

## **A Resolution in Solidarity with UC-AFT**

**WHEREAS**, lecturers across the UC have been working without a contract for over 18 months and serve as the backbone of our university; and

**WHEREAS**, UC President Drake and the UC Regents have approved five consecutive tuition increases over the past year, but have yet to comment on the demands of lecturers, whose median annual salary at the beginning of the COVID-19 pandemic was \$19,067; and

**WHEREAS**, the university's plans to begin reopening the campus this fall places lecturers in extremely precarious conditions, given that they receive disproportionately low pay and few, if any, employment benefits; and

**WHEREAS**, the UC's bargaining team responded unsatisfactorily to the UC-AFT's last, best offer last June through failure to address the issues of high turnover rates, lack of performance reviews, and widespread uncompensated labor among AFT members<sup>1</sup>; and

**WHEREAS**, the UC refuses make the same multi-year investment in their instructors that their students make in the UC by failing to close loopholes that prevent lecturers from having real job security; and

**WHEREAS**, the UC's compensation proposal will most likely fail to account for inflation, resulting in a pay cut for members with regard to the real value of their wages; and

**WHEREAS**, the behavior of the UC in response to AFT's demands for economic dignity are reflective of a disregard for the value that these members contribute to our education and the overall functioning of our university.

**THEREFORE, LET IT FURTHER BE RESOLVED**, that the Undergraduate Students Association Council stand in solidarity with the UCLA Chapter of UC-AFT in their ongoing efforts to secure a fair labor contract for lecturers.

**LET IT FURTHER BE RESOLVED**, that the USAC demands that the UC meet the reasonable demands of the UC AFT at the bargaining table as soon as possible with a contract that respects the full value of their labor.

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<sup>1</sup> <https://ucaft.org/content/teaching-faculty-bargaining-update-impasse-reached-mediation-scheduled>