

# AFSCME 3299 SUPPORT PLEDGE

As student and community organizations affiliated with the University of California, we are standing together with the workers who make the UC run every day. Right now, over 25,000 UC service and patient care workers, members of AFSCME Local 3299, are fighting for a fair contract that protects them and the dignity and respect of their families, patients, and students.

## Who Are We Fighting For

AFSCME 3299 members are 85% women, immigrants, and people of color. This fight is not only about economic equality, but also racial and gender equality.

- Among UC's low-wage workers, Black women face the greatest income disparities, and Black service workers have to work on average 6 years before reaching the starting wage of their white male counterparts;
- Black and Latinx employees make starting wages 20 and 21 percent less, respectively, than white folks hired to similar positions;
- From 1996 to 2015, there was a 37% decline in the share of Black workers in AFSCME-represented titles at the UC, which may be partly explained by UC's contracting out practices;
- Today, there is a higher percentage of Black UC outsourced workers at UCLA and UCB than UC career service workers; and
- The UC continues to ignore the intersectional Sanctuary Demands first delivered by workers and students in January 2017. A year later, UCB cook David Cole was assaulted by UCPD while peacefully protesting for his contract on Feb 1st, underlining the UC's poor treatment of Black workers. UC also rejects the proposed targeted local hire for formerly incarcerated workers—to ensure that our good union jobs are accessible to formerly incarcerated people.

## What Are We Fighting For

AFSCME 3299 demands:

- Fair wages, affordable healthcare, retirement with dignity, job security with no contracting out, ban the box, targeted local hire program, strengthened sexual harassment protections, increased wages for student workers, and non-collaboration with ICE.

UC's Last, Best, and Final offer to AFSCME service workers:

- A modest 2 percent raise - counteracted by eliminating step increases, attacking workers' job security by contracting out its workforce, proposing cuts to workers' healthcare and pension benefits, and ignoring all of our demands to strengthen the language to address racial and gender issues at UC.

Black and Latinx folks, low-wage workers, and other marginalized communities must often fight to be heard and treated fairly. **We call on the UC to make meaningful changes in its treatment and compensation of these groups - and all workers that make the UC system run - first and foremost by granting the workers of AFSCME 3299 a fair contract.**

We, the undersigned student and community organizations, pledge to support AFSCME 3299 members in their fight for racial and economic justice by:

- Sending a letter to UC President Janet Napolitano
- Coming out to support AFSCME 3299 actions
- Honoring all AFSCME 3299 picket lines, strikes and boycotts.