

# California Legislature

November 10, 2022

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

RE: Avert Strikes for 48,000 UAW-represented UC Academic Workers

Dear President Drake,

As members of California's legislature, we urge you to avert strikes by ceasing to commit unfair labor practices and begin bargaining in good faith with the 48,000 UAW-represented University of California (UC) Academic Workers.

Last week, 35,000 Academic Workers constituting three-fourths of the total UAW-represented workforce at all 10 UC campuses and Lawrence Berkeley National Lab voted to call for a strike in response to the UC's refusal to bargain in good faith. **To avert the strike and the massive disruption that this will cause for the UC system and for the surrounding communities, we urge you to immediately cease committing unfair labor practices as alleged, and bargain in good faith with UAW Academic Workers in all four bargaining units.**

The 48,000 UAW-represented Academic Workers — Academic Researchers, Postdoctoral Scholars, Academic Student Employees and Student Researchers — perform the bulk of the teaching and research at the UC system. Their talent, innovation, and labor contributes greatly to the University's mission and its ability to secure funding. In FY 2021-22, they received \$5.1 billion from the state in instructional and research funding.

The UC is one of the top public university systems and research institutions in the world, in no small part because of its ability to attract the most talented scholars from a wide array of backgrounds. But the UC system cannot live up to its mission and reputation if its own employees do not feel respected.

Since UAW began negotiating with the UC last year, the union has filed over 20 Unfair Labor Practices against the University, with many of these resulting in Complaints issued by the Public Employment Relations Board (PERB). It is our understanding that the UC's unlawful tactics are preventing the UAW from reaching agreements on core issues that address improving gender and other types of equity in academia, including compensation that reflects the value of workers' contributions, transit benefits that

help fight climate change, paid family leave, and job security. These priorities will help the UC recruit and retain a diverse workforce that reflects the population of California and includes first-generation academics, immigrants, and other historically-excluded groups, in line with our goals as elected officials in California.

As one of California's largest employers, the UC has not only the opportunity but also the obligation to be a leader in setting industry standards for academia, thus leading the way for other public employers. We urge the University of California to come to the table with the UAW's four bargaining units in good faith to improve the working conditions of all Academic Workers and implement benefits and compensation commensurate with the immense value they provide the University. By failing to do so, UC is risking mass disruption and losing the talent that has earned UC its prestigious reputation.

Sincerely,



Assemblymember Ash Kalra  
27<sup>th</sup> Assembly District  
Chair, Assembly Committee on Labor and Employment



Senator Dave Cortese  
15<sup>th</sup> Senate District  
Chair, Senate Labor, Public  
Employment and Retirement Committee



Assemblymember Tasha Boerner Horvath  
76<sup>th</sup> Assembly District



Assemblymember Tina McKinnor  
62<sup>nd</sup> Assembly District



Assemblymember Freddie Rodriguez  
52<sup>nd</sup> Assembly District



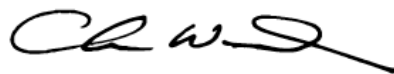
Assemblymember Laura Friedman  
43<sup>rd</sup> Assembly District



Assemblymember Reggie Jones-Sawyer  
59<sup>th</sup> Assembly District



Assemblymember Miguel Santiago  
53<sup>rd</sup> Assembly District



Assemblymember Chris Ward  
78<sup>th</sup> Assembly District



Assemblymember Robert Rivas  
30<sup>th</sup> Assembly District



Assemblymember Lori Wilson



Assemblymember Carlos Villapudua

11<sup>th</sup> Assembly District



Assemblymember Mike Gipson

64<sup>th</sup> Assembly District



Assemblymember Luz Rivas

39<sup>th</sup> Assembly District



Assemblymember Isaac Bryan

54<sup>th</sup> Assembly District



Assemblymember Sabrina Cervantes

60<sup>th</sup> Assembly District



Assemblymember Wendy Carrillo

51<sup>st</sup> Assembly District



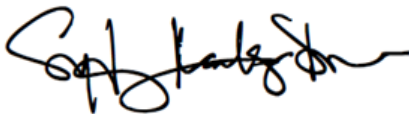
Senator Josh Becker

13<sup>th</sup> Senate District



Senator Lena Gonzalez

33<sup>rd</sup> Senate District



Senator Sydney Kamlager

30<sup>th</sup> Senate District

13<sup>th</sup> Assembly District



Assemblymember Eloise Gómez Reyes



Assemblymember Matt Haney

17<sup>th</sup> Assembly District



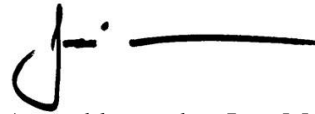
Assemblymember Mike Fong

49<sup>th</sup> Assembly District



Assemblymember Mark Stone

29<sup>th</sup> Assembly District



Assemblymember Jose Medina

61<sup>st</sup> Assembly District



Senator María Elena Durazo

24<sup>th</sup> Senate District



Senator Melissa Hurtado

14<sup>th</sup> Senate District



Senator Connie Leyva

20<sup>th</sup> Senate District



Senator Josh Newman  
29<sup>th</sup> Senate District



Senator Robert Wieckowski  
10<sup>th</sup> Senate District



Assemblymember Alex Lee  
25<sup>th</sup> Assembly District



Senator Henry Stern  
27<sup>th</sup> Senate District



Senator Scott Wiener  
11<sup>th</sup> Senate District

CC: Michael Brown, Provost and Executive Vice President  
Tricia Lyall, Interim Secretary and Chief of Staff to the Regents of the University of California  
Michael Bedard, Legislative Director, State Governmental Relations