

## **Resolution to Support a Rank-and-File-centered UAW 2865 Strike response**

Author: Justin G., formerly UAW 2865, 2014-2022, currently California Faculty Association

Co-Signers: Zach H., UAW 2865 member; Robin M., UAW 2865 member; Abrar A., SRU member; Xander L., UAW 2865 member; Andrew H. UAW 2865 member; Joel A., UAW 2865 member; Spencer A., UAW 2865 member; Jake O. UAW 2865 member; Chris G., UAW 2865 member, Anya W-Z., UAW 2865 member; Johnathan G., UAW 2865 member; Kendra M., East Bay DSA Labor Committee Co-chair

**Whereas**, the University of California system has, for decades, remade itself into a marketized institution that hyper-exploits workers and indebts students; and, given this fact, the current UAW strike gets to the heart of things, meaning that the strike is an important milestone fight that will have decades-long consequences;

**Whereas**, the initial demands of UAW 2865 and SRU-UAW included a yearly salary increase “by at least either 7%, or the highest year-over-year median rent increase in the locality of any UC campus, whichever is greater.” This would take cost of extreme rental prices into account, is known as a COLA;

**Whereas**, the initial demands of UAW 2865 and SRU-UAW also included remission of non-resident supplemental tuition, improved disability access provisions, improved childcare subsidies, and remission of premiums for dependent healthcare;

**Whereas**, all the aforementioned demands are widely desired by active rank-and-file members—as made clear by major agitation and contention within and outside of union meetings by striking union members—but were all removed or significantly undermined by a razor-thin majority of 2865’s bargaining team;

**Whereas**, 2865 bargaining team is split almost evenly on all aforementioned demands, as well as tactical questions (a long-haul strike) for winning those demands, most often by 10 to 9, a mere one vote difference;

**Whereas**, there will be considerable pressure—potentially emanating from the UAW international, from the University of California system and from various parts of the state, and from other anti-worker formations that exist in our society—put on rank-and-file members to accept a TA that they may not find satisfactory;

**Whereas**, the demand for a COLA is not simply about wages—a victory would force the University of California to begin ceasing its marketized-style of operation and fund its base workers with living wages;

**Whereas**, winning the demands for NRST remission, disability access, and childcare will likewise have meaningful effects on the lives of workers and strike a blow against the heavily

privatized University of California system—a system that effectively functions like a for-profit institution;

**Whereas**, winning a COLA and other related demands would also undoubtedly set off effects throughout higher education, inspiring other workers to follow suit by demanding that wages become linked to costs of living and that their social reproductive needs are attended to;

**Whereas**, the voting period of the UAW 5810 (postdoctoral workers) occurring a few weeks ago highlighted an asymmetry of resources in favor of bargaining team messaging. These resources included use of phonebanking, textbanking, and picketers to conduct one-on-ones with union members to promote a 'yes' vote.

**Whereas**, a tentative agreement, between the University of California and the SRU and 2865 bargaining units, was reached on Dec 16 2022.

**Therefore, let it be resolved**, rank-and-file dual EBDSA/UAW members listed on this resolution and with friendly comrades (UAW members), will disseminate literature for 2865 strikers in the context of this TA;

**Let it be resolved**, that EBDSA will articulate the following lines on our literature and social media:

- That we, East Bay DSA, support the workers' right to vote down a tentative agreement and continue their strike;
- and that, particularly given the extreme costs of living in the Bay Area, we and other community members view a COLA and the other suite of demands as reasonable and just demands;
- and that if workers decide to vote down the tentative agreement, our organization, and surely community members in general, will stand with them until the very end.

**Let it be resolved**, that EBDSA will allocate \$450 dollars for the mass printing of materials that are agreed upon by the majority of dual members for rapid distribution to UC Berkeley strikers in the event of a tentative agreement. These materials would, for example, include literature providing accurate information on what may come after the rejection of a tentative agreement, specifically the FAQ released by 2865 Bargaining Team members Jack D. and Stefan Y. (both also members of Santa Cruz DSA):

[https://docs.google.com/document/d/1bjV7ITUF2iEc4f9aFMxPNQ\\_F8a34v\\_oum8j8TlvcBMg/edit](https://docs.google.com/document/d/1bjV7ITUF2iEc4f9aFMxPNQ_F8a34v_oum8j8TlvcBMg/edit). EBDSA's Labor Committee co-chairs (Kendra M. and Zach W.) will oversee which materials receive funding and will communicate finances to the EBDSA treasurer.

**Let it be resolved**, that EBDSA will allocate \$250 for texting services or use of the chapter Spoke account. Dual card members will text coworkers with messaging in support of voting no against an unfavorable contract and/or promoting democratic decision making within the union (at the discretion of the texter)

**Finally, let it be resolved,** that in the event of a voted down TA, EBDSA will support a fundraiser event to raise money for an extended strike.