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COMMITTEES  
AGING AND LONG-TERM CARE  
BUDGET  
JUDICIARY  
LABOR AND EMPLOYMENT  
UTILITIES AND ENERGY  
BUDGET SUBCOMMITTEE NO. 2 ON  
EDUCATION FINANCE  
LEGISLATIVE ETHICS

September 8, 2022

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

RE: UAW Academic Workers at UC Agreement

Dear President Drake:

I write to express my full support for a proposal between the University of California (UC) System and the 48,000 UC Academic Workers represented by UAW to guarantee timely, grievable recourse against all forms of bullying and abusive conduct.

The University of California is the world's leading research university, securing more funding and producing more patents than any other University in the nation. This success is in no small part because of 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 every day.

A peer-reviewed study<sup>1</sup> last year found that 84% of graduate student workers and postdocs surveyed reported experiencing bullying in academia, and 59% witnessed abusive supervision. 71% 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 to see that bullying is such a big problem at the University of California. The recent news story about bullying and abusive conduct at UCSD is just one example of what can

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<sup>1</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8433114/>

happen 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 abusive conduct 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.

Thank you in advance for your consideration of this request. If you have any questions regarding my support, please feel free to contact me at my District Office at (909) 381-3238.

Sincerely,



ELOISE GÓMEZ REYES  
Assembly Majority Leader, 47<sup>th</sup> District

EGR:mr