to replace the full-time incumbent workers, resulting in those workers being left to find low-wage jobs elsewhere<sup>6</sup>; and,

**WHEREAS**, these student workers possess qualifications which are not equivalent with those of the incumbent parking valet workers who have been performing job functions for years. It has been reported from some incumbent parking valet workers that they have been recently told they are “not qualified” to hold these positions, despite their demonstrated skill in that capacity. Furthermore, on the employment application, prospective student workers are asked general questions not necessarily relative to their ability to perform job functions well, besides if they possessed a valid California driver’s license and maintained a good driving record<sup>7</sup>; and,

**WHEREAS**, while organizing with the Association of Federal, State, County, and Municipal Employees, (AFSCME) the leading labor union for University employees, incumbent parking valets have given testimonials that they have been threatened with disciplinary actions, including termination, if they were to organize for efforts, or continue their efforts, for seeking a redress of their grievances from UCLA. With the decision to hire students, UCLA appears to be attempting to avoid paying higher wages and benefits<sup>8</sup> for good career jobs, instead opting for less qualified student workers who are unable to organize, not guaranteed good working conditions, and unnecessarily displace incumbent workers; and,

**WHEREAS**, after the decision was made to end the contract with ABM, UCLA exacerbated the uncertainty and stress that parking valet workers faced, in light of their circumstances, by sending out ambiguous notifications regarding their employment status; and,

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6 <http://dailybruin.com/2017/10/24/ucla-student-groups-advocate-for-medical-center-valet-workers/>

7 <https://transportation.ucla.edu/campus-parking/students/student-employment-opportunities#Valet>

8 <http://apps.transportation.ucla.edu/apps/eforms/jobs/application.aspx>

**WHEREAS**, UCLA Administrative Vice Chancellor Michael Beck issued a statement encouraging the parking valet workers to apply for the newly opened positions, without making a guarantee that the incumbent parking valet workers would be able to keep their jobs, thereby disregarding the seniority of the parking valet workers<sup>9</sup>; and,

**WHEREAS**, the Ronald Reagan UCLA Medical Center communicated that it would only offer 35 in-sourced career positions, as stated in a testimonial by a valet worker in a town hall that occurred on October 23rd, even though the parking valet operation employed over 80 workers<sup>10</sup>. In doing so, they displaced the majority of the parking valet workers, many of whom have worked for the Medical Center for nearly a decade since its opening for operations. Moreover, according to testimonials at this town hall, it was reported that while these personnel actions were occurring, the Medical Center began to greatly expand the number of supervisors beyond what is genuinely necessary to oversee the parking valet service operations; and,

**WHEREAS**, UCLA denies “terminating” these workers as they are contracted through ABM, but many of these workers fear that they will be unable to find suitable employment somewhere else because ABM is not guaranteeing reassignment<sup>12</sup>; and,

**WHEREAS**, UCLA is not offering any severance to these terminated workers, nor health benefits<sup>11</sup>. This is particularly damaging for those who claim to have developed respiratory issues, including bronchitis and asthma, as a result of their inhalation of substandard air quality from vehicle exhaust in the parking garages wherein these parking valets have worked. Despite the assertion by UCLA administrators that the air quality within the parking garages meet the standards of the California Occupational Safety and Health Administration, the fact that these workers have developed these health complications is a troubling coincidence, especially as parking valet workers disturbingly claim<sup>13</sup> that air ventilation systems were kept out of operation in an attempt to conserve energy and associated cost; and,

- 9 <http://dailybruin.com/2017/08/15/submission-ucla-administration-clarifies-insourcing-of-valet-parking-operations/>  
 10 <http://dailybruin.com/2017/10/08/valet-workers-transferred-from-ucla-fear-insourcing-loss-of-benefits/>  
 11 <http://dailybruin.com/2017/08/20/submission-ucla-disregards-low-wage-workers-fails-to-enforce-labor-policies/>  
 12 [https://www.google.com/url?q=http://dailybruin.com/2017/10/08/valet-workers-transferred-from-ucla-fear-insourcing-loss-of-benefits/&sa=D&ust=1510866882939000&usg=AFQjCNHaA4jAg\\_ziuNk-o5YbSnhcuETKsA](https://www.google.com/url?q=http://dailybruin.com/2017/10/08/valet-workers-transferred-from-ucla-fear-insourcing-loss-of-benefits/&sa=D&ust=1510866882939000&usg=AFQjCNHaA4jAg_ziuNk-o5YbSnhcuETKsA)  
 13 <http://dailybruin.com/2017/10/24/ucla-student-groups-advocate-for-medical-center-valet-workers/>

**WHEREAS**, UCLA advocates for True Bruin values of Respect, Accountability, Integrity, Service, and Excellence while simultaneously refusing to acknowledge the hypocrisy that arises when the administration refuses to espouse those same values in their treatment of the parking valet workers<sup>14</sup>; and,

**WHEREAS**, the UC has issued guidance<sup>15</sup> that UC campuses, including medical centers and laboratories, have the right to establish their own respective compensation policies, including a policy on tipping. However, upon research of UC conflict of interest policy<sup>16</sup>, there appears to be no applicable prohibition on the acceptance of tips or gratuities from thankful patrons by parking valet workers in this capacity, as it would be impossible for favoritism to arise after the service has already been provided. This is troubling as incumbent student parking valet workers have reported that they have been barred by management to accept tips. Together with the fact that student workers are paid \$14.50 compared to non-student workers who are paid \$17.67, UCLA, again, appears to be stifling workers from getting good pay.

**WHEREAS**, subcontracted workers do not receive the same benefits of union-represented employees of the University, and to use them for permanent services is a shameful attempt to exploit already marginalized communities and a disrespect to their honest labor; and,

**WHEREAS**, UCLA claims to “strive at once for excellence and diversity,” however, the 85% of UCLA service workers that are people of color are threatened with unemployment and cut hours. These workers have families that rely on them as their sole source of income. After the parking valet workers were fired, many of them have had to resort to working 2-3 jobs to support their families<sup>17</sup>. The implications of these personnel actions are greater than simply someone’s employment status, but the livelihood and welfare of their families and that of the members of our greater Los Angeles community. As representatives of the undergraduate students, we determine these issues must be publicly brought to light and recognized for their far-reaching significance;

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14 <https://truebruin.ucla.edu/>

15 <http://policy.ucop.edu/doc/1200366/>

16 <http://policy.ucop.edu/doc/4010421/PPSM-82>

17 <https://afscme3299.org/2017/08/20/submission-ucla-disregards-low-wage-workers-fails-enforce-labor-policies/>

**THEREFORE, LET IT BE RESOLVED**, that the Council hereby declares its support of, and stance of solidarity with, the parking valet workers of the Ronald Reagan UCLA Medical Center in their efforts to seek reemployment as in-sourced career employees. The Council hereby calls upon the University to rehire these workers and provide them with the just compensation and fair benefits that employees of the University of California are rightfully entitled to; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby calls upon UCLA and the Ronald Reagan UCLA Medical Center to enter into an agreement with AFSCME 3299 to offer full-time, permanent employment as regular career employees of the University to the incumbent parking valets who have been in such positions under a fair agreement which values their years of service for seniority and compensation; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby declares its support of better, safer, and healthier working conditions for the parking valet workers, including cleaner air quality within the parking garages at the Ronald Reagan UCLA Medical Center. Additionally, the Council hereby calls upon the Ronald Reagan UCLA Medical Center to ensure that air ventilation systems are kept in operation as employees are in the performance of their duties while within parking garages to safeguard that no further cases of reported health complications arise; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby declares its firm opposition against personnel management and employment practices which favor the utilization of second-class, subcontracted employees for long-term, non-temporary work and services. Moreover, the Council hereby calls upon the University to immediately implement the fifteen dollar minimum wage policy for all campus employees prior to the year 2021. The Council hereby finds such practices to be a dishonorable attempt to appear cost effective and financially conservative at the expense of good, hardworking workers who are thus left, along with their dependent families, at a financial disadvantage while UC executive management continue to receive pay increases and

substantial bonuses. To that end, the Council hereby declares its support of legislation and measures which prohibit such improper practices and ensure that personnel actions, including the employment and termination of employees, are conducted on the basis of merit and ability, insofar in keeping with the objective of the University of promoting diversity in its public employment according to law; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby calls upon UCLA administrators and senior management at the Ronald Reagan UCLA Medical Center to revise their worker compensation policy regarding tipping to allow parking valet workers, both students and non-students, to receive tips from thankful patrons; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby declares, as its policy for the Association, that it will not tolerate, and hereby publicly rejects, any egregious acts by the administration that negatively impacts the rights, well-being, and dignity of the parking valet workers, or any other employees of the University. Such employees have devoted nearly a decade of their lives towards upholding the standards of excellence that UCLA and the Ronald Reagan UCLA Medical Center pride themselves with. It is only fair that the University provides them with the due respect and honest treatment in which they justly deserve. To that end, the Council hereby calls upon UC President Janet Napolitano, UCLA Chancellor Gene Block, and Ronald Reagan UCLA Medical Center Chief Executive Officer Johnese Spisso to take appropriate and immediate measures to ensure parking valet workers are returned to their jobs and to not utilize poorly-qualified labor until a fair agreement is reached by and between the Regents of the University of California with AFSCME 3299; and,

**LET IT BE FURTHER RESOLVED**, that the Council hereby call on upon all donors to the Ronald Reagan UCLA Medical Center, including the generous Mr. David Geffen, a large contributor to the health sciences, to join this Council in calling upon on the administration to intervene in these issues; and,

**LET IT BE FINALLY RESOLVED**, that the Council hereby directs the General Representative I, and authorizes the representation of the Association, to send a signed letter to Chancellor Gene Block communicating the opinion and intent of the Council with regards to this matter and to therewith call upon his immediate and due attention to this matter.