

In Support of the American Federation Of Municipal Employees (AFSCME) 3299 Strike Resolution

WHEREAS: The University of California, Los Angeles, in its role as the #1 Public institution in the world, claims to strive for equity, access, and social justice in education; and

WHEREAS: The University of California, Los Angeles claims any discriminatory practice violates UCLA's Principles of Community and may result in the imposition of sanctions according to campus policies and

WHEREAS: AFSCME Local 3299 is the University of California's largest employee union, representing more than "24,000 employees at UC's 10 campuses"; with a base that consists of workers who are 50% Latinx and 80% People of Color and,

WHEREAS: Recent data published by AFSCME 3299 which was 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 6 years (on average) for a Black woman to earn the same starting wage as their white males counterparts; and,¹

WHEREAS: The same report from UCOP showed that from 1996-2015, there was a 37% decline in the amount of Black employees in service and patient care within the UC system, and that Black and Latinx employees make starting wages 20% and 21% less, respectively, than their white counterparts; and,

WHEREAS: UC workers are currently still fighting for a contract that represents and showcases the dire need for job security; and,

WHEREAS: UC Berkeley food service worker, David Cole, was brutally assaulted by UCPD while peacefully protesting for his contract on February 1, 2018, showcasing the need for limited police presence near areas that workers are stationed².

WHEREAS: The State Auditor's 2017 report on contracting out at the UC states that UCOP "has not adequately enforced" policies intended to limit the displacement of career workers and

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<https://afscme3299.org/2018/04/02/how-much-less-does-uc-pay-female-and-black-service-workers-than-male-and-white-workers/>

² <http://www.dailycal.org/2018/02/01/uc-berkeley-worker-detained-ucpd-uc-worker-rally/>

protect contracted workers and that “contract workers generally received less compensation in wages and benefits than university employees who performed similar work”³; and,

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

WHEREAS: UCLA did not rehire contracted medical center valet workers, leading them to protest alongside AFSCME against the insourcing of student labor in their vacancy.⁴

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 university⁵; and,

WHEREAS: Undocumented workers in past UCLA protests have not been able to participate in Workers Rights’ actions due to fear of police presence and retaliation; and,

WHEREAS: UCLA workers in the last AFSCME protest were struck and hit by a vehicle⁶.

LET IT BE RESOLVED: The Undergraduate Student Association Council will encourage full participation in the AFSCME 3299 strikes during Oct 23rd. - Oct. 25th.

LET IT BE RESOLVED: The Undergraduate Student Association Council demands any appropriate entity to block roads in which UC workers are stationed while the strike is occurring so workers and students can freely participate in the strike.

LET IT BE FURTHER RESOLVED: that the 2018-19 USAC endorses the bargaining demands of the campus labor unions AFSCME 3299, UPTC-CWA 9119, UC-AFT, and CNA; and

LET IT BE FURTHER RESOLVED: that the USAC demands that the UC administration satisfy the bargaining demands of campus labor unions; and

³ <http://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

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

⁵ https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf

⁶ <https://dailybruin.com/2018/05/07/ucla-staff-members-struck-by-vehicle-during-afscme-strike-protest/>

LET IT BE FURTHER RESOLVED: The Undergraduate Student Association offices must have at least one representative or more, be present in solidarity and conjunction with the AFSCME 3299 strike from Oct. 24th-25th. Their attendance must be recorded by sign-in sheets administered by AFSCME 3299 student organizers.

LET IT BE FURTHER RESOLVED: A copy of this resolution to be distributed to UCLA Student Media with any updates until AFSCME 3299's demands are met by the UC.

LET IT BE FURTHER RESOLVED: The Undergraduate Student Association demands that there be no UCPD presence on the premise of the ASUCLA Bruin Plaza where workers will be stationed in the duration of the strike.

LET IT BE FURTHER RESOLVED: The Undergraduate Student Association's President bring up the demands of the UC workers in their next quarterly meeting with Chancellor Gene Block

LET IT BE FINALLY RESOLVED: that all the actions stated above be made immediately; enacted and enforced.