

SENATE RESOLUTION
[NUMBER - [SR-S21-012](#)]

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TITLE	Solidarity & Support for Student Workers

Background

As UCR returns to in-person instruction in the fall, we wish to show our unwavering support for the students that work on and off campus who face additive barriers on top of being a full-time student.

WHEREAS, around 2,800 students at UCR [work as student employees](#) on campus, which roughly equates to 10% of the student population.

WHEREAS, the University of California system is [the largest employer in the state of California](#), with over 190,000 employees as we have the larger portion of the economically disadvantaged students. As California continues to be the backbone of progressive politics, the largest employer should take action and be the flagship model for other companies and educational institutions to follow.

WHEREAS, the University of California system has gradually raised the wages of employees by [\\$1 per hour every year](#) until the base standard reaches \$15 an hour, which is planned to occur by the start of 2022. However, experts argue that the [minimum wage should be tied to inflation](#), to avoid a loss of purchasing power. Tying minimum wage to inflation would also ensure that future workers need not worry about having the student government step in and make an amendment such as this. According to the [Center for Economic and Policy Research](#), the minimum wage tied to inflation for 2020 would be \$24.

WHEREAS, student workers were one of the first groups to be laid off at the start of the Coronavirus Pandemic, and the majority of said workers are still unemployed. We must address the fact that student workers who have work study as a part of the financial aid process have money going unused due to [lack of work given to them](#). Work Study

program recipients need work hours in order to complete their programs. All UC campuses should create more opportunities for students to gain access to employment in order to utilize campus funded work study. This action will help limit student loans and students working too many hours in off campus employment.

WHEREAS, UC Lecturers are currently in the process of bargaining for a fair contract, one that aims to [“ensure job security, rehiring preferences, and workload improvements.”](#)

RESOLVED, That The Associated Students of UC Riverside -

- (1) *Let it be resolved*, advocates for the support of student workers, on and off campus, by means of promoting resources available to said workers through Scotmail and Social Media.
- (2) *Let it be further resolved*, support any future measures involving unionization, and contact Human Resources to ensure the fairness and ethical treatment of student employees on campus.
- (3) *Let it be further resolved*, emphasize the importance of student employees working through the Work Study program.
- (4) *Let it be further resolved*, support a campus-wide minimum wage that is tied to inflation.
- (5) *Let it be further resolved*, support the efforts of the over 17,000 UC student researchers in their effort to unionize, through social media and other forms of communication.
- (6) *Let it finally be resolved that* ASUCR work in close collaboration with labor groups on campus, and support future worker movements.

Cc:

Director of Employee and Labor Relations George Williams
Principal HR Policy and Communication Analyst Mary White
Chancellor Kim Wilcox
Vice Chancellor Brian Haynes
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Executive Vice President
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