

A Resolution Against UC Layoffs

WHEREAS, students, workers, and community members at UCLA and throughout the UC and California are living during a global pandemic which has resulted in the potential hospitalizations and deaths of family members, as well as an economic crisis that has caused millions to lose their jobs¹ and will cause millions to face eviction²; and

WHEREAS, the UC initially granted 128 hours of paid-administrative leave to workers for COVID-19 related illnesses or family emergencies, but failed to respond to demands for further leave, including but not limited to expanding the catastrophic leave program;^{3,4} and

WHEREAS, the workers of AFSCME 3299 are primarily Black, brown, and indigenous women, and many have precarious statuses due to being undocumented;⁵ and

WHEREAS, in late May, UC Hastings laid off eight workers of color, who had worked an average of 12 years and were the lowest-paid workers on campus, to absorb the 1.5 million in proposed state budget cuts despite having access to \$83 million in cash reserves and a \$6 million dollar surge in private donations;⁶ and

WHEREAS, in June, university admin notified 200 food service workers at UC San Diego and UC Riverside that they would be laid off, despite the workers having a low annual salary of \$41,000/year while the universities have strong hospital revenues, hundreds of millions of dollars in Federal Coronavirus Relief funds, and more than \$10 billion in unrestricted cash reserves;⁷ and

WHEREAS, in July, UC laid off 63 Food Service Workers, Custodians, and Storekeepers and 6 Parking workers at UC Riverside, 163 Food Service Workers and Storekeepers at UCSD, and 16 Medical Assistants, Nurses, and Coordinators at the UCSD Health System;⁸ and

¹ <https://www.cidrap.umn.edu/news-perspective/2020/05/us-job-losses-due-covid-19-highest-great-depression>

² <https://challengeinequality.luskin.ucla.edu/2020/05/28/ud-day-report/>

³ <https://afscme3299.org/blog/covid19action/>

⁴

<https://www.ucop.edu/local-human-resources/op-life/leaves-of-absence/catastrophic-leave.html#:~:text=The%20program%20allows%20employees%20to.and%20employee%20paid%20disability%20benefits.>

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

⁶ <https://mailchi.mp/e29eac7c09c8/releaselawmakers-side-with-uc-workers-as-patient-care-strike-ends-464308>

⁷ <https://afscme3299.org/media/uc-announces-wave-of-layoffs-hundreds-of-workers-to-protest-wednesday/>

⁸ <https://afscme3299.org/blog/2020layofffight/>

WHEREAS, in April, UC Berkeley attempted to impose a hiring freeze that would have resulted in layoffs of 600 lecturers, many of them women and BIPOC, reversing their decision only after UC-AFT and its allies took action; and

WHEREAS, while the UC has taken measures to cut costs in other ways, such as chancellors taking modest pay cuts, the UC gives other perks to their still highly-paid administration, including free housing, while low-wage workers must make rent⁹; and

WHEREAS, in July, contrary to the UC's promise to insource previously contracted workers, UCLA chose to not insource Francisco Solorzano, a worker of 24 years, and 22 of his co-workers, when they terminated their contract with DMS;¹⁰ and

WHEREAS, in August, UC Merced terminated Senior Custodian Bertha Perez after she spoke up for providing proper PPE and training to custodians, providing masks to workers, and enforcing social distancing;¹¹ and

WHEREAS, the UC is a \$40 billion dollar institution with \$10 billion dollars in its endowment¹²; and

WHEREAS, the UC has access to \$15.9 billion in its Short Term Investment and Total Return Investment Pools (STIP and TRIP) to meet short-term and intermediate liquid capital needs¹³; and

THEREFORE LET IT BE RESOLVED, the USAC condemns the UC decisions to lay off Black, brown, undocumented, and women workers during a pandemic, when millions will be facing food insecurity, eviction, and losing loved ones.

FURTHER LET IT BE RESOLVED, the USAC condemns the decisions at UCLA to refuse to insource workers as planned, despite agreed upon terms of the contract, after a three year protracted strike during which the UC acted in bad faith.

FURTHER LET IT BE RESOLVED, the USAC condemns specific acts of intimidation, such as the firing of Bertha Perez at UC Merced, in retaliation for her advocacy for PPE, distancing practices, and other needs for the safety of custodial workers.

⁹ <https://afscme3299.org/blog/essential-not-disposable-uc-workers-pay-rent-uc-chancellors-do-not/>

¹⁰ <https://afscme3299.org/blog/ucla-violates-contract-refuses-to-insource-workers/>

¹¹ <https://afscme3299.org/blog/covid-19-safety-advocate-terminated/>

¹² <https://www.facebook.com/watch/?v=1146560455717757>

¹³ <https://www.facebook.com/watch/?v=1146560455717757>

FURTHER LET IT BE RESOLVED, the USAC calls for all workers at other campuses to be reinstated and paid.

FINALLY LET IT BE RESOLVED, the USAC demands that, specifically at UCLA, that Chancellor Block insource the 23 workers unjustly laid off, violating the AFSCME Local 3299 contract agreed upon in February.