
Resolution Supporting Systemwide Labor Insourcing in the University of California

WHEREAS, The UC is one of the largest employers in the state with over 185,000 employees, and therefore has a significant impact on labor market trends;¹

WHEREAS, In 2014, over 400 UC employees received salaries of at least \$500,000, averaging over \$200 per hour;²

WHEREAS, Increased privatization and cost-cutting has incentivized the UC to increasingly pursue the “outsourcing” of labor away from direct UC employees and towards laborers employed by private firms who contract with the UC, especially after the 2007-present financial crisis;³

WHEREAS, Outsourced, contract laborers employed by private firms have often been compensated at the much lower state minimum wage for the same or similar work as their peers directly employed by the UC;⁴

WHEREAS, Direct UC employees enjoy greater medical benefits not often offered to subcontracted laborers and that are invaluable in lower-income communities that often suffer higher rates chronic illnesses correlated with poverty and environmental racism; (this needs a source)

WHEREAS, The Department of Labor is currently investigating private contractors at UC Berkeley for allegations of wage theft, overtime abuses, and other unfair labor practices;⁵

WHEREAS, ABM Industries, Inc., a major UC subcontractor and one of the largest corporations in its industry, has been sued for mishandling workplace sexual violence three separate times since 2000 by the U.S. Equal Employment Opportunity Commission;⁶

WHEREAS, The recent growth at UC Berkeley of contracted labor outsourced to private employers, including ABM Industries, Inc., may lead to further outsourcing beyond the Berkeley campus;⁷

WHEREAS, The UC Berkeley student body has adopted a resolution recognizing this problem at their own campus;⁸

WHEREAS, Contracted laborers throughout the state have risked their jobs and livelihoods campaigning for an end to outsourcing;⁹

WHEREAS, Outsourced positions are largely held by immigrants, women, people of color, and other historically marginalized populations that lack both labor protections via union representation, as well as access to legal protections;¹⁰

WHEREAS, A significant percentage of these contracted laborers are Chicanx / Latinx, the disproportionate exploitation of whom contradicts UC’s claims serve these communities in having four UC campuses designated as the Hispanic Serving Institutions (HSI);¹¹

¹ <http://universityofcalifornia.edu/uc-system/working-uc>

² <http://www.latimes.com/local/education/la-me-uc-spending-20151011-story.html>

³ <http://www.afscme3299.org/documents/reports/WorkingInShadows.pdf>

⁴ <http://www.latimes.com/business/la-fi-uc-subcontractors-20150812-story.html>

⁵ <http://www.sacbee.com/opinion/op-ed/soapbox/article37116618.html>

⁶ <http://stories.frontline.org/night-shift-english>

⁷ <http://www.dailycal.org/2015/08/25/board-must-protect-lower-sproul-contract-workers/>

⁸ https://docs.google.com/document/d/1FasW7QbR2sK5iW8qtrFmY_dnzj2AJGoxU7PtZFBise4/edit

⁹ <http://www.latimes.com/business/la-fi-uc-contractor-investigation-20150930-story.html>

¹⁰ http://laborcenter.berkeley.edu/pdf/2012/temp_workers.pdf

¹¹ <http://universityofcalifornia.edu/news/uc-leads-nations-top-universities-serving-latino-students>

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WHEREAS, These labor violations and abuses of contracted laborers do not reflect the public character or progressive values of the University of California, do not reflect the values of its diverse student communities, and do not reflect the commitments by UCSA to represent those diverse communities and to remain a progressive body;

WHEREAS, The UC has publicly stated that it has been unable to accurately document the number of its subcontracted laborers or their compensation;¹²

WHEREAS, In 2015 the Council of UC Faculty Associations issued a formal statement of support for SB-376, which required the University of California to compensate its contracted laborers at the same level as those laborers directly employed by the university;¹³

WHEREAS, Governor Brown, in his veto of SB 376, cited “the difficulty in balancing things we commonly value, such as increasing the wages of low-income laborers and keeping operational costs down”;¹⁴

WHEREAS, The University of California Office of the President recently announced an initiative that mandates all direct and contracted employees of the UC system be paid at least \$15/hr by Oct. 1, 2017 as part of the “Fair Wage/Fair Work” Plan;¹⁵

WHEREAS, Despite assurance from the university that subcontracted laborers would receive preferential treatment for hire as direct UC employees by dint of their long-standing experience as campus workers, some workers have been denied UC jobs because of their English language skills or ignored entirely upon their request for hiring; and

WHEREAS, In 2006 and 2010, UC Irvine uniformly insourced food service and custodial laborers, respectively, who greatly benefited from their new status as direct UC employees.¹⁶

THEREFORE BE IT RESOLVED, That the Board of Directors of the University of California Student Association affirms 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;

THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association commits to, through board members’ external affairs offices, educating students and student associations about outsourcing and contracted labor, as well as the importance of insourcing and increasing the ability of laborers to negotiate through unions and other organizing;

THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association orders within ten UC business days of this resolution’s adoption, the UCSA President and Chair of the Board of Directors will write a letter to President Napolitano requesting that she publicly commit to insourcing all currently outsourced laborers, as well as commit to staffing all future UC developments and projects with direct UC employees;

THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association commits to task its Government Relations Director to bring relevant labor-related legislation before the Government Relations Committee, with especial focus on legislation that does not equate “cost-cutting” with sacrificing the pay and wellbeing of non-administrative service laborers;

¹² http://www.huffingtonpost.com/entry/uc-contract-workers_us_55f2f2f3e4b063ecbfa405d4

¹³ <http://cucfa.org/2015/10/we-ask-governor-brown-to-sign-sb-376/>

¹⁴ http://uc4ca.org/advocacy/SB_376_Veto_Message.pdf

¹⁵ <http://sandiegofreepress.org/2015/10/university-contract-workers-wages-or-lack-thereof-in-the-crosshairs/>

¹⁶ <http://news.uci.edu/feature/custodial-workers-insourced-by-uci/>

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THEREFORE BE IT FURTHER RESOLVED, That the Board of Directors of the University of California Student Association supports the efforts of contracted laborers and labor unions at any UC campuses and medical centers to advocate for equal pay and benefits for equal work, and their demands to be insourced;

THEREFORE BE IT FINALLY RESOLVED, That the Board of Directors of the University of California Student Association supports laborers on all UC campuses and medical centers in their ongoing efforts to become direct UC employees, and in their efforts to negotiate for fair labor practices, for better wages, and for more benefits to support themselves, their families, and all of our communities.