

Title: UAW Local 4121 Resolution on Washington Initiative 1515 That Jeopardizes the Civil and Privacy Rights of Transgender Individuals

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WHEREAS, we the members of United Auto Workers Local 4121 (hereafter known as UAW Local 4121) represent 4,500 academic student employees (hereafter known as ASEs) working as TAs, RAs, Readers, Graders, Tutors, and Staff Assistants on all three University of Washington (hereafter known as UW) campuses (Seattle, Tacoma, and Bothell); and

WHEREAS, UW is one of the largest state employers, UW receives funding from the state of Washington, and UW provides jobs to ASEs, including trans and gender nonconforming students, and;

WHEREAS, we the members of UAW Local 4121 recognize and affirm that all individuals, including trans and gender nonconforming individuals in Washington State, have a right to privacy, safety, and the ability to use restrooms and other public facilities without fearing for their safety or having their identity questioned; and

WHEREAS, Initiative 1515 relies on and perpetuates obsolete and harmful stereotypes about trans and gender nonconforming individuals to incite concerns for public safety while ignoring the fact that not only have there been no documented cases of violence perpetrated by trans and gender nonconforming people in restrooms, in fact trans and gender nonconforming people are frequently the victims of violence in bathrooms; and

WHEREAS, Article 19, Section 1 of our Collective Bargaining Agreement with UW states that “Neither the Employer nor the Union shall discriminate against any employee by reason of... gender expression or identity;” and Article 19, Section 8 states that “The University shall provide that all ASEs have adequate access to all-gender bathrooms”; and

WHEREAS, the members of UAW Local 4121’s Trans* Equity Working Group continue to confront issues related to trans equity, leading to the designation of additional gender neutral restrooms in buildings on campus and a commitment from UW administration to designate all single-use restrooms on campus as gender-neutral; and

WHEREAS, Initiative 1515 would reverse 10-year-old state protections under WAC 162-32-060 that guarantee access to restrooms and other gender-segregated accommodations “that are consistent with that individual's gender expression or gender identity”; now, therefore, be it

RESOLVED, that we the members of UAW Local 4121 consider Initiative 1515 to be a clear and present danger to the civil and privacy rights of trans and gender nonconforming students and urge eligible voters to not sign on to this initiative in order to prevent it from being put on the November 2016 ballot; and be it further

RESOLVED, that we the members of UAW Local 4121 stand in solidarity with the Washington Won’t Discriminate campaign and their mission that “Discrimination Is Not a Washington Value”; and be it further

RESOLVED, that we the members of UAW Local 4121 will partner with other organizations on protests and mobilization efforts, where appropriate, to protect the rights of trans and gender nonconforming students to meet basic human needs in safety and privacy; and be it further

RESOLVED, that we the members of UAW Local 4121 strongly urge UW to publicly join us in opposing Initiative 1515 to protect the civil and privacy rights of its trans and gender nonconforming students and employees; and be it further

RESOLVED, that this resolution be forwarded to the Washington Won't Discriminate campaign; to President Ana Mari Cauce and the University of Washington Administration; to the membership of UAW Local 4121; to the local media outlets; and to others as appropriate.