

October 21, 2022

Dear Prof. Sil and Prof. Erlebacher,

As you are aware, our union, Student Researchers United-UAW (SRU-UAW), is currently in contract negotiations with UC. It has come to our attention that **several BMS faculty have acted in a potentially unlawful way immediately following the SRU-UAW union meeting last Tuesday, October 11th:**

- 1) One prominent BMS faculty member (who also lectures in Cell Biology) was seen by several individuals ripping up union flyers posted around campus while leaving other flyers nearby untouched; and
- 2) Another BMS faculty member met with each member of their lab individually and dissuaded them from bargaining through the Union for a higher wage; and
- 3) Finally, a PI spread misinformation to their lab stating to multiple lab members that the Union was preventing UCSF PI's from increasing their wages.

It is unacceptable and unlawful for supervisors and administrators in the BMS program and at UCSF to discourage union participation and bypass the union in any way. We would like both of you to address the following requests to confront these issues on the BMS, UCSF, and UC levels:

BMS

- 1) Communicate to all BMS faculty and administrators that **discouraging union participation and bypassing the union is unlawful.**
- 2) Communicate to BMS faculty that **first-years are looking specifically for rotation PIs who respect their rights to advocate for living wages and better working conditions for graduate student workers.** The first-years do not feel comfortable rotating with professors who do not support our rights.

UCSF

- 3) While we appreciate your recognition of our working conditions and your campaign to get us a \$2000 inflation adjustment, a one-time unbargained-for stipend is not enough nor the appropriate way to address years and years of underpayment. We write to partner with you to meaningfully improve recruitment and retention in BMS—and at UCSF in general. In order to do this, **we request that you express your support at the bargaining table for implementing a San Francisco living wage of \$64k** (i.e., the *minimum* necessary to live here) **to Chancellor Hawgood and Dean Blake**, consistent with our union's bargaining demand.

UC System

- 4) Moreover, **we request that you write to President Drake to direct the UC Bargaining Team to agree to [our proposals](#).** They are comprehensive in scope and include free public transit passes, \$2000/month childcare reimbursements, reimbursement of visa fees, and proactive and timely accessibility measures for disabled researchers.

Recently, faculty at [UCLA](#) and [UCSB](#) have written such letters, and we sincerely urge you to follow suit.

For years, we have sat on countless committees and working groups within BMS, ASGD, the LGBT and Multicultural Resource Centers, and elsewhere across UCSF to address these urgent concerns. **Nothing has changed.**

We cannot afford our rent. We cannot afford our groceries. We are bullied and harassed in our classes and labs without recourse. We are denied access needs for disability on a reasonable timeline due to an apparent lack of followthrough and funding. We are forced to pay for public transit, unlike many other UC grad students.

We chose to come to join BMS at UCSF for the community and commitment to social justice. It is extremely disappointing to see the lack of support for graduate student worker rights—and at times outright intimidation—from BMS faculty, especially in light of our recent unionization. If you care about graduate student workers, we ask that you stand in solidarity with us in our campaign for a fair and better UC.

Sincerely,

The Undersigned Members of the BMS Program and SRU-UAW

BMS First-Years

Minna Apostolova
James Asaki
Vickie Bowcut
Jaela Caston
Gary Chan
Ivan Chavez
Jing-Yi Chung
McKenzie Daanen
Sam Hoelscher
Riana Hunter
Amrik Kang
Gabiella Kimmerly
Madison Lotstein
Serena Lu
Mingyang Ma
Manon Miller
Sara Misiukiewicz
Sophia Nelson
Khang Nguyen
Anita Qualls
Jayden Ross
Isabel Shen

Zachary Stensland

Rukman Thota

Kai Trepka

Madeleine Urbanek

BMS Second-Years

Nathan Ewing-Crystal

Kyla Foster

Margaret Gadek

Stephanie Huard

Wendy Hung

Zachary Mullin-Bernstein

Meagan Olive

Max Pass

Julianne Riggs

Kadellyn Sandoval

Gutierrez

Lexi Schneider

Jun Sin

Holly Steininger

Tori Tran

Charlotte Wang

Kaylee Wedderburn-Pugh

Letitia Yang

Isabelle Young

BMS Third-Years

Matt Arvedson

Molly Bassette

Sofia Caryotakis

Chris Chang

Mitchel Cole

Hannah Driks

Laura Dwyer

Zach Gardell

Joe Germino

Laine Goudy

Owen Jiang

Ziad Jowhar

Min Joo Kim

Xian Liu

Rhea Misra

Gabiella Reeder

Demi Sandel

Megan Scantlen

Timmy Suh

Jason Swinderman
Albert Xu

BMS Fourth-Years

Yash Abeykoon
Nebat Ali
Anthony Chang
Cambria Chou-Freed
Vikas Daggubati
Brandon Desousa
Mariko Foecke
Sophia Guldberg
Irek Habrylo
Erin Huiting
Than Kyaw
Dianne Laboy
Matthew Ryan
Jessica Wang
Jacqueline Yee
Oscar Yip

BMS Fifth-Years

Yewande Alabi
Rachel DeBarge
Cody Mowery
Nick Mroz
Priscila Muñoz Sandoval
Gokul Ramadoss
Adam Wade-Vallance
Benjamin Wheeler
Bahar Zirak
Marissa Chou

**BMS Sixth-Years &
Above**

Jerika Barron
Casey Burnett
Emmy Li
Catherine Tan
Donovan Trinidad

**BMS Alumni and Other
UCSF Community
Members in Solidarity**

Hasan Alkhairo
Rio Barrere-Cain
Sarah Gayer
Maria Gonzalez
Nolan Horner
Lakyn Mayo
Maura McDonagh
Melissa Mendez
Thi Nguyen
Sonia Scaria
Im Hong Sun
David Sung
Kristen Wade