

## Resolution To Build A Stronger, Larger, and More Democratic Union

### **Whereas:**

The foundation of a Union's strength is the active participation of its membership.

Today, only 53 percent of those UPTE represents have become members.

Workers that UPTE represents - and hopes to represent - will only become members and organize their co-workers to participate in the Union if UPTE works to understand and address the issues that matter most to them.

The diversity of our job titles means that we have a large variety of unique worksite issues and the most pressing issues are often those that affect individual worksites and job titles.

Workers from these worksites and job titles will be in the best position to organize and represent their own co-workers on these issues.

We have won important contract provisions at UC that allow employer-paid time for representation for up to 20 members at each campus but have barely used these until just recently.

We have already recruited more than 250 Unit and Worksite Representatives at UC and LBNL and are developing a similar structure for our MSJC contract negotiations. We have a long way to go as we prepare for contract negotiations at UC, COS, Butte, MSJC, and LLNL in the next 2 years.

The support of UPTE leadership, staff, and legal counsel have been instrumental to the success of our representative structure, contract negotiations, and new organizing in the past year and will only continue to be needed.

UC has removed hundreds - if not thousands - positions from our existing bargaining units in an attempt to weaken and break our Union.

Thousands of UC and National Lab workers lack Union representation and are treated as second-class employees: forced to bear the brunt of cuts that are then proposed to represented workers.

Part-Time Faculty teach the majority of hours at our Community Colleges yet are treated as second-class employees with lower pay, few benefits, and little job security.

The economic, political, social, and ecological crises facing all workers are only intensifying.

### **Be it resolved that:**

UPTE will continue developing our Unit and Worksite Representative Councils at all of our employers in order to increase membership and better understand the needs and desires of our members and future-members as we prepare for new contract negotiations.

UPTE's Unit and Workplace Representatives will serve as the primary means of addressing workplace issues and member concerns on each campus.

UPTE's leadership will prioritize and be empowered to support and develop these Unit and Workplace Representative Councils, our bargaining teams, and new organizing efforts by providing support themselves, members, as well as that of staff and legal counsel.

UPTE will prioritize bringing non-Union titles into our bargaining units to grow our Union, increase workplace density and shop-floor power, stop attempts to bust our Union, and provide career advancement opportunities for our members.

UPTE will continue to support Administrative and Student Services Professionals and Los Alamos Lab workers as they organize in their worksites with the goal of winning representation.

UPTE will use our increased power to fight for improvements at work every day and for the changes that we need in our communities to address the economic, political, and climate crises.

UPTE will support community college members by a full time staff member that coordinates community college chapters.

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