WE ARE PART OF A GROWING MOVEMENT.
TOGETHER, WE HAVE POWER.
WHAT IS A LABOR UNION?

- A labor union is an organization built by workers for workers. We educate, agitate, and organize around issues facing working people, like workplace rights, fair wages, workplace safety standards, anti-discrimination laws, and much more!

- Unions bargain and take collective action in order to win demands from their employer. These wins are codified into a legally binding contract.
INTRODUCTION TO YOUR UNION

- Our union was founded in the 1990’s when graduate students voted for representation with the United Auto Workers (UAW).

- We negotiate a contract with the university that outlines our workplace rights and benefits. We then work to enforce that contract.

- Our union is maintained at the campus level and statewide level by elected leadership - Unit Chair, Recording Secretary, and Head Stewards who participate in the statewide Joint Council.

- UCSWU (UAW-2865) is a social justice union. We represent 18,000 TAs, readers, tutors at ten UC campuses.

- We hold Monthly Membership Meetings, file grievances on behalf of our members to enforce the contract, and agitate for issues that are important to our members.
Current Contract Protections

- **Workload** - You cannot be required to work more than the hours you are paid for. You are never required to work more than 8 hours a day or 40 a week, or **220 a quarter**

- **Childcare Subsidy** - Any student-worker working at least 25% time who has children 12 or younger can receive a **$1100/quarter subsidy**

- **Appointment Security** - Once you accept an appointment, the university cannot take it away

- **Fee Remissions** - With at least a 25% time appointment, the University pays 100% of in-state tuition and the Student Service Fee, and **$100/quarter off campus fees**

- **Protections Against Sexual Harassment and Discrimination** - Our contract protects against workplace discrimination on the basis of race, color, religion, marital status, national origin, sex, pregnancy, sexual orientation, gender identity, physical or mental disability, citizenship, political activity, and union member status

- **Health Insurance** - Graduate student ASEs with at least 25% time appointments are eligible for **full healthcare fee remission** without caps

- **And much more!** Learn more about the contract at [www.uaw2865.org/contract](http://www.uaw2865.org/contract)
Our New Contract

- Last month, our union membership voted (by a slight majority) to settle our contract and end negotiations with the University after several months of bargaining.

- We won paid leave for student-workers to attend immigration-related appointments and hearings.

- We won more rights for student-workers with disabilities, specifically, the right to a process to determine workplace accommodations.

- We won a $200/quarter increase in the childcare subsidy, raising it to $1100/quarter.

- We won a $100/quarter fee remission.

- We won a 3% yearly raise, for the next four years.
BUT WE WANTED MORE!

UCSC VOTED 85% TO REJECT THE OFFER, BY FAR THE HIGHEST OF ANY UC CAMPUS.
What is the Union Doing Now?

- This academic year, we have a number of campaigns we’re working on

- Housing Justice - we are demanding that the university fund a housing stipend to all campus workers, and institute restrictions on the cost of campus housing. Sign our petition!

- Preventing Sexual Harassment - hold perpetrators accountable, and keep them off campus

- Reforming the Statewide Union - at Santa Cruz, our campus members are working towards making our union more democratic and more transparent.
UNION SOLIDARITY
WHY BECOME A MEMBER?

- The more students-workers who join, the more power we have

- To become a member there is a one-time initiation fee of $10. *Membership dues are 1.44%/month and are automatically deducted only while you work under contract.*

- Dues fund the cost of **member organizing**, legal services, negotiations, contract enforcement, union offices and supplies.

- Members can **vote in union elections** and **run for office**.
UC STUDENT WORKERS UNION

BECOME A STEWARD

WHAT IS A STEWARD?

Department stewards act as a link between their department and the union. They update members on union issues and upcoming events, and alert union activists to issues facing departments.

WHAT DO STEWARDS DO?

Stewards help members find solutions to workplace problems. They also organize department meetings as needed to mobilize members for each action and to build solidarity.

WHY DO STEWARDS MATTER?

Across the UC, we are seeing systematic violations of workplace rights such as workplace violations, sexual harassment, discrimination, unfair hiring practices, and more. Stewards help to identify and address these violations as they arise.

DOPE! HOW DO I BECOME A STEWARD?

Any union member in good standing can become a steward, including undergraduate readers and tutors. Stewards serve a one-year term, though they may renew if you are interested. Email: santacruz@uaw2865.org or call 909-778-0171.

UC STUDENT-WORKER UNION (UAW 2865)

OUR DEMANDS

• Equal access for all undocumented workers!
• All-gender bathrooms!
• Disability justice!
• Support for student families
• Living wages and smaller class size!
THERE IS A HOUSING CRISIS IN SANTA CRUZ.
Our union has made housing justice a central goal this year.

Rent in Santa Cruz has increased an average of 52% in the past 4 years.

68% of Santa Cruz renters spend over one-third of their income on rent, defined as “rent burden.”

Santa Cruz is one of the least affordable rental markets in the WORLD when median income and median rents are taken together.

Through community organizing, we passed a temporary “rent freeze” in February - this expires on election day.

Wages vs. Rent Increases (www.santacruzrentcontrol.org/measure-m-faq/)
MEASURE M and PROP 10

- Our union has endorsed Measure M

Measure M:
- Rent Control
- Just Cause Eviction Protections
- Rent Board

Prop 10 - Expands Rent Control protections in CA

Measure H - Affordable housing bond

- The housing crisis in Santa Cruz is complex and will require comprehensive solutions but Rent Control is the only thing that will stabilize our community and keep renters in their homes NOW, while we work on the problem!
REGISTER! VOTE LOCALLY!

- Election Day: November 6
- Voting locally matters! *Students will decide this election!*
- Last day to Register: October 22
- Election-day voter registration on campus
- More information visit: 
  - www.santacruzrentcontrol.org
**Sign our Petition for Housing Justice!**

**DEMANDS**

- The university must **reduce on-campus housing costs for graduate students so that they do not exceed 30% of average TA salary**. The cost of rent for all new campus housing must not exceed 30% of average TA salary.
- The university must **reduce on-campus housing costs for undergraduate students** in line with graduate housing to address rent burden among undergraduate students on- and off-campus.
- The university must **provide a housing stipend to mitigate the costs of living in Santa Cruz** for students and workers who are unable to secure campus housing.
- Funding for housing-related **costs must not be designated at the expense of vital student programs** that support marginalized students (e.g. poor, working class, students of color, and LGBTQ students) or derived from other current cuts to any union employee benefits, services, or entitlements.
- The university must take a **proactive role in advocating for policies that promote affordable housing** in the city of Santa Cruz, including Measures H and M and Proposition 10. The university will work in conjunction with student government and campus unions to support policies aimed at mitigating the impact of increased enrollment on the local community.
UPCOMING EVENTS

● Monthly Membership Meeting
  ○ Wednesday, Oct. 17
  ○ 6:00-8:00 pm
  ○ Graduate Student Commons

● Pub Nights
  ○ October 10 @ 8 PM
  ○ Poet and Patriot bar
  ○ UAW members receive discounted drinks

● Fosta-Sesta event
  ○ Oct 12, 6-8 at Redwood lounge

● No Place Like Home
  ○ October 18, 7PM- 9PM @ Santa Cruz Civic Auditorium

● Contact Info and Other Resources
  ○ Email: santacruz@uaw2865.org
  ○ Website: www.uaw2865.org
  ○ Phone: 510-549-3863
  ○ Twitter: @uaw2865
  ○ Facebook: UC Student Workers Union UAW-2865 Santa Cruz
  ○ www.santacruzrentcontrol.org