

**A RESOLUTION IN SUPPORT OF UC ACADEMIC WORKERS PARTICIPATING IN
THE UNITED AUTO WORKERS (UAW) UNION STRIKE**

WHEREAS, UAW 5810, UAW 2865 and SRU-UAW are unions consisting of employees across the University of California who work as postdoctoral students, academic researchers, graduate student researchers, trainees, fellows, graduate student instructors, readers, and tutors, hereon referred to as “academic workers”;¹

WHEREAS, UC academic workers perform several responsibilities that permit UCs to remain open, provide world-class education, and create immersive learning experiences to thousands of students, including teaching classes, grading assignments, and conducting research;

WHEREAS, it takes several hours outside of instructional time for UC academic workers to uphold these responsibilities;

WHEREAS, without the aforementioned work of UC academic workers, the UC would cease to function properly;

WHEREAS, UC academic workers demand higher wages to cope with the high costs of living in California;

WHEREAS, according to the Department of Housing and Urban Development (HUD), rent burden is defined as when one pays more than 30% of their pre-tax income towards monthly rent, water, power, and gas bills;²

WHEREAS, “92% of Graduate Workers and 61% of Postdoctoral Scholars are rent-burdened. Even worse, 40% of Graduate Workers report spending more than half of their income on rent;”³

WHEREAS, only 8% of post doctoral students and academic researchers are able to rent from UC housing, creating a “deficit of nearly affordable 10,000 units” of housing;⁴

WHEREAS, the average monthly housing cost for graduate students is above \$1000 per month at all UC campuses, including \$1,454 at UCLA; the average monthly housing cost for post doctoral students and academic researchers is over \$1,500 at all but one UC campus, including \$1,863 per month at UCLA;⁵

¹ <https://www.fairucnow.org/about/>

² https://www.huduser.gov/portal/pdredge/pdr_edge_featd_article_092214.html

³ <https://www.fairucnow.org/cola/>

⁴ Ibid.

⁵ Ibid.

WHEREAS, the average annual salary for teaching assistants is about \$24,000, which is approximately $\frac{1}{3}$ of the poverty line;⁶

WHEREAS, the aforementioned high costs of living near UC campuses leads to many UC academic workers living far from their UC campus, leading to long commutes;

WHEREAS, through their existing commutes, UC's 48,000 UAW-represented Academic Workers currently generate over one million vehicle miles in personal vehicles per week; this number does not include the 100,000+ non-UAW staff and the 200,000+ UC undergraduates, meaning the UC produces far more daily emissions than currently known;⁷

WHEREAS, UC academic workers driving alone total 1,135,548 miles per week, which is the equivalent milage of one trip to the moon from Earth every day;⁸

WHEREAS, UCLA's academic workers alone total 13.876% of the aforementioned miles driven per week;⁹

WHEREAS, UC academic parent-workers report a lack of childcare benefits and an inability to afford childcare on their salaries;¹⁰

WHEREAS, UC academic workers on visas have to pay Non-Resident Supplemental Tuition (NRST), which amounts up to an additional \$15,000, and meet several burdensome conditions in order to meet this payment, including only teaching courses within their given departments and finishing their dissertations on stricter timelines than workers with residency status;¹¹

WHEREAS, NRST fees are unavoidable to international workers, which adds additional stress and workload on top of pursuing graduate degrees;¹²

WHEREAS, UC academic workers have short appointments, which necessitates more stressful visa renewals for international scholars, increases administrative burden to process appointment extensions, and acts as leverage for advisors to threaten non-reappointment if they do not complete tasks in a timely manner;¹³

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<https://www.latimes.com/opinion/story/2022-11-09/la-ed-potential-strike-by-academic-workers-tarnishes-prestigious-university-system>

⁷ <https://www.fairucnow.org/transit/>

⁸ Ibid.

⁹ Ibid.

¹⁰ <https://www.fairucnow.org/support-for-parents/>

¹¹ <https://uaw2865.org/get-involved-old/endnrst/>

¹² Ibid.

¹³ <https://www.fairucnow.org/job-security/>

WHEREAS, bridge funding is a funding mechanism that could be utilized for student researchers when they are in the middle of projects, or until they are hired for longer-term projects;¹⁴

WHEREAS, academic researchers support bridge funding as a mechanism to provide them more job security when in the middle of projects so they can focus on their work, rather than the burden of finding additional funding;¹⁵

WHEREAS, disabled academic workers report experiencing difficulties in receiving accommodations for their research work and the burdens of high costs of living;¹⁶

WHEREAS, the UC has committed unfair labor practices during this negotiation period, dating back to Spring 2021;¹⁷

WHEREAS, during the strike, UC academic workers will not perform work responsibilities;

WHEREAS, 98% of union participants voted to strike, and the UC workers strike will be composed of 48,000 individuals statewide;¹⁸

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW strike over fair compensation, benefits, and fair bargaining on behalf of the UC;

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports undergraduate students at UCLA wishing to support the Union by not crossing the picket line;

THEREFORE LET IT BE RESOLVED, that UCLA USAC condemns the unfair labor practices committed by the UC and urges UC Office of the President to reform its labor practices;

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's demands for fair compensation and cost of living adjustments, including:

- \$54,000/year minimum salary for all Grad Workers
- \$70,000/year minimum salary for Postdocs
- 14% salary increase for Academic Researchers
- Annual cost of living adjustments and experience-based increases

¹⁴ <https://www.investopedia.com/terms/b/bridgefinancing.asp>

¹⁵ <https://uaw5810.org/bridge-funding/>

¹⁶ <https://www.fairucnow.org/access-needs-disability-justice/>

¹⁷ <https://www.fairucnow.org/ulp/>

¹⁸ <https://www.nbcbayarea.com/news/california/uc-workers-authorize-strike/3067137/>

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's demands for climate-forward thinking and transit-oriented reform, including:

- Free public transit passes for all workers who want them
- Cash incentives to commute via sustainable means
- Subsidies for the purchase and maintenance of bikes and e-bikes
- Improved campus cycling infrastructure

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's demands for support and parent-workers and their families:

- \$2000/month childcare reimbursements
- Full tuition subsidies at UC-affiliated child care programs
- Dependent healthcare
- Expanded paid parental and family leave

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's demands for expanded rights for their international scholars, including:

- Full remission of Non-Resident Supplemental Tuition (NRST)
- Reimbursement of all visa fees
- Longer appointments to enable longer visas for international scholars

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's proposals for increased job security, including:

- Longer guaranteed appointment lengths for all
- Appointment security for all
- Establishment of a Bridge Funding program for academic researchers

THEREFORE LET IT BE RESOLVED, that the UCLA USAC supports the UAW's demands for disability justice, including:

- Fully accessible technology and software
- Online access options for lab meetings, research seminars, and the like
- A faster, more streamlined process to address access needs

THEREFORE LET IT BE FINALLY RESOLVED, that the UCLA USAC calls on the UC Regents, UCLA Administration, and the UC Office of the President to meet these demands and best foster sustainable working environments going forward.