

## **A Resolution In Support of the American Federation of State, County, and Municipal Employees (AFSCME) 3299 Strike on November 13th**

**WHEREAS:** The University of California, Los Angeles, in its role as the #1 public higher education institution in the world, claims to strive for equity, access, and social justice in education; 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,"<sup>1</sup> with a base that consists of workers who 80% People of Color;<sup>2</sup> and

**WHEREAS:** AFSCME Local 3299 has been in contract negotiations with the University of California for over two-and-a-half years, and the UC has continued to deny AFSCME workers the respect, dignity, and job security they deserve; and

**WHEREAS:** The University of California has specifically refused to comply with AFSCME's bargaining demand to end outsourcing; and

**WHEREAS:** Outsourcing has produced an exploitative two-tier system of employment at UC, whereby outsourced workers — who receive less pay than AFSCME workers and receive little to no benefits — are used as cheap labor to displace AFSCME workers;<sup>3</sup> and

**WHEREAS:** Outsourcing institutionalizes racist inequities at the UC, given that the outsourced workforce at UC contains the highest density of Black, brown, and immigrant workers at UC — even higher than the 80% POC AFSCME-represented workforce;<sup>4</sup> and

**WHEREAS:** Outsourcing deeply threatens the job security of AFSCME workers, whose jobs are at risk of steadily being replaced by outsourced workers; and

**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 protect contracted workers and that "contract workers generally received less compensation in wages and benefits than university employees who performed similar work";<sup>5</sup> and,

**WHEREAS:** A recent third-party review by Capitol Matrix Consulting has found that the university currently spends \$38 million more on outsourcing than the costs to hire those workers with full time wages and benefits;<sup>6</sup> and

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<sup>1</sup> [https://afscme3299.org/our\\_union/about\\_local\\_3299/](https://afscme3299.org/our_union/about_local_3299/)

<sup>2</sup> [https://afscme3299.org/documents/reports/Pioneering-Inequality\\_WhitePaper.pdf](https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf)

<sup>3</sup> Ibid.

<sup>4</sup> Ibid.

<sup>5</sup> <http://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

<sup>6</sup> <https://drive.google.com/file/d/15LsmNxJpiW0x14I-Ct6sAzhT260qsDIK/view?usp=sharing>

**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”;<sup>7</sup> and,

**WHEREAS:** Despite the exploitative nature of outsourcing, as it institutionalizes racist inequities, serves as a union-busting tool, and relies upon the suppression of workers’ wages, the University of California has increased its spending on outsourcing from \$345 million in 2016 to \$523 in 2019;<sup>8</sup> and

**WHEREAS:** AFSCME Local 3299 has recently filed six Unfair Labor Practice (ULP) charges against the UC’s illegal outsourcing practices, and will be going on a ULP strike on November 13th; and

**WHEREAS:** Students understand that there would be no university without the frontline workers of AFSCME 3299 who make our campuses and medical centers function every day; and

**WHEREAS:** Students feel it is our duty to stand in solidarity with the workers in our UC community, and we believe that all workers deserve the basic respect, dignity, and fairness that all people deserve; and

**WHEREAS:** Students acknowledge that going on strike is both a powerful action and a major sacrifice, which reflects the gravity of AFSCME’s fight for the basic necessities and job security that workers need to support themselves and their families; and

**LET IT BE RESOLVED:** The Undergraduate Student Association Council endorses and encourages full participation in the AFSCME 3299 strike on November 13th; and

**LET IT BE FURTHER RESOLVED:** that USAC endorses the bargaining demands of the UC labor union AFSCME 3299, and in particular the demand to end outsourcing; and

**LET IT BE FURTHER RESOLVED:** that USAC demands that the UC administration satisfy the bargaining demands of AFSCME 3299, and

**LET IT BE FURTHER RESOLVED:** that the Undergraduate Student Association offices will have at least one officer and one representative or more, be present in solidarity and conjunction with the AFSCME 3299 strike on November 13th. Their attendance must be

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<sup>7</sup> [https://afscme3299.org/documents/reports/Pioneering-Inequality\\_WhitePaper.pdf](https://afscme3299.org/documents/reports/Pioneering-Inequality_WhitePaper.pdf)

<sup>8</sup> <https://drive.google.com/file/d/1uk-mcudoS8uDYAWNC4IQgHr5ERyuQqQC/view?usp=sharing>

recorded by sign-in sheets administered by student organizers from the Student Labor Advocacy Project or AFSCME 3299; and

**LET IT BE FURTHER RESOLVED:** that 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; and

**LET IT BE FURTHER RESOLVED:** that 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; and

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

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