

Whereas, UCLA recently informed a group of 84 subcontracted Valet workers, many of whom had worked at the University for over 9 years, that their employment would be terminated and that they would be given the 'opportunity' to apply for just 30 positions available to them, and

Whereas, one of these same Valet workers, Edwin Cifuentes, addressed the UCSA Board last year about the terrible working conditions at the UCLA Ronald Reagan Valet, including poor air quality causing widespread respiratory problems, severe heat, and the inability to adequately serve patients and their families due to understaffing, and

Whereas, UCSA has officially affirmed its commitment that the University of California should end the use of second-class contract workers, and has taken repeated steps to advocate for insourcing contract workers, as well as supporting legislation authored to by State Senator Ricardo Lara to address the exploitation of subcontracted workers in the University system¹, and

Whereas, the UCSA has backed a Sanctuary University platform, calling on the University to take special steps to support communities under attack at this time, including immigrants, Black people and others, and

Whereas, the valet workers are predominantly Black and brown immigrant workers, whose termination will cause injury not only to their families but also to their communities, residing in areas like South Central Los Angeles that have already suffered a long history of marginalization, disinvestment, and structural violence due to policy decisions such as this one, and

Whereas, UCLA's own Labor Center has published research about the Black jobs crisis in LA, yet UCLA is currently exacerbating this crisis by continuing to exploit and then discard Black workers²; and,

Whereas, public sector employment has long been one of the major ladders for economic advancement for the Black community, and the UC's increasing use of contracted out labor³ disproportionately affects Black workers, cuts off these resources and opportunities from low-income Black communities, and is effectively state-sanctioned economic violence⁴; and,

Whereas, the Medical Center was content to have this work done by these workers for nearly a decade so long as they could be paid minimum wage, but now that the Medical Center has been obligated to pay decent wages and benefits it has deemed some of the workers 'unqualified' to do the work they have been performing for years, and

Whereas, the University has weaponized student work as a means of displacing these long-time workers, but will pay student workers more than three dollars less per hour, with none of the benefits earned by career employees at the University^{5 6},

¹ <https://ucsa.org/wp-content/uploads/2015/09/UCSA-SB-959-Resolution.docx.pdf>

² <https://www.labor.ucla.edu/publication/ready-to-work-uprooting-inequity-black-workers-in-los-angeles-county/>

³ <http://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

⁴ <http://www.epi.org/publication/bp339-public-sector-jobs-crisis/>

⁵ <https://main.transportation.ucla.edu/campus-parking/students/student-employment-opportunities>

Whereas, the UC is pitting immigrant workers and low-income students against each other in competition for jobs, rather than adequately providing for marginalized communities on all UC campuses;

Whereas, if the University truly wishes to take greater steps to address student needs, it should respond to our repeated demands to lower tuition, improve financial aid, improve access to affordable housing, improve mental health services, as well as other services and needs that students have long requested, and,

THEREFORE, the University of California Student Association hereby resolves to call upon the University to immediately offer full-time positions to all of the subcontracted valets working at the Ronald Reagan Medical Center, and to cease the use of student workers to perform Medical Center Valet work until a comprehensive agreement has been reached with the service and patient care workers' union, AFSCME 3299. UCSA also calls upon UCLA Chancellor Gene Block, Medical Center CEO Johnese Spisso, and University President Janet Napolitano to take swift action to prevent the imminent displacement of these workers in the coming weeks.

THEREFORE BE IT FURTHER RESOLVED, UCSA will write a letter to the University of California Office of the President to support the valet workers at UCLA.