Title: RESOLUTION IN SUPPORT OF UAW LOCAL 4121 BARGAINING EFFORTS

Sponsored by: Jean Dinh (Medicinal Chemistry), Charles Plummer (GPSS President), Trond Nilsen (Industrial and Systems Engineering), Nicolas Cain (Applied Mathematics), Louisa Harding (Aquatic and Fishery Sciences), Michael Hutchins (Earth and Space Sciences), Nathaniel McVicar (Electrical Engineering), Mitchell Kaufman (Philosophy), Runze Yu (Civil and Environmental Engineering), Ted Chen (Bioengineering), Alden Denny (Oceangraphy), Marvin Lai (Pathology), Eder Sousa (Aeronautics & Astronautics), Kevin Cummings (Educational Psychology), Keolu Fox (Genome Sciences), Adrienne Sussman (Psychology), Henry Hunter (Biology), Heather Arvidson (English), Maroni Benally (Native American Students), Indre Baronina (Foudation for International Understanding Through Students), Julia Morris (Sociology), Aaron Zimmerman (Statistics), Tobias Gruenthal (Germanics), Kiana Scott (Public Affairs), David Scoville (Public Health- Environmental and Occupational Health), Jonathan Huang (Epidemiology), Megan Gambs (Oceanography), Adam Sherman (Vice President), and Colin Goldfinch (Treasurer)

Written by: Jean Dinh (Medicinal Chemistry)

Resolution Number: 01.11-12

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

WHEREAS ASEs (Teaching Assistants, Research Assistants, Tutors, Graders and others performing similar work) are responsible for much of the critical frontline work that makes the UW an internationally recognized institution of higher education; and

WHEREAS ASEs conduct research that is critical to $1.5 billion\(^1\) in grants and contracts revenue at the University; make the curriculum more accessible by providing over half of the instructional contact hours to the 36,555 undergraduates who attend UW; and help to make UW competitive in attracting first-rate students and faculty from all over the world; and

WHEREAS investment in ASE positions helps the University achieve its core missions and helps thousands of students improve their time-to-degree; and

WHEREAS tuition and fee increases have uniquely affected this critical workforce; and

WHEREAS mandatory unwaived tuition/fees are a condition of employment, and therefore an integral part of an ASE’s overall compensation package, such that increases result in a \textit{de facto} pay cut; and

\(^1\) http://www.washington.edu/research/SITEPARTS/documents/reportsGCSummary/Summary_-_Fiscal_Year_2011.pdf
WHEREAS lower compensation for ASEs hurts the University’s ability to remain competitive, such that UW is now second-to-last in overall compensation for graduate employees compared to other flagship institutions in the Global Challenge states; and

WHEREAS the cost of waiving fees for TAs/RAs not paid by grants is equivalent to less than one-half of one percent of the UW operating budget; and

WHEREAS the budget for grants and contracts, which funds approximately 60% of ASEs, has increased by $363 million dollars since FY 2009\(^2\), with continuing grants already budgeting annual increases for ASEs; and

WHEREAS the Washington State legislature – in response to action by GPSS, ASUW, UAW 4121, and various other higher education stakeholders - did not make any further cuts to the higher education budget for the 2012 fiscal year; and

WHEREAS the lack of sufficient family-friendly policies prevents ASEs, disproportionately women, from entering or remaining in the academic workforce; and

WHEREAS Local 4121 members voted overwhelmingly (99%) in favor of the bargaining agenda;

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

THAT GPSS supports the efforts of the UAW Local 4121 bargaining team and their proposals for: improving ASE overall compensation and standards of living; improving health care benefits to protect ASEs from extraordinary costs and adequately cover vulnerable and under-represented populations; improving childcare and leave benefits to increase access to higher education, and maintaining or increasing instructional funding to support ASEs; and

THAT GPSS urges the UW Administration and the University bargaining committee to come quickly to a fair agreement on the new contract that prioritizes access and quality at UW; and

THAT this resolution be forwarded to UW President Michael Young; UW Provost Anna Mari Cauce; the UW Board of Regents; Mindy Kornberg, Vice President for Human Resources; Peter Denis, Assistant Vice President of Labor Relations; and David Parsons, UAW Local 4121 President.

Presented to GPSS for approval on May 2, 2012

Approved on May 2, 2012