

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0054
(916) 319-2070
(916) 319-2170 FAX



DISTRICT OFFICE
5000 East Spring Street
SUITE 550
LONG BEACH, CA 90815
(562) 429-0470
(562) 429-7871 FAX



August 8, 2022

Michael Drake, President
University of California
Office of the President
1111 Franklin Street
Oakland, CA 94607

RE: Ending Bullying for UAW Academic Workers at UC

Dear President Drake,

I write to urge you to be a leader in the fight to end bullying at UC by reaching agreement with 48,000 UC Academic Workers represented by UAW to guarantee timely recourse against all forms of bullying and abusive conduct.

The University of California leads the world's research community, securing more funding and producing more patents than any other University in the nation. This success is in no small part to the UC's ability to attract the most talented scholars from around the world. However, the University cannot live up to its stated missions of delivering world-class research and offering educational opportunities to all if it consistently fails to protect workers and students who experience bullying in their workplace.

A [peer-reviewed study](#) last year found that 84 percent of graduate student workers and postdocs at major research universities surveyed reported experiencing bullying in academia, and 59 percent witnessed abusive supervision. Notably, 71 percent of those targeted by bullies don't report the incidents—likely due to a lack of recourse and fear of retaliation. These effects are felt more strongly by women and people of color, who are more likely to be forced off their career paths after experiencing bullying.

I am concerned that bullying is such a pervasive problem at the University of California. The recent news story about bullying and abusive conduct at UCSD is just one example of what can occur without adequate protections in place for academic workers. I hope the UC will move quickly to remedy this situation.

The University of California can and should be a leader in the fight to end bullying and abusive conduct on its campuses and in all workplaces. The University can do this by swiftly implementing interim measures for survivors of abusive conduct, and by making all protections from such behavior enforceable through the collectively bargained agreement

with UAW. This will ensure that complaints can be addressed in a timely manner through the union's existing grievance process.

UAW-represented academic workers power the University of California's research and education missions and are a major reason why the UC system received over \$3.5 billion in federal research contracts and grant revenue in fiscal year 2021. I urge you to create a safe work environment and to ensure justice for all workers by reaching agreement with UAW on their proposal to end bullying and abusive conduct at UC.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick O'Donnell". The signature is written in a cursive, flowing style.

PATRICK O'DONNELL
Assemblymember, 70th District