

1 Title: **RESOLUTION IN SUPPORT OF UAW LOCAL 4121 BARGAINING EFFORTS**

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3 **Sponsored by: Shawn Mincer (Social Work), Charles Plummer (Earth and Space Sciences), Aaron Naumann**
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8 **Written by: David Parsons (English) and Phil Harding (Neurobiology)**

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10 **Resolution Number: 06.10-11**

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12 WHEREAS UAW Local 4121 represents approximately 4,500 graduate and undergraduate Academic Student
13 Employees (ASEs) at the University of Washington, many of which are constituents of the Graduate and
14 Professional Student Senate (GPSS); and

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16 WHEREAS ASEs (Teaching Assistants, Research Assistants, Tutors, Graders and others performing similar work)
17 are responsible for much of the critical frontline work that makes the University of Washington (UW) an
18 internationally recognized institution of higher education: conducting research that helps bring \$1.42ⁱ billion in
19 grants and contracts into the University; providing more than half of the instructional contact hours to the 42,000
20 undergraduates who attend UW; and helping to make UW competitive in attracting first-rate students from all over
21 the world; and

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23 WHEREAS, after subtracting mandatory fees, the average compensation for ASE's at UW lags 7% behind the
24 average for peer institutions in Global Challenge Statesⁱⁱ, making the University of Washington less competitive in
25 maintaining quality in research and instruction; and

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27 WHEREAS the budget for grants and contracts, which fund approximately 60% of ASEs, has increased by 23%
28 over the previous year (an additional \$269 millionⁱⁱⁱ), with continuing grants already budgeting annual increases for
29 ASEs; and

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31 WHEREAS the cost of waiving fees for TAs/RAs not paid by grants is equivalent to less than .2% of the UW
32 operating budget; and

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34 WHEREAS with the current salary freeze, a typical ASE will lose nearly 8% of his/her yearly wages to student fees
35 that must be paid as a condition of employment^{iv}; and

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37 WHEREAS the University has overpaid insurance companies for the GAIP Health Plan since 2002 in an amount
38 estimated to be as much as ten million dollars; and

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40 WHEREAS the lack of access to adequate childcare resources prevents ASEs, disproportionately women, from
41 entering the academic workforce; and

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43 WHEREAS Local 4121 members voted overwhelmingly (98%) in favor of the bargaining agenda; and

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45 WHEREAS the current UAW Local 4121 contract is set to expire on April 30, 2011;

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47 THEREFORE BE IT RESOLVED BY THE GRADUATE AND PROFESSIONAL STUDENT SENATE OF THE
48 UNIVERSITY OF WASHINGTON:

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50 THAT GPSS supports the Local 4121 Bargaining Team's proposals for waivers of mandatory fees; improvements
51 to the health insurance benefits to cover families more affordably and protect ASEs from extraordinary costs;
52 improvements to student/instructor ratios by restoring cuts that were made to instructional positions in previous
53 years; and improved childcare benefits; and

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55 THAT GPSS urges the Administration and the University Bargaining Team to come to a quick and amenable
56 agreement on a new contract that prioritizes access and quality at UW; and

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58 THAT this resolution be forwarded to UW Interim President Phyllis Wise; UW Interim Provost Mary Lidstrom; the
59 UW Board of Regents; Mindy Kornberg, Vice President for Human Resources; and David Parsons, UAW Local
60 4121 President.

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62 Presented to GPSS for approval on April 13, 2011

63 Approved on April 13, 2011

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i. [http://www.washington.edu/research/SITEPARTS/documents/reportsAnnual/09Annual_Report - Fiscal Year 2010.pdf](http://www.washington.edu/research/SITEPARTS/documents/reportsAnnual/09Annual_Report_-_Fiscal_Year_2010.pdf)

ii. http://www.washington.edu/externalaffairs/globalchallenge/2008_report/benchmark.pdf (explanation of Global Challenge States)

iii. [http://www.washington.edu/research/SITEPARTS/documents/reportsAnnual/09Annual_Report - Fiscal Year 2010.pdf](http://www.washington.edu/research/SITEPARTS/documents/reportsAnnual/09Annual_Report_-_Fiscal_Year_2010.pdf)

iv. Amount of mandatory unwaived fees divided by typical wage over the next three years