

1 Title: **RESOLUTION IN SUPPORT OF UAW LOCAL 4121 BARGAINING**
2 **EFFORTS**

3
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5 Trond Nilsen (Industrial and Systems Engineering), Nicolas Cain (Applied Mathematics),
6 Louisa Harding (Aquatic and Fishery Sciences), Michael Hutchins (Earth and Space
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8 Runze Yu (Civil and Environmental Engineering), Ted Chen (Bioengineering), Alden
9 Denny (Oceanography), Marvin Lai (Pathology), Eder Sousa (Aeronautics &
10 Astronautics), Kevin Cummings (Educational Psychology), Keolu Fox (Genome
11 Sciences), Adrienne Sussman (Psychology), Henry Hunter (Biology), Heather Arvidson
12 (English), Maroni Benally (Native American Students), Indre Baronina (Foudation for
13 International Understanding Through Students), Julia Morris (Sociology), Aaron
14 Zimmerman (Statistics), Tobias Gruenthal (Germanics), Kiana Scott (Public Affairs),
15 David Scoville (Public Health- Environmental and Occupational Health), Jonathan
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18 Written by: Jean Dinh (Medicinal Chemistry)

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20 Resolution Number: 01.11-12

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22 WHEREAS UAW Local 4121 represents approximately 4,500 graduate and
23 undergraduate Academic Student Employees (ASEs) at the University of Washington
24 (UW), many of whom are constituents of the Graduate and Professional Student Senate
25 (GPSS); and

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27 WHEREAS ASEs (Teaching Assistants, Research Assistants, Tutors, Graders and others
28 performing similar work) are responsible for much of the critical frontline work that
29 makes the UW an internationally recognized institution of higher education; and

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31 WHEREAS ASEs conduct research that is critical to \$1.5 billion¹ in grants and contracts
32 revenue at the University; make the curriculum more accessible by providing over half of
33 the instructional contact hours to the 36,555 undergraduates who attend UW; and help to
34 make UW competitive in attracting first-rate students and faculty from all over the world;
35 and

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37 WHEREAS investment in ASE positions helps the University achieve its core missions
38 and helps thousands of students improve their time-to-degree; and

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40 WHEREAS tuition and fee increases have uniquely affected this critical workforce; and

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42 WHEREAS mandatory unwaived tuition/fees are a condition of employment, and
43 therefore an integral part of an ASE's overall compensation package, such that increases
44 result in a *de facto* pay cut; and

¹ http://www.washington.edu/research/.SITEPARTS/.documents/.reportsGCSummary/Summary_-_Fiscal_Year_2011.pdf

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46 WHEREAS lower compensation for ASEs hurts the University's ability to remain
47 competitive, such that UW is now second-to-last in overall compensation for graduate
48 employees compared to other flagship institutions in the Global Challenge states; and
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50 WHEREAS the cost of waiving fees for TAs/RAs not paid by grants is equivalent to less
51 than one-half of one percent of the UW operating budget; and
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53 WHEREAS the budget for grants and contracts, which funds approximately 60% of
54 ASEs, has increased by \$363 million dollars since FY 2009², with continuing grants
55 already budgeting annual increases for ASEs; and
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57 WHEREAS the Washington State legislature – in response to action by GPSS, ASUW,
58 UAW 4121, and various other higher education stakeholders - did not make any further
59 cuts to the higher education budget for the 2012 fiscal year; and
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61 WHEREAS the lack of sufficient family-friendly policies prevents ASEs,
62 disproportionately women, from entering or remaining in the academic workforce; and
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64 WHEREAS Local 4121 members voted overwhelmingly (99%) in favor of the
65 bargaining agenda;
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67 THEREFORE BE IT RESOLVED BY THE GRADUATE AND PROFESSIONAL
68 STUDENT SENATE OF THE UNIVERSITY OF WASHINGTON:
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70 THAT GPSS supports the efforts of the UAW Local 4121 bargaining team and their
71 proposals for: improving ASE overall compensation and standards of living; improving
72 health care benefits to protect ASEs from extraordinary costs and adequately cover
73 vulnerable and under-represented populations; improving childcare and leave benefits to
74 increase access to higher education, and maintaining or increasing instructional funding
75 to support ASEs; and
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77 THAT GPSS urges the UW Administration and the University bargaining committee to
78 come quickly to a fair agreement on the new contract that prioritizes access and quality at
79 UW; and
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81 THAT this resolution be forwarded to UW President Michael Young; UW Provost Anna
82 Mari Cauce; the UW Board of Regents; Mindy Kornberg, Vice President for Human
83 Resources; Peter Denis, Assistant Vice President of Labor Relations; and David Parsons,
84 UAW Local 4121 President.
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86 *Presented to GPSS for approval on May 2, 2012*
87 *Approved on May 3, 2012*

² http://www.washington.edu/research/.SITEPARTS/.documents/.reportsGCSummary/Summary_-_Fiscal_Year_2011.pdf