

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 men 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, 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"³ ; and,

WHEREAS, UCSA, the official student organizing body for the University of California, in fall of 2017 had the entire association's Board of Directors reaffirm 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;"⁴ 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 <http://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

⁴ <https://ucsa.org/wp-content/uploads/2015/09/UCSA-SB-959-Resolution.docx.pdf>

UCSA endorsed in January 2017⁵, 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;”⁶ 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 Associated Students of University of California at San Diego assert 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 A.S. Office of External Affairs, on behalf of ASUCSD, be tasked with writing language in correspondence with staff and other student leaders to create and institutionalize a labor commission in which students may organize in conjunction with AFSCME 3299 to bridge the intentional disconnection between students and workers in an act of solidarity against the attacks and injustices perpetrated and enacted by the UC and from our fellow administration in order to make meaningful changes in the treatment and compensation of Black and Latinx employees among others represented by AFSCME 3299; and,

BE IT FURTHER RESOLVED, that ASUCSD recognize that Black and Latinx folks, low-wage workers, and other marginalized communities must often fight to be even recognized, let alone be fairly treated; therefore, the A.S. Office of External Affairs will continuously and actively offer its support and hold the Labor Commission, which operates within the Office of External Affairs, accountable for engaging in collaborative work with AFSCME 3299 now during the contract bargaining and well into the future; and,

⁵ <http://www.uaw2865.org/letter-janet-napolitano-coalition-uc-students-unions-sanctuary-protections-uc/>

⁶ https://www.gov.ca.gov/wp-content/uploads/2017/11/SB_574_Veto_Message_2017.pdf

BE IT FURTHER RESOLVED, that ASUCSD Senate will encourage students and its partnering college councils to facilitate the development of student worker relations in order to promote intentional participation in future actions that AFSCME 3299 members may call to support the contract fight; and

BE IT FURTHER RESOLVED/FINALLY RESOLVED, that a copy of this resolution be distributed to all Student News Papers, included in all Associated Students sponsored newsletters until negotiations are reached between AFSCME 3299 and UCOP with updates sent via the largest accessible listserv to ASUCSD relevant to undergraduate students at UCSD every quarter until negotiations are met and the strike has been lifted.