



## JOINT RESOLUTION WITH GRADUATE & PROFESSIONAL STUDENT ASSOCIATION IN SUPPORT OF UAW STRIKE

- BACKGROUND** For many long months, Academic Student Employees (ASEs) represented by UAW-2865, SRU-UAW, and UAW 5810, have been collectively bargaining with the University of California Office of the President. The units of UAW have been negotiating a number of issues including but not limited to: wages, job security, equity for international scholars, abusive conduct protections, public transit subsidies, and child care subsidies.<sup>1</sup>
- WHEREAS,** Academic Student Employees (ASEs) at the University of California, as represented by the United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW), are engaging in collective bargaining with the University of California Office of the President (UCOP) in order to obtain material demands, including wage increases to match the rising cost of living; and,
- WHEREAS,** An in-unit survey found that up to 90% of ASEs are rent burdened, defined as spending more than 30% of one's income on rent<sup>2</sup>; and,
- WHEREAS,** The UCOP reported that “the cost of living differential between UC campuses and non-UC institutions is significant and contributes to UC’s competitive disadvantage” and that “the average net stipends offered by UC to domestic nonresident and international students continue to lag those of its competitors” in 2020<sup>3</sup>; and,
- WHEREAS,** The State of California is undergoing a decades-long housing crisis<sup>4</sup> - exacerbated by the COVID-19 pandemic and subsequent runaway inflation<sup>5</sup>; and,
- WHEREAS,** The County of San Diego is ranked the 3<sup>rd</sup> least affordable county in the United States<sup>6</sup>, where the “area median income is 106,900”<sup>7</sup>, while ASEs earn between \$27,834 and \$44,000”<sup>8</sup> and,
- WHEREAS,** A 2017 state audit found the UCOP had failed to disclose \$175 million in budget reserves during a proposed tuition hike, while giving “generous raises and atypical benefits” to administrative and executive employees of the UCOP<sup>9</sup>; and,
- WHEREAS,** The UCOP has broken California labor law by committing Unfair Labor Practices (ULPs) no fewer than 27 times during these negotiations, most recently on November 2nd<sup>10</sup>; and,

<sup>1</sup> <https://www.fairucnow.org/wp-content/uploads/2022/10/BargainingSummary.pdf>

<sup>2</sup> <https://uaw2865.org/housing-action/>

<sup>3</sup> <https://www.ucop.edu/enrollment-services/data-and-reporting/graduate-student-support/2020-graduate-student-support-survey.pdf>, Page 4

<sup>4</sup> <https://lao.ca.gov/reports/2015/finance/housing-costs/housing-costs.pdf>

<sup>5</sup> <https://www.jpmorgan.com/insights/research/inflation-cost-of-living>

<sup>6</sup> <https://www.latimes.com/politics/la-pol-sac-uc-audit-20170425-story.html>

<sup>7</sup> <https://www.fairucnow.org/ulp/>

<sup>8</sup> <https://twitter.com/uaw2865/status/1588009831020961792>

<sup>9</sup> <https://www.sacbee.com/news/california/article268266202.html>

<sup>10</sup> <https://www.cbs8.com/article/news/local/paradise-at-a-price/san-diego-county-ranks-third-least-affordable/509-f48edb21-de7b-450f-867f-a81840af7d89>

**WHEREAS,** On November 2, ASEs completed a Strike Authorization Vote across all campuses, which resulted in 75% of electors participating, 98% of whom voted to authorize the UAW Bargaining Team to call for strikes to begin<sup>11</sup>; and,

**WHEREAS,** On November 4, the UAW Bargaining Team called for a multi-unit strike to begin on November 14, unless the UC returns to the bargaining table in good faith and cease their unlawful unfair labor practices<sup>12</sup>, and

**WHEREAS,** On November 10, UCLA asked undergraduate students to report to the University the union and striking-related activities of ASEs,<sup>13</sup>

**WHEREAS,** On November 14, 2022, the Graduate and Professional Student Association of UC San Diego adopted a resolution that has been written in response to the multi-unit strike announcement by UAW 2865, SRU-UAW, and UAW 5810, representing nearly 48,000 graduate workers across the University of California system.<sup>14</sup>

**LET IT BE RESOLVED,** The Graduate and Professional Student Association and Associated Students of the University of California, San Diego resolutely affirms the right of ASEs to lawfully strike in response to illegal ULPs, recognizes our shared interests as students of the University of California, and supports the ASEs in their bargaining for a better contract; and be it further

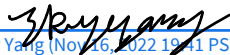
**RESOLVED,** GPSA & AS demands the UCOP immediately cease violations of California labor laws, begin negotiating in good faith, and offer the UAW Bargaining Team a fair contract to ensure the quarter can conclude; and be it further

**RESOLVED,** GPSA & AS demands that the University ceases all union-busting activities, including but not limited to asking undergraduate students whether any ASEs have ceased work or any other information regarding their union activities. and be it further

**RESOLVED,** the Associated Students of UC San Diego stand in solidarity with the UAW and support the resolution approved by the Graduate and Professional Student Association on November 14, 2022; and be it further

**RESOLVED,** that a copy of this resolution be distributed to relevant parties in UCOP, the Systemwide Academic Senate, UCSD's administration, and UCSD's Academic Senate, and Unions on Strike These parties shall include the systemwide Academic Senate chair Robert Horwitz, Provost and Vice President for Academic Affairs Michael Brown, UC President Drake, the UC Regents, Chancellor Pradeep Khosla, and Executive Vice Chancellor Elizabeth Simmons.

**Adopted by the Associated Students Senate on November 16, 2022**

  
Sky Yang (Nov 16, 2022 19:41 PST)

**Sky Yang**  
President

  
Rhianen Callahan (Nov 16, 2022 19:25 PST)

**Rhianen Callahan**  
Vice President, Academic Affairs

<sup>11</sup> <https://www.sandiegocounty.gov/sdhcd/rental-assistance/income-limits-ami/>

<sup>12</sup> <https://grad.ucsd.edu/files/financial-support/employment-files/student-pay-rates/AY%202022-2023%20STUDENT%20ACADEMIC%20TITLE%20RATES%20-%20Sheet1.pdf>

<sup>13</sup> [https://evcp.ucla.edu/announcements/2022-23/notice-of-uaw-strike-beginning-monday/#:~:text=Q%3A%20How%20do%20I%20n\[...\],bmission%20will%20be%20recorded](https://evcp.ucla.edu/announcements/2022-23/notice-of-uaw-strike-beginning-monday/#:~:text=Q%3A%20How%20do%20I%20n[...],bmission%20will%20be%20recorded)

<sup>14</sup> [https://docs.google.com/document/d/1IUPc\\_HXxV49PT6M6Qi\\_Oy\\_fvXu-2wrcG9n3k21ksRdw/edit?usp=sharing](https://docs.google.com/document/d/1IUPc_HXxV49PT6M6Qi_Oy_fvXu-2wrcG9n3k21ksRdw/edit?usp=sharing)