



UAW Local 4121

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February 3, 2022

To our UW colleagues and union siblings in RFPU-NW:

In the spring of 2021, you showed up in solidarity with UAW 4121 as we bargained a new contract with University of Washington administration, and now, we're writing in solidarity with your ongoing contract campaign.

We're strongly in support of your fight for a contract and working conditions that you deserve: patient quotas and hour caps to protect yourselves and your patients, stipends and overtime wages that actually pay the rent, housing stipends that are actually in line with the cost of living in Seattle and match peer institutions, and measures to improve equity in recruitment. Some of these issues are unique to your work, but many of them are similar to issues we have faced as Academic Student Employees and Postdocs at UW. The wins you make in bargaining help raise standards for all of us.

At the same time, we know this is not an easy fight. You're up against an enormous bureaucracy and multi-billion dollar institution. You're also up against a deeply entrenched status quo that prioritizes profit over people, and doesn't center the needs of the workers who make the University run every day. We know it's not easy to insist on and fight for a better system – for you, your patients, your coworkers, your families – especially in the midst of an ongoing global pandemic. But your commitment to collective action, deep organizing, and participatory bargaining is what it will take to win the UW we know is possible. We are with you in this fight.

Our locals have also come together consistently over the last year on many issues in our broader communities. We've rallied to support Northwest Carpenters who struck for a fair contract in the face of general contractors who profit off our homes and workplaces. We've come together in support of the Kshama Solidarity Campaign, and fights to expand renters' rights. And of course, all of this has been situated within the broader struggle across the country, where the labor movement has exploded: from a national strike wave that rose in "Striketober," to the historic surge of Starbucks worker organizing, workers across the country are demonstrating that concerted mass organizing can win vital gains.

Our labor movement was built with a fighting approach and member-driven unionism, backed up by the power of mass collective action and solidarity from other workers and the community. Together, we can show that UW works because we do. Together, we can fight for – and win – the working conditions you deserve.

Solidarity forever,
UAW 4121 Joint Council