

**CAPACITY CONSTRAINED MORALITY**

A BRIEF HISTORY

*of* COMMUNITY RESISTANCE  
and LABOR ACTIVISM

at the UNIVERSITY

*of* WASHINGTON



**W**

COMPILED & PRODUCED BY  
UW UNDERGRADUATES - SEP, 2019

# CAPACITY CONSTRAINED

Whether you're a student, a worker, a visitor, or all of the above, welcome to the University of Washington. By now, we're sure you've already received a laundry list of achievements, statistics, and historical milestones that the University of Washington boasts -- information intended to woo and impress prospective students.

This. Is. Not. That.

Because beneath the veneer of prestige and knowledge, beyond the facade of progress and diversity, we are left to wonder: "**What are the true values of UW?**" and "**Who does UW really serve?**" To that end, this zine was created to ask and answer critical questions about the students, staff, administration, corporations, and systems that have made the university what it is today. More to the point, we aspire to highlight the rich history of activism and resistance that lives and thrives on this campus, and in the greater Seattle area.

Researched and compiled by UW undergrads, our hope is to illuminate the gaps in UW's history that invisibilize collective struggle. It is our conviction that the students and workers of this institution not only matter, but that their/our labor has been **the** defining force for change throughout time. As history will show, the

# MORALITY

University of Washington routinely engages in patterns of abuse, exploitation, negligence, and deception. Our challenge, as students, as workers, as members of the university community, is to refuse this as a reality of higher education, to imagine things differently, just as so many individuals and collectives have done before us.

To do this we need to establish a record of the past and present that too often goes unspoken. Perhaps because it is outrageous, shameful, forgotten, ignored. Whatever the case may be, what follows are our efforts to do this, along with the intention to reconsider our role, our labor, and ultimately, our power. In direct contrast to UW's tagline "Be Boundless," we have titled this project "Capacity Constrained Morality," to signal that UW's practices are in fact not as "boundless" as they would like you to think.

So let's begin.

Q.R.

K.C.

K.K.

S.M.



# TABLE OF CONTENTS

• ACKNOWLEDGEMENTS.....	1
• LAND ACKNOWLEDGEMENTS.....	2
• GENERAL TIMELINE.....	3
• INTERNATIONAL SOLIDARITY.....	10
• BOYCOTT & DIVESTMENT.....	21
- PRISON LABOR DIVESTMENT.....	36
• WORKERS ON CAMPUS.....	48
• STUDENT RESOURCE GUIDE.....	76
- ACRONYMS.....	77
- WAGES.....	82
- CLASS RESOURCES.....	83
- STUDENT GROUPS & CENTERS.....	84



## ACKNOWLEDGEMENTS

Throughout the course of this zine, you'll notice a particular amount of attention has been given to labor issues, workers' rights, and the multitude of struggles that extend from class difference. But by no means can we hope to address these injustices without an equal seriousness towards capitalism and colonization on the whole, in all the ways it manifests.

Therefore, the authors of this zine firmly refute class reductionism in favor of a vision of liberation that is whole. Be it patriarchy, racism, anti-blackness, homophobia, transphobia, xenophobia, ableism, imperialism, Western hegemony... the list goes on. We acknowledge these too as systems that overlap in a complicated matrix -- systems which perpetuate violence disproportionately against people of color, indigenous communities, women, immigrants, queer and trans folx, disabled folx, workers, and more, both nationally and abroad. We consider it crucial that we renounce them all.



## LAND ACKNOWLEDGEMENT

The University of Washington, like the rest of the United States of America, resides on occupied, unceded indigenous land. What has come to be known as the City of Seattle sits on land formerly cared for by the Coast Salish and Duwamish\* peoples. In acknowledging and honoring the original stewards of this land, we likewise recognize the horrific (ongoing) violence of settler colonialism, and seek to resist the erasure of indigenous histories. Furthermore, we strongly emphasize the importance of decolonization\*\* in our pursuit of collective liberation.

\* *Make rent payments to the Duwamish Tribe at [www.realrentduwamish.org](http://www.realrentduwamish.org)*

\*\* *Suggested Reading: "Decolonization is Not a Metaphor" by Tuck and Yang*

# GENERAL

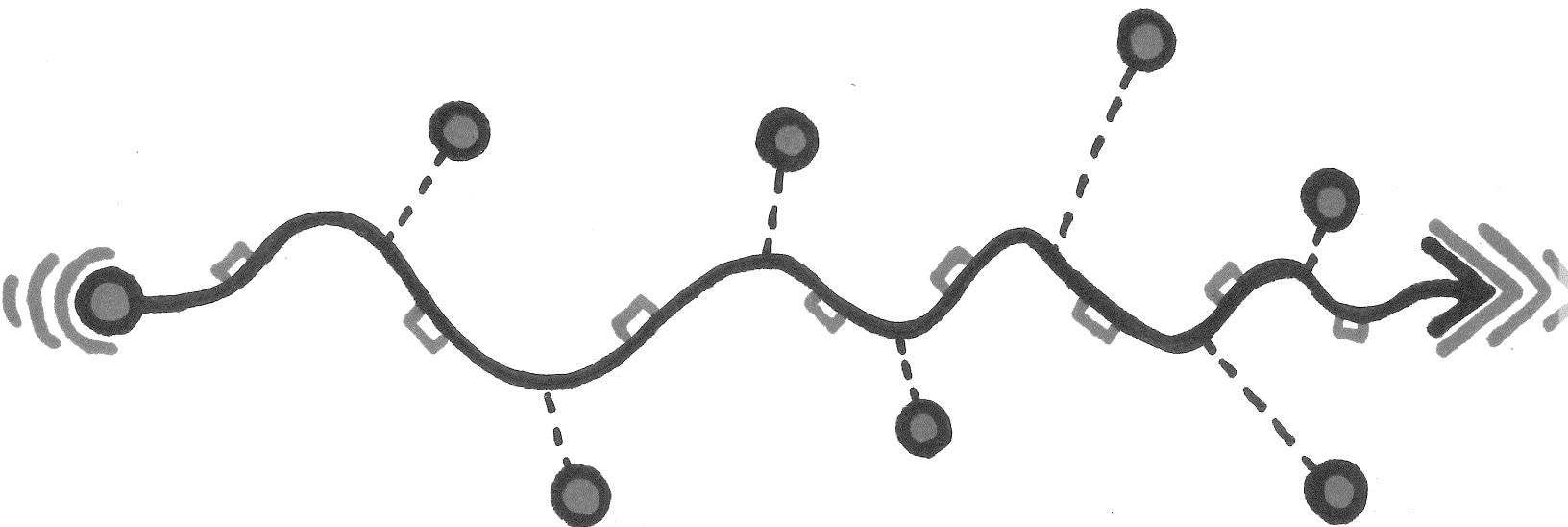
# TIMELINE

just a friendly reminder...

from  
"Ebony and Ivy:  
Race, Slavery,  
and the Troubled  
History of  
America's  
Universities")

"European nations founded academies to secure their colonial interests, and they supported these schools by exploiting the decline of Indian nations and the rise of African slavery..."

"...In short, American colleges were not innocent or passive beneficiaries of conquest and colonial slavery. The European invasion of the Americas and the modern slave trade pulled peoples throughout the Atlantic world into each others' lives, and colleges were among the colonial institutions that braided their histories and rendered their fates dependent and antagonistic. The academy never stood apart from American slavery—in fact, it stood beside church and state as the third pillar of a civilization built on bondage."





# GENERAL

**July 1850 - Occupation of Native Lands**  
Settler/Colonial expansion began to sink roots into the Pacific Northwest, isolating and expelling the native inhabitants.

# TIME LINE

**July 1855 - The "Treaty" of Point Elliott**  
This treaty deceptively promised the Duwamish Tribe certain rights in exchange for 55,000 acres of land, including the UW.

**March 1856 - The Battle of Seattle**

After it became clear that settlers had no intentions of fulfilling the promises of the Treaty of Point Elliott, multiple uprisings shook the region.

**December 1856 - Territorial University of Washington Opened**  
On the request of Isaac Stevens (as in "Stevens Way"), the University of Washington was established on Denny's Knoll in what is now downtown Seattle.

**January 1874 - Racism Stirs at UW**

White parents complain to the Board of Regents for allowing "colored" children to take classes at the university.

**April 1862 - The Morrill Act Lays the Groundwork for ROTC**  
Territorial Legislature specified that one of the UW's four original institutional departments would be dedicated to the study of military science. The Morrill Act was enacted by Congress in 1862, requiring land-grant colleges to offer courses in military training.

**December 1895 - The Metropolitan Tract**

In 1895, the University of Washington was relocated from downtown to its current location in Northeast. The original site remains property of UW and generates millions of dollars annually. It is known as the "Metropolitan Tract."

**April 1909 - Alaska Yukon Pacific Exposition**

**April 1917 - Women's Center is Shut Down**

The US government commandeered the Woman's Building to support the war effort. Campus and community women made numerous efforts to obtain an alternate space, but their pleas were left unanswered.

**February 1919 - WWI & IWW, Seattle General Strike**

The rise of imperialism was met with resistance from working class movements, precipitating in the nation's first General Strike in Seattle.

**July 1925 - July 1935 - Great Depression at UW**

Responses to increased enrollment are met with budget cuts and austerity by newly elected Republican governor Roland Hartley. Like today, the result was overcrowded classes, and increased tuition rates.

**September 1936 - Anti-Nepotism Resolution**

During the Great Depression, concern over dual income families in Washington led the University of Washington to quietly pass an "anti-nepotism" resolution in 1936, banning the University employment of more than 1 member of any household. Working wives became the target of public animosity.

**February 1942 - Japanese Students' Compulsory "Relocation"**

Under executive order 9066, 440 Japanese American UW Students are "relocated" to a camp in the Puyallup Fairgrounds as the US goes to war with Japan.

**July 1948 - Allen's Red Scare**

McCarthyism makes it's way to the University of Washington under University President Raymond B. Allen, prompting a "hearing" of 11 UW professors. 1 was ultimately dismissed. Allen defended his anti-communist stand an became one of academia's -- and the country's -- most outspoken anti-communists.

**April 1967 - Stokely Carmichael Speaks at UW**

Stokely's talk at UW in the spring of 1967 was seminal in inspiring black UW students to organize for political demands.

**November 1967 - Vietnam War Protests Gather Momentum**  
Student protests gainst Down Chemical Recruitment at UW show student power and organizational strength in one of the largest demonstrations in UW history

**February 1968 - "Men's Day" Disrupted by Radical Women**  
6 members of the group "Radical WOMen" protested the appearance of Playboy Playmate Reagan Wilson at "Men's Day."

**February 1968 - UW Black Student Union is Established**  
Following a pivotal Black Youth Conference in November of 1967 in Los Angeles, black students at the University of Washington established their own BSU -- a merging of the Afro-American Student Society and the Seattle chapter of the Student Nonviolent Coordinating Committee.

**March 1968 - Experimental College Opens**  
Taking an example from Tuft University EXCO, UW starts a non-credity based low cost student led curriculum.

**May 1968 - BSU Students Occupy Administration Building**  
After UW President Odegaard ignored the demands of the BSU to increase diversity, the take matters into their own hands.

**April 1968 - UW Vietnam War Complicity**  
Ater cold war crackdowns, student movement grew large and visible again in opposition to the Vietnam War. One well attended event in April 1968, was a mock trial of the university that examined the evidence for UW's complicity in waging war, finding the university guilty on 4 counts, as quoted in the UW Daily.

**May 1968 - CIA Funds Research at UW**  
The Far Eastern Department reveals that it had accepted funding from the Central Intelligence Agency.

## September 1968 - La Raza Comes to Campus

Chicano students were recruited to the UW for the first time by the Special Education Program, enrolling in the fall of 1968. There they were politically activated by their personal connection to the social problems facing Chicanos in Washington, the momentum of the Civil Rights Movement, farm worker movements, and the milieu of radical student mobilization they found on campus.

## May 1970 - Student Strike Against the Vietnam War

The May 1970 student strike at UW was part of a national week of student strikes, organized in reaction to the expansion of the Vietnam War in Cambodia, the killings of student protesters at Kent State University, and "to reconstitute the University as a center for organizing against the war in Southeast Asia."

## May 1983 - Women's Center Rediscovered

A resurgent feminist movement sparked the rediscovery of the Women's Center which has been used for storage since its closure in 1917.

## May 1997 - Coalition for Domestic Partnership Wins

A broad coalition advocating for domestic partnership and equality wins housing equality for same-sex partners.

## November 1999 - UW Students Join WTO Protests

Student groups at UW mobilized to join the WTO protests against free trade in 1999. They organized campus protests, a student walk-out, and were instrumental in the city protests. Representatives from the "No to WTO" student group, "Direct Action Network," "People for Fair Trade," BSU, and MEChA were among the participants.

## June 2001 - UAW Grad Student Strike

Following a stalemate in contract negotiations, TA's at the University went on strike beginning June 1st, in what was the first ever TA strike on campus. They continued their strike until the official end to the quarter, on June 15th.

## June 2002 - UW Students Protest Madeleine Albright's Graduation Speech

Madeleine Albright (former secretary of state) was selected as UW's graduation speaker in 2002. In response, student leaders from Middle Eastern and Latinx groups, as well as the International Socialist Organization, were among those campaigning for graduates to turn their backs on her during her speech.

**September 2005 - UW Dream Project**

The UW Dream Project was founded in 2005 by undergraduate students. Student participants mentor low-income high school students, providing college assistance in post-secondary planning, including college applications. In the process, mentors also engage with curriculum on empowerment and topics of social justice.

**April/May 2006 - UW MEChA Students Join Immigrants' Rights Protests**

**May 2006 - Henry M. Jackson and the International School**

A bust of Henry M. Jackson, namesake of the Jackson International School, is taken out of storage. Jackson was a coldwar anti-communist senator, central to the internment of Japanese in Washington during WWII. His bust had been in storage for 21 years, due to concern about possible protests.

**June 2006 - UW Divestment from Sudan**

UW students, led by STAND UW, urged the Board of Regents to divest from companies whose activities supported the Sudanese government. The Board of Regents voted to halt investments in June 2006

**June 2010 - Campus Sustainability Fund Secured**

**September 2010 - UW Cuts Ties with Sodexo**

UW ended its 25-year relationship with Sodexo following a massive campaign by UW USAS and the UW Kick Out Sodexo Coalition. The decision is a major boost to a campaign by students across the US, UK, and Canada in solidarity with Sodexo workers in the Dominican Republic facing a fierce crackdown from the company as they struggle against sweatshop conditions. Sodexo's services are later replaced by ARAMARK.

**December 2011 - High School Students Rally at UW**

Students from multiple highschools around Seattle rally at UW to protest the neoliberal attack on higher education

2011-2012 - UW Cuts Ties with Adidas Following USAS Protests

January 2012 - UW general assembly - Occupy Wallstreet at UW

Inspired by the highschool student rallies from winter quarter, members of various student groups call for a General Assembly at UW to unite forces.

September 2012 - Gender-Neutral Housing Implemented

April 2013 - Diversity Credit Requirement Passes Faculty Senate

After 2 decades of being stonewalled by the administration, student groups successfully pass a minimum diversity requirement at UW.

June 2013 - Graduates Address Jon Huntsman

SUPER (Students United for Palestinian Equal Rights) send an open letter to 2013 commencement speaker Jon Huntsman, for his connections with Caterpillar Inc. and its complicity in human rights violations in Palestine. The letter is signed by hundreds of students, alumni, faculty, and community organizations.

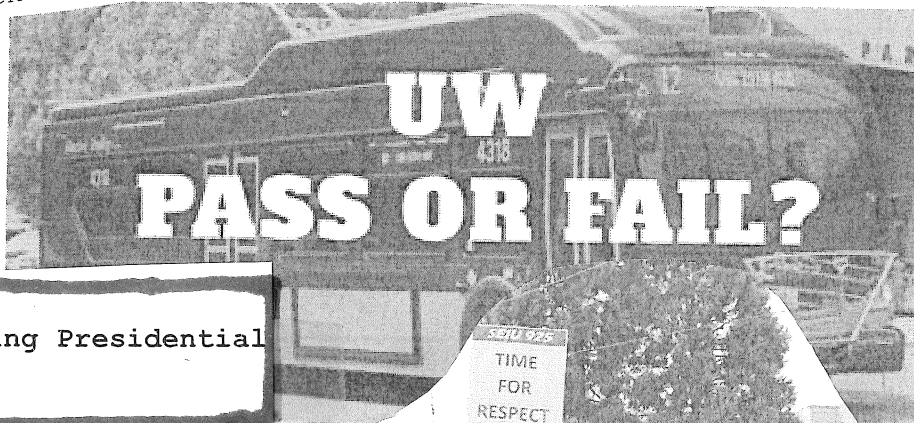
2015-16 - Driscoll's Berry Boycott

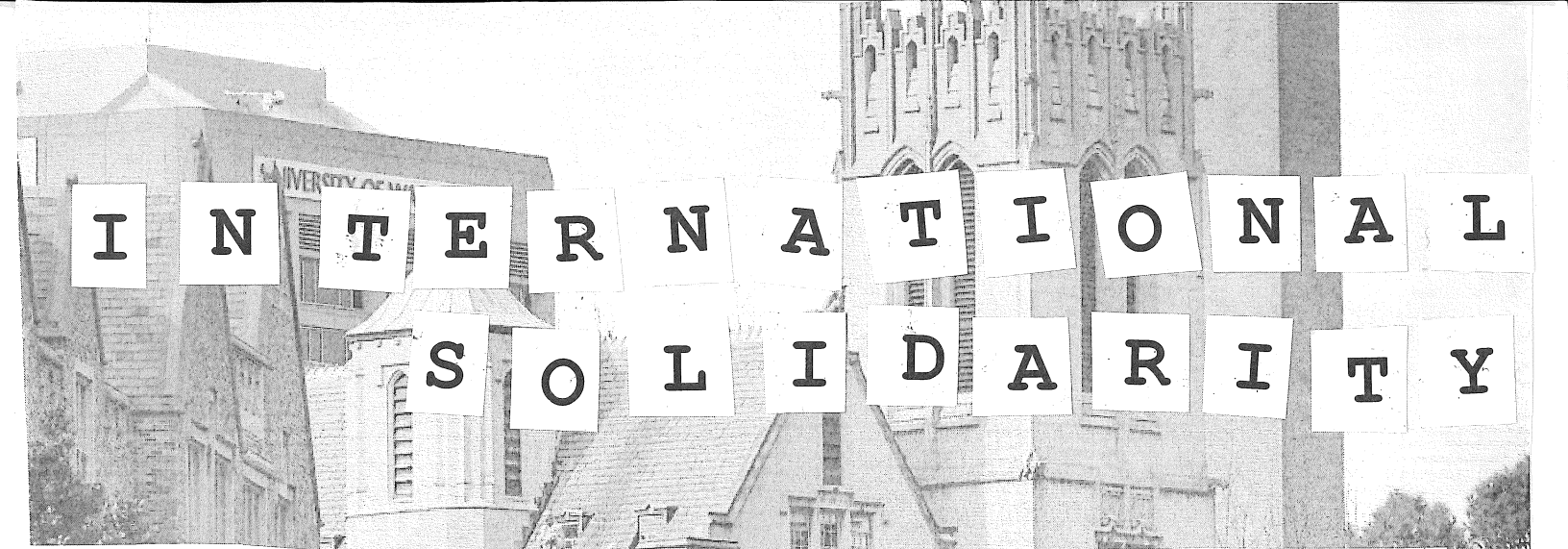
2017 - J20 Rally in Red Square Following Presidential Election

2017-18 - UW Consolidated Laundry

2018 - UAW Grad Student Strike

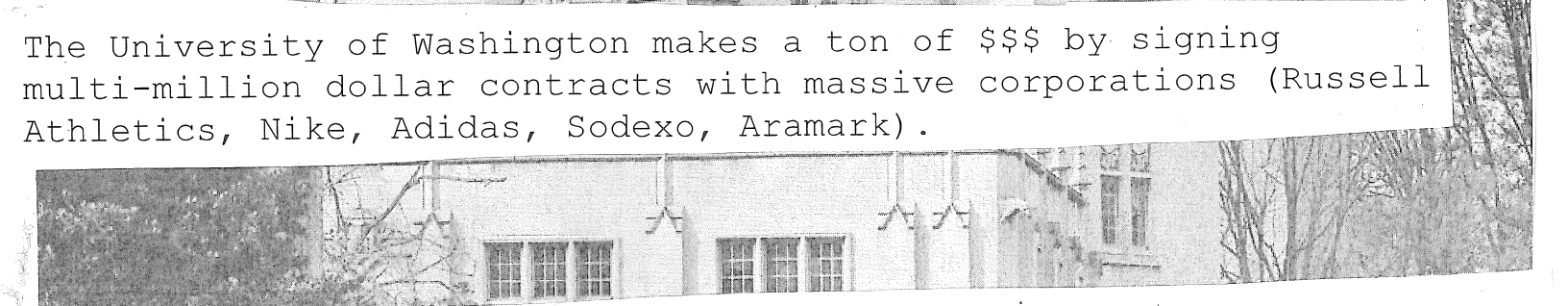
2019 - U Pass or Fail Rallies



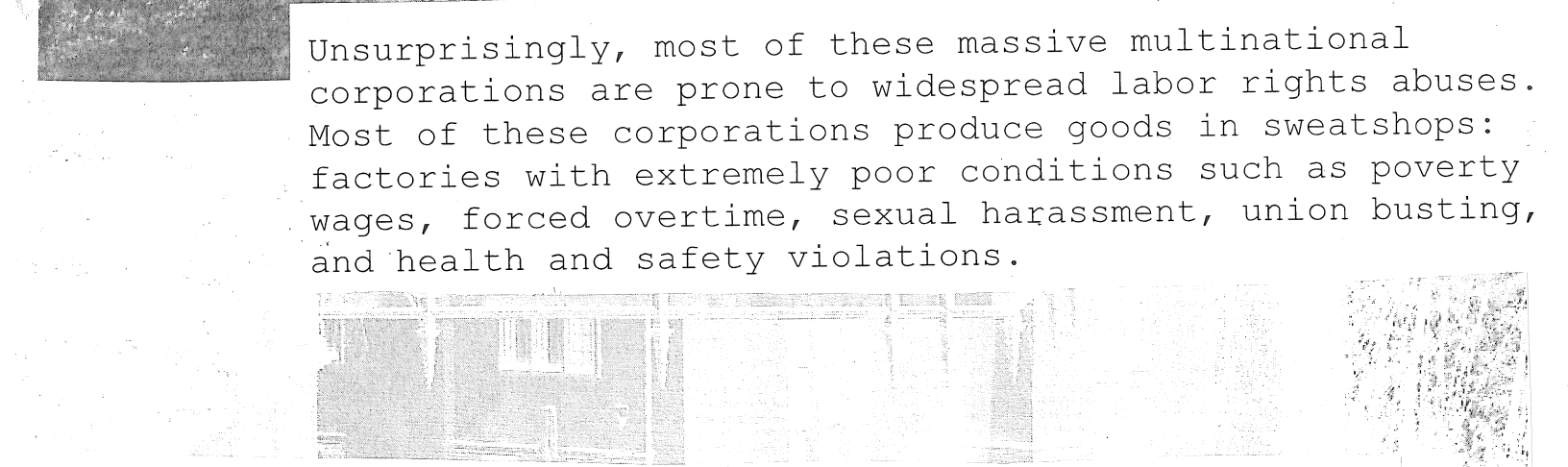


# I N T E R N A T I O N A L S O L I D A R I T Y

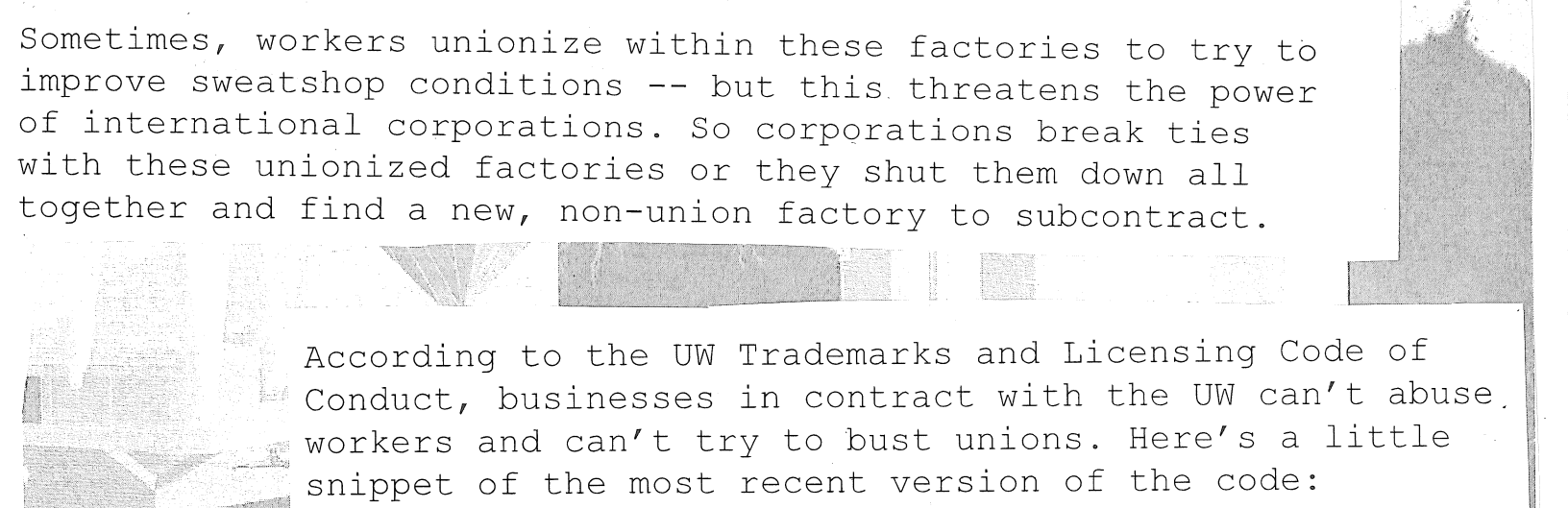
The University of Washington makes a ton of \$\$\$ by signing multi-million dollar contracts with massive corporations (Russell Athletics, Nike, Adidas, Sodexo, Aramark).



Unsurprisingly, most of these massive multinational corporations are prone to widespread labor rights abuses. Most of these corporations produce goods in sweatshops: factories with extremely poor conditions such as poverty wages, forced overtime, sexual harassment, union busting, and health and safety violations.



Sometimes, workers unionize within these factories to try to improve sweatshop conditions -- but this threatens the power of international corporations. So corporations break ties with these unionized factories or they shut them down all together and find a new, non-union factory to subcontract.



According to the UW Trademarks and Licensing Code of Conduct, businesses in contract with the UW can't abuse workers and can't try to bust unions. Here's a little snippet of the most recent version of the code:

## Code of Conduct

The University of Washington is affiliated with both the Fair Labor Association (FLA) and the Worker Rights Consortium (WRC) to help ensure that products bearing University marks are not manufactured by companies utilizing abusive labor practices. The University, in connection with the IMG College Licensing (IMGCL), FLA, and WRC, has adopted Labor Code Standards that cover various issues, including wages and benefits, working hours, child labor, health and safety, and freedom of association. These standards are monitored and enforced at factories around the world by both the Fair Labor Association and Worker Rights Consortium.


**Working Hours:** Except in extraordinary business circumstances, hourly and/or quota-based wage employees shall (i) not be required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture or, where the laws of such country do not limit the hours of work, the regular work week in such country plus 12 hours overtime; and (ii) be entitled to at least one day off in every seven day period.

**Wages and Benefits:** Licensees recognize that wages are essential to meeting employees' basic needs. Licensees shall pay employees, as a floor, at least the minimum wage required by local law or the local prevailing industry wage, whichever is higher, and shall provide legally mandated benefits.<sup>1</sup>

**Overtime Compensation:** In addition to their compensation for regular hours of work, hourly and/or quota-based wage employees shall be compensated for overtime hours at such a premium rate as is legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

**Nondiscrimination:** No person shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.

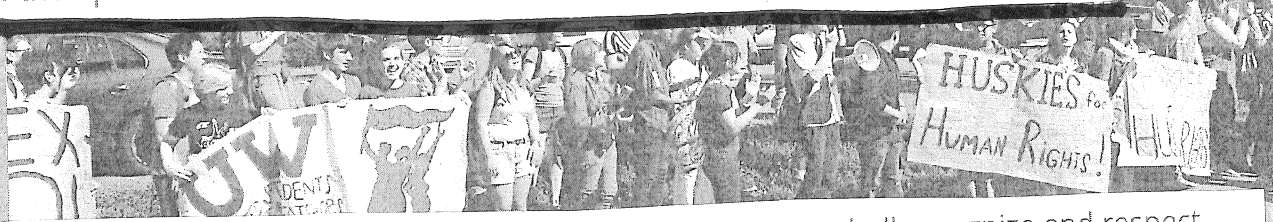




**Forced Labor:** There shall not be any use of forced prison labor, indentured labor, bonded labor or other forced labor.

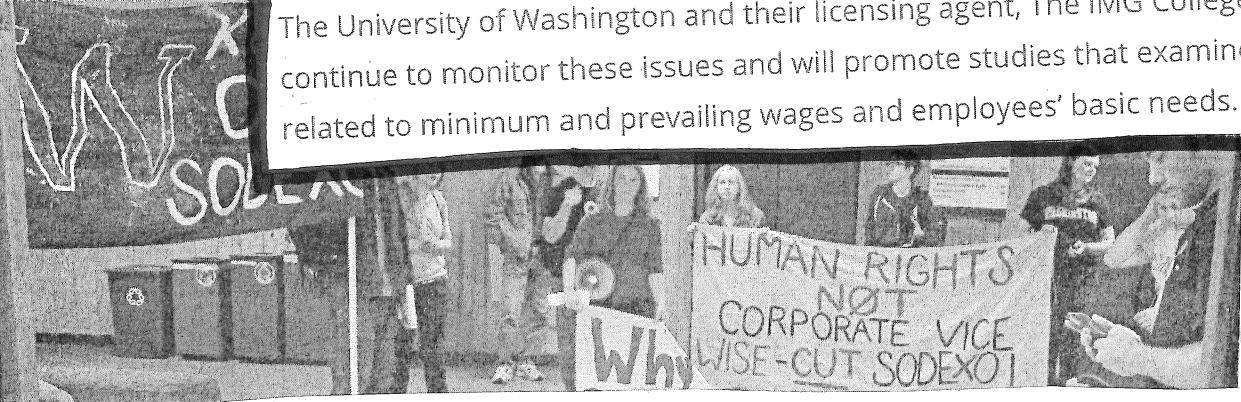
**Harassment or Abuse:** Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse. Licensees will not use or tolerate any form of corporal punishment.

**Health and Safety:** Licensees shall provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Licensee facilities.



**Freedom of Association and Collective Bargaining:** Licensees shall recognize and respect the right of employees to freedom of association and collective bargaining.

The University of Washington and their licensing agent, The IMG College Licensing, will continue to monitor these issues and will promote studies that examine conditions and factors related to minimum and prevailing wages and employees' basic needs.

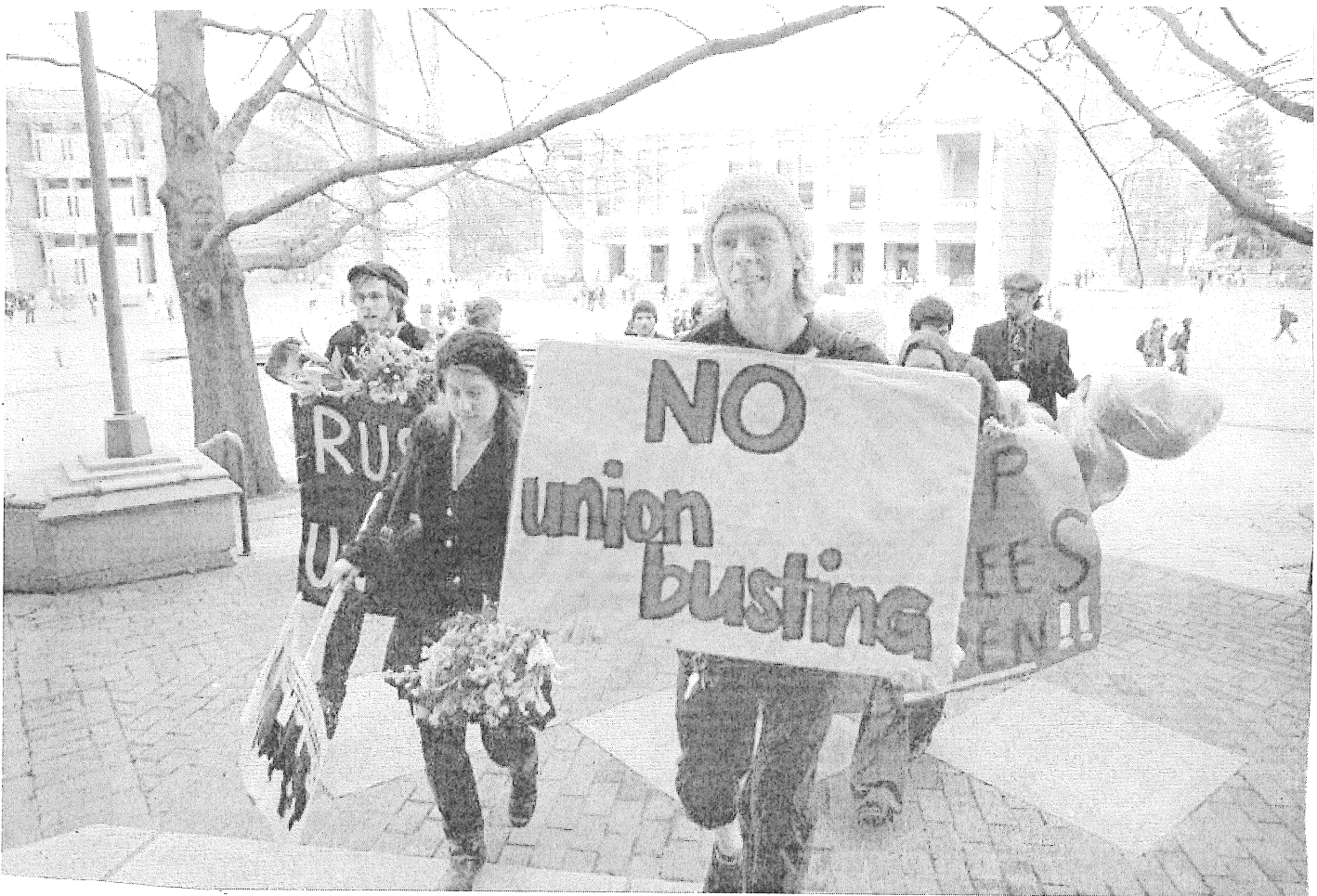


Unfortunately, the UW is not always wildly enthusiastic about enforcing the labor standards in its own code of conduct when these contracts are worth hundreds of millions of dollars.

This is where student groups like **Student Labor Action Project (SLAP)** and **United Students Against Sweatshops (USAS)** come in. In the past 2 decades, these groups (along with many other coalitions) have put pressure on the University to actually respect human rights (as defined in their own code) and end contracts with corporations that exploit workers.

In October 2008, workers at a Honduran factory, Jerzees de Honduras, attempted to unionize. In response, **Russell Athletics**, a company that produced UW logo apparel, illegally closed the factory and laid off 1,200 workers in

an attempt to break the union. In February of 2009, students organized by SLAP (Student Labor Action Project), successfully pressured the UW **to end its contract with Russell Athletics entirely (!)** UW was one of over 100 schools to end contracts with Russell Athletics, following pressure by student groups. Eventually, in November of 2009, Russell rehired the 1,200 workers.

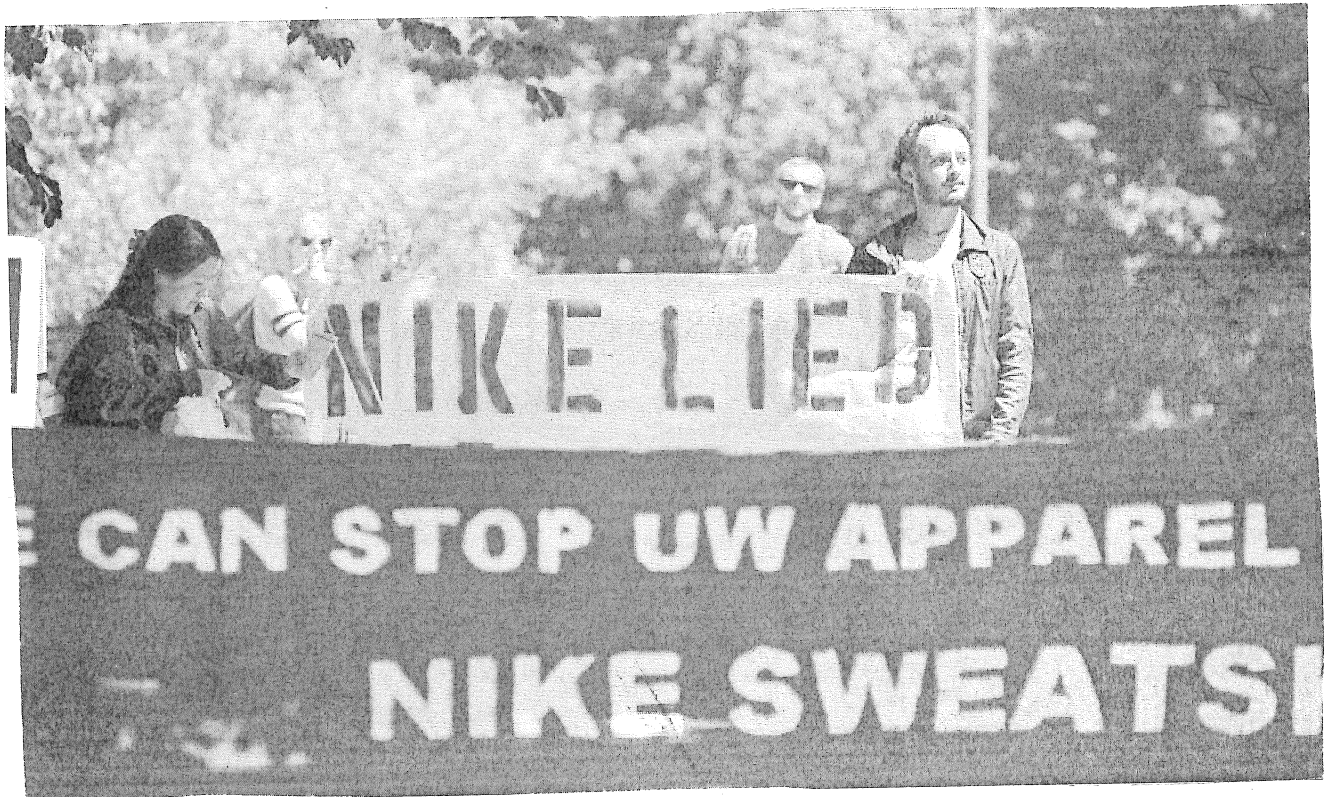


In January 2009, two factories subcontracted by **Nike** were shut down after the workers unionized: Hugger de Honduras and Vision Tex. **All workers were laid off and given no severance pay.** Students organized by SLAP and USAS protested the office of UW President Mark Emmert, urging the UW to cut their contract with Nike and demanding severance pay for all laid off workers. In February 2010 (yes, more than a year after the workers had illegally lost their jobs), UW

President Mark Emmert, following months of SLAP protests and the recommendation of the Advisory Committee of Trademarks and Licensing (ACTL), sent Nike a 90-day notice to "properly respond" to the situation. Initially, Nike denied responsibility, but in July 2010, Nike agreed to pay \$1.54 million in severance pay.

SLAP had pressured the UW to terminate its licensing contract with Nike -- which was not a huge request -- the UW had ended its contract with Russell Athletics just a year before over union-busting -- but this option was never on the table for the UW Administration. This was no shocker -- **then-UW Provost Phyliss Wise was on the Nike Board of Directors!**

\$\$\$





In 2015, **Nike** refused to allow the Workers Rights Consortium (WRC) into a Vietnamese factory called **Hansae**. The WRC is an independent labor watchdog that inspects factories where UW apparel is manufactured. Workers at Hansae were subjected to serious human rights abuses: fainting on the job due to temperatures over 90°F, wage theft, illegal recruitment fees imposed by managers, verbal and physical abuse, pregnancy discrimination, forced overtime, denial of sick time and bathroom breaks, exposure to dangerous chemicals, and more. These human rights abuses were obvious violations of the UW supplier code of conduct, but as usual, the UW didn't really care. This prompted an eventually successful 2-year USAS campaign urging the UW to terminate its contract with Nike if Nike did not agree to allow WRC inspections.



**Facts about Hansae -- a Vietnamese Factory where your UW Nike apparel is made :**

- The average Nike worker must provide for 2 and a half people on one salary, which is constantly under threat of being withheld if workers violate any factory rules.
- Workers have been reprimanded or fired for sitting down, going to the restroom, or even yawning.
- Temperatures in the factory are frequently over 90 degrees F, but workers are discouraged from drinking water to reduce bathroom breaks. Workers pass out often.
- **Workers work 7 days a week, 10-14 hours per day. However, the average salary is only \$153/month -- between \$0.39/hour \$0.55/hour.**

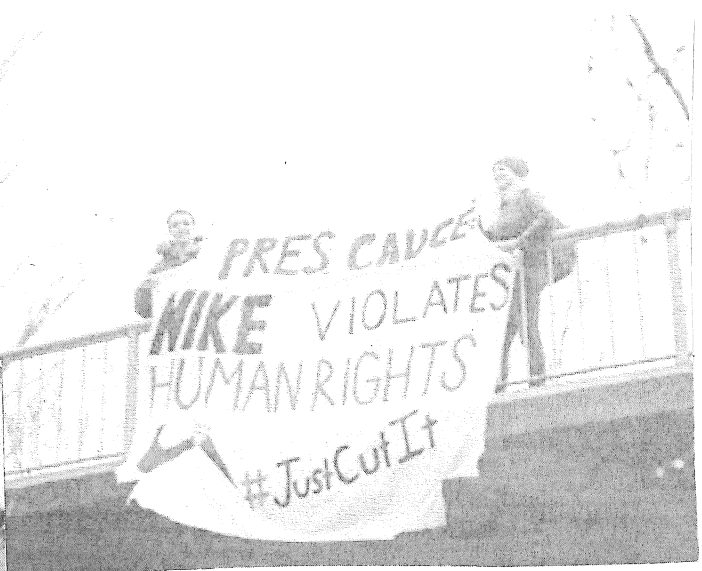
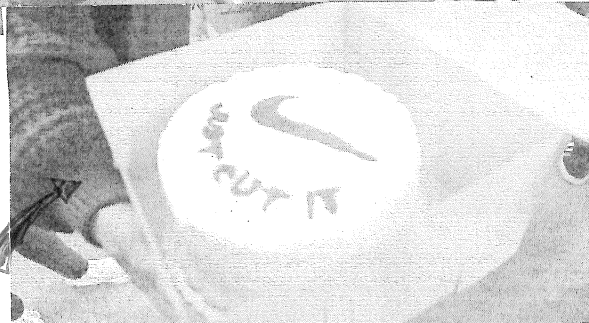
Your Nike Air Huaraches cost the same as the entire month salary of the factory worker who made them, but when workers ask for breaks, a slightly higher wage, or a chair to sit on while working a 14 hour shift, they face abuse, threats, and firing.

Following **2 years** of student pressure, UW signed a new contract\* with Nike in 2017. The contract was authored by the ACTL, and required Nike to comply with UW labor codes and allow the WRC the right to investigation.



USAS staging a die-in in the UW book store

USAS delivering AMC a b-day cake



\* even though we now have an athletics sponsorship

W/ Adidas, we still have a licensing contract  
W/ Nike.

In January of 2011, an Indonesian factory subcontracted by **Adidas**, PT Kizone, was closed, leaving more than 2,800 workers unemployed. Adidas refused to pay \$1.8 million in owed severance pay, which was a violation of the UW code of conduct. Following almost **two years** of USAS protests and recommendation by the ACTL, UW cut its licensing contract with Adidas in November of 2012. **However, as of 2018, we now have a brand new 10-year, \$120 million licensing and athletics contract with Adidas.**

When this 10-year contract with Adidas was negotiated and signed in 2018, the UW did not involve the ACTL. Perhaps more disappointing (although not surprising) is the fact that there was little student dissent. This \$120 million contract was signed just 6 years after students pressured the UW to break all ties with Adidas, and it's not as if Adidas doesn't rely on sweatshop labor anymore. **The UW corporate machine thrives on our apathy and our amnesia.**

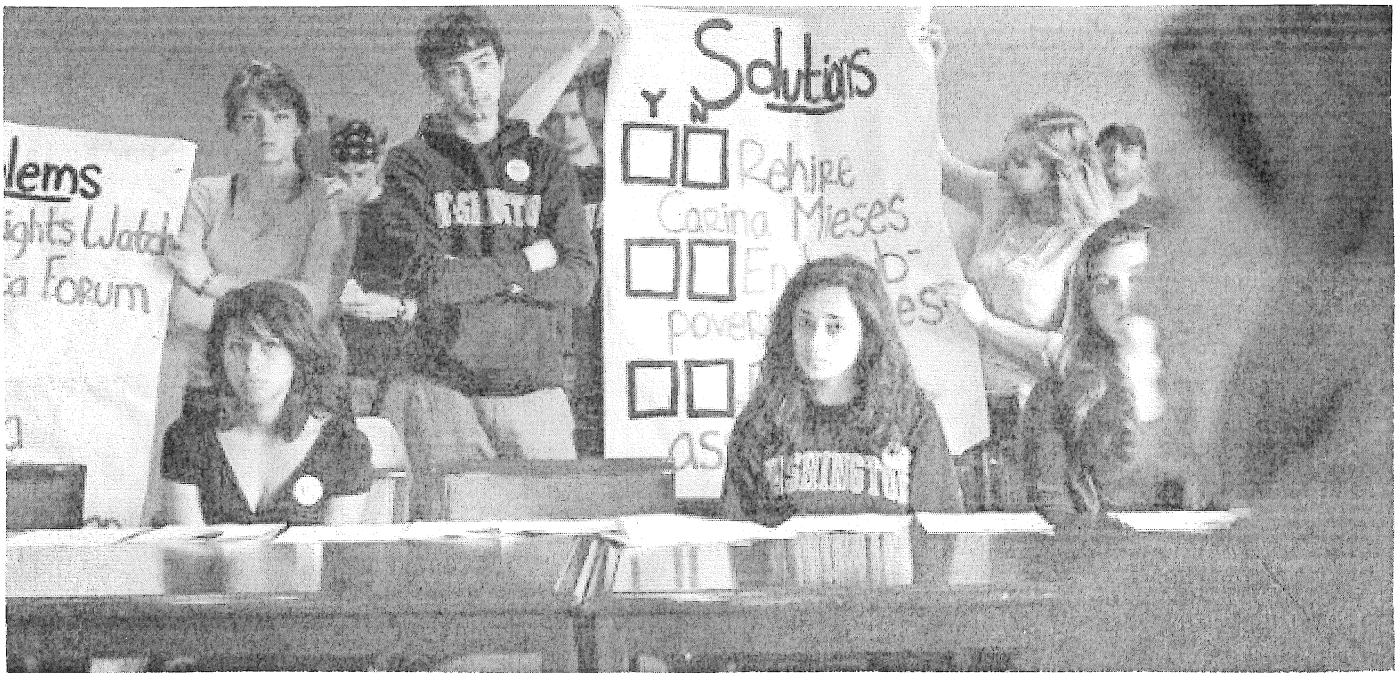
From 2001-2011, the UW had a contract with **Sodexo**, a multi-billion dollar company that provided concessions at UW sports events. Along with being a major supplier to the US military and holding investments in the private prison industry, Sodexo has a history of illegally busting unions, violating food and safety regulations, paying sub-poverty wages, and in 2005 Sodexo settled an \$80 million lawsuit brought about by thousands of black employees who were barred from promotion within the company.

In 2010, students organized by **USAS**, the **BSU**, **MEChA**, and 14 other RSOs formed the **UW Kick Out Sodexo Coalition**. Initially, the Kick Out Sodexo Coalition was met with strong opposition from interim UW President (and **Nike Board of Directors Member**) Phyllis Wise, who refused to terminate the contract due to a "lack of evidence" of labor abuses.



- In 2011, Wise formed an internal committee -- the "Sodexo Due Diligence Committee" -- (which included no human/labor rights experts) to "investigate" Sodexo's practices, and found evidence of union busting in Columbia. The committee declared this a-ok, because Columbia was a "labor-unfriendly" country anyways.
- Eventually, the Kick Out Sodexo Coalition met with executives from Sodexo and demanded 3 things if the UW were to sustain a contract with Sodexo:
  - The rehiring of Carina Mieses, who was fired after organizing a union in the Dominican Republic
  - The end of sub-poverty wages for full-time employees
  - Freedom of association for all Sodexo workers

**Sodexo could not meet these demands.**



Students also sat down formally with Interim President Wise and President Young, just to be met with plenty of "we don't have enough evidence"s. We include the record of all of these boring unsuccessful formal meetings and bureaucratic internal committees because this is how the University operates: the University utilizes extensive bureaucracy and formalities to make students and workers believe that they are considering their concerns (they never are) and to exhaust any energy that has been mobilized for a cause. Even though workers who are laid off from factories need severance pay ASAP, most of these USAS/SLAP campaigns take 2+ years because bureaucratic processes are slow and the University is banking on students getting bored or tired of protesting Sodexo or Nike or Adidas by the end of those 2 years.

What worked for the Kick Out Sodexo Coalition was not committees or formal meetings. The Coalition resorted to staging multiple sit-ins, **resulting in a total of 54 arrests:**

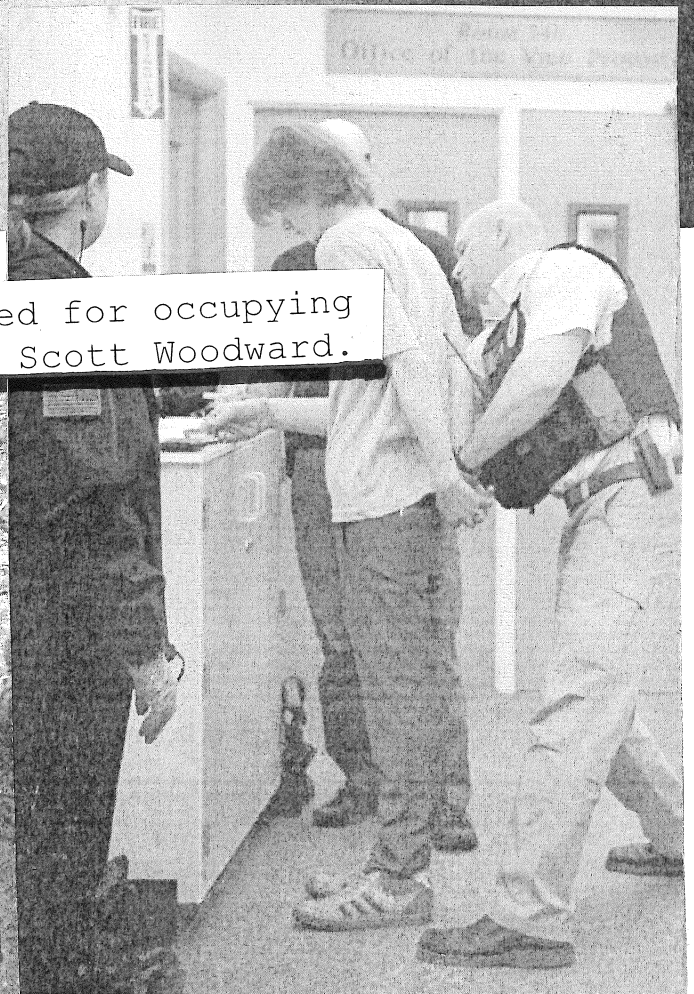
- o May 11, 2011: 27 students arrested for occupying the offices of President Wise.



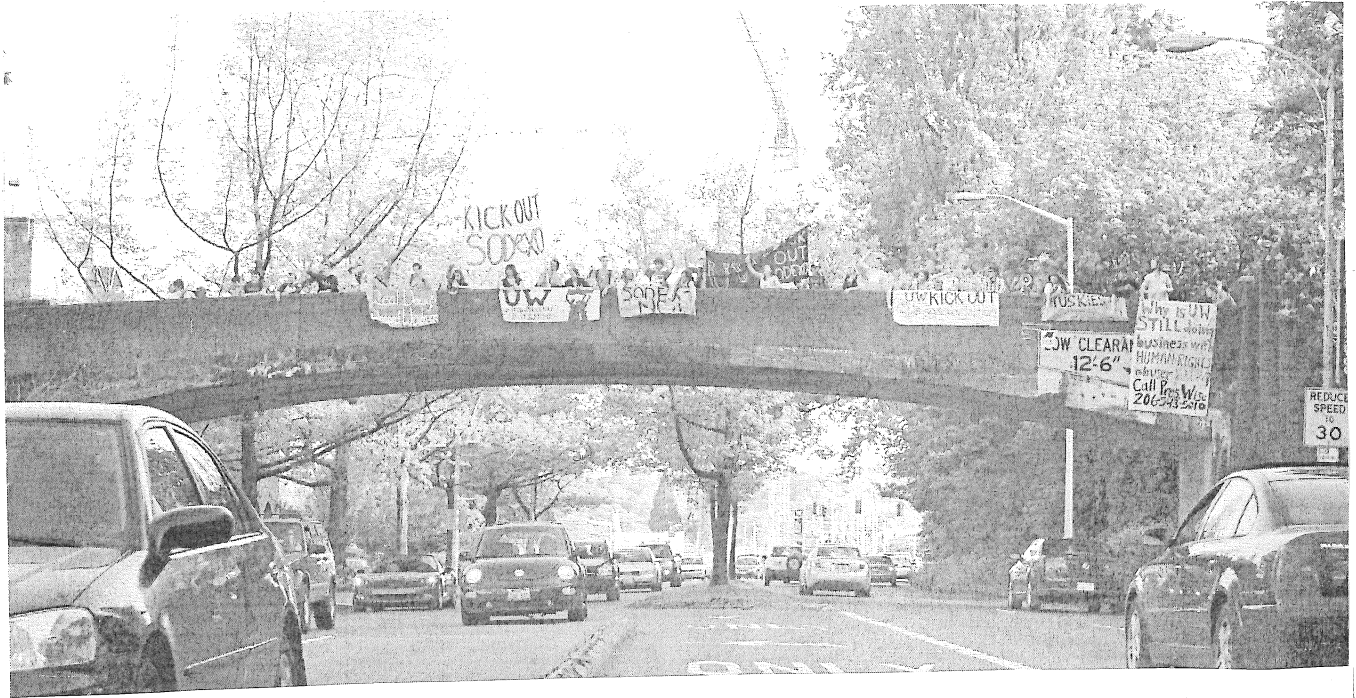
- o June 1, 2011: 14 students arrested for occupying Schmitz Hall.



- o May 19, 2011: 13 students arrested for occupying the offices of Athletic Director Scott Woodward.







In December of 2011, Sodexo was "kicked out" and the UW signed a contract with Aramark. We can definitely attribute a lot of this to the uproar that was caused over tons of students getting arrested -- it made the news, and it looked pretty bad for the UW admin. However, this campaign was nearly 2 years long, and a contract with Sodexo was never terminated, it just expired and was never renewed. Additionally, Aramark is really no better than Sodexo, and there has been little dissent over the contract with Aramark at the UW.





BOYCOTT

&

DIVESTMENT

An aerial photograph of the University of Washington campus, showing several large, multi-story buildings with gabled roofs and a central courtyard area. The buildings are surrounded by trees and greenery. A large, white rectangular box with a black border is superimposed over the center of the image, containing the word "INTRODUCTION" in bold, black, sans-serif capital letters.

# INTRODUCTION

The University of Washington's progressive, diverse, compassionate, and student-oriented values are nothing but a placating facade, as we've seen. As a for-profit institution in everything but name, the UW seeks to maximize revenue and minimize costs--the burden of which most strongly impacts those at the "bottom" of the food chain. Students and workers, especially those with minoritized identities, bear the brunt of any budget cuts or deficits while higher-ups in the administration continue to be paid exorbitant amounts.

The university is a state institution, after all. And the state is built on a foundation of a history of exploitation and oppression. It represents and concerns those who are at the top of this system, and it defends their interests with every action and policy.

In response to a variety of injustices within and outside of UW, there are movements to resist unfair practices. Boycotts and moves to divest are not new, but they continue to be met with severe resistance by UW leaders and admin.

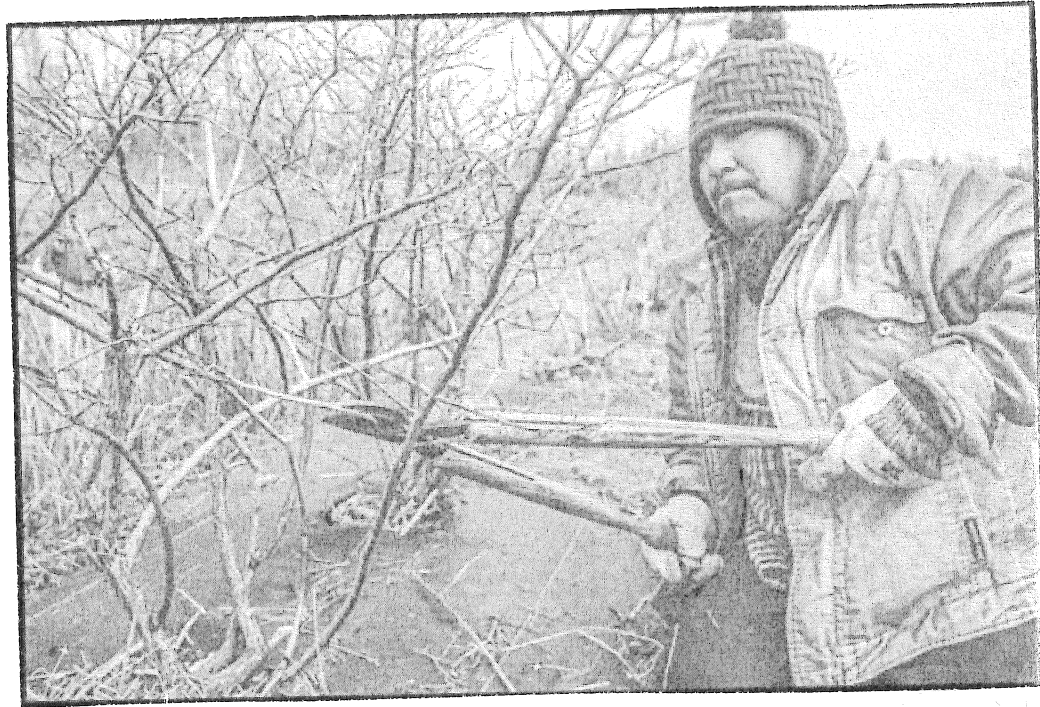
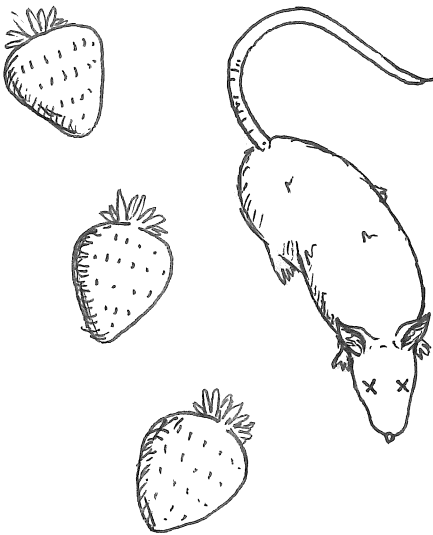


## DRISCOLL BERRY BOYCOTT



In 2013, farm workers who picked berries for Sakuma Brothers Farm (whose largest buyers include Driscoll's, Haagen-Dazs, and even UW) went on strike after a fellow worker approached a foreman for a raise and was fired. During this strike, laborers made a list of demands that

addressed the dire working and living conditions on the farm, which included **a history of logging hours and rest breaks improperly (if they were given breaks at all), harassment, and wage theft.** These negotiations with the farm eventually broke down, and the workers there organized a boycott of Sakuma berries.



Workers on the farm had long faced miserable working conditions, working hours upon hours of hard labor for meager pay--**as little as \$86 for three weeks worth of work.** The housing conditions were not much better. Workers reported **ripped couches and dead rats** in the cabins that the Sakuma farm is legally obligated to provide under.



# ¡Si Se Puede!

not driscoll's first rodeo . . . .

Office of the Washington Supporters of the United Farm Workers, AFL-CIO, June 1998

## Seattle tells Driscoll: Let strawberry workers organize

Over 250 farm worker supporters rallied and marched at Pike Place Market on April 2nd during a week of national events commemorating the birthday of Cesar Chávez. Their message to Driscoll Strawberry Associates and its growers is clear: stop harassment and intimidation of workers who

strawberry workers is the hope of thousands of farm workers in Washington who have faith that the unity of farm workers will bring positive changes", he said

Rev. Lucy Hitchcock of the Rainier Valley Unitarian Church told the rally that "these workers want to eat, to drink, to live, to work in safe and healthy conditions"

organizing with the UFW for a better life

Dolores Huerta, co-founder of the UFW with Cesar Chávez, led the march around Pike Place Market. Dolores described lawsuits against some growers, charging them with forcing pickers to work off the clock without pay, failing to pay overtime pay, and engaging in widespread sexual discrimination against women workers

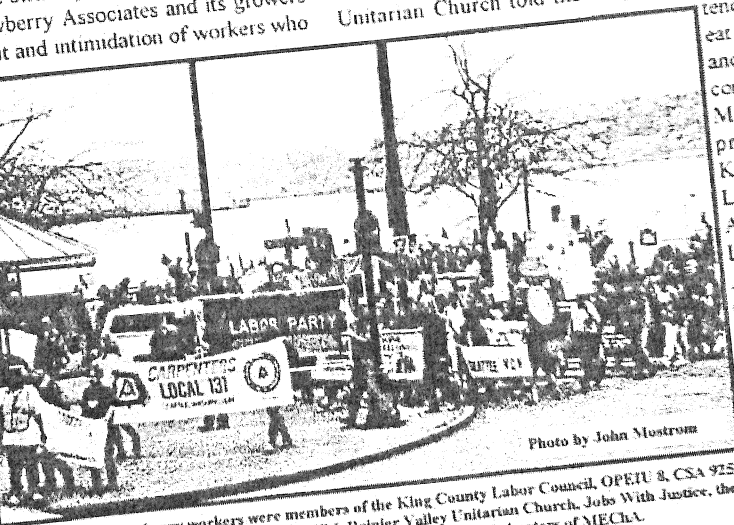


Photo by John Mostrum

Marching for strawberry workers were members of the King County Labor Council, OPEIU 8, CSA 925, APWU, Carpenters 131, Seattle NOW, WAIRJ, Rainier Valley Unitarian Church, Jobs With Justice, the Labor Party, students from UW and NSCC, and several chapters of MEChA.

Parmenter of Seattle NOW, and David Molina and Vargas of MEChA, the Chicano Student Movement, demanded that Driscoll take responsibility for protecting the right to organize for workers at the fields rather than leading the anti-union campaign

Driscoll's, Sakuma Brothers' largest customer, has a long history in regards to fighting against farm worker campaigns for worker rights and dignity, spanning for years and across states and countries.

The firms partnered with Driscoll's have historically used coercive and manipulative measures to exert control over their labor force. These tactics include hiring

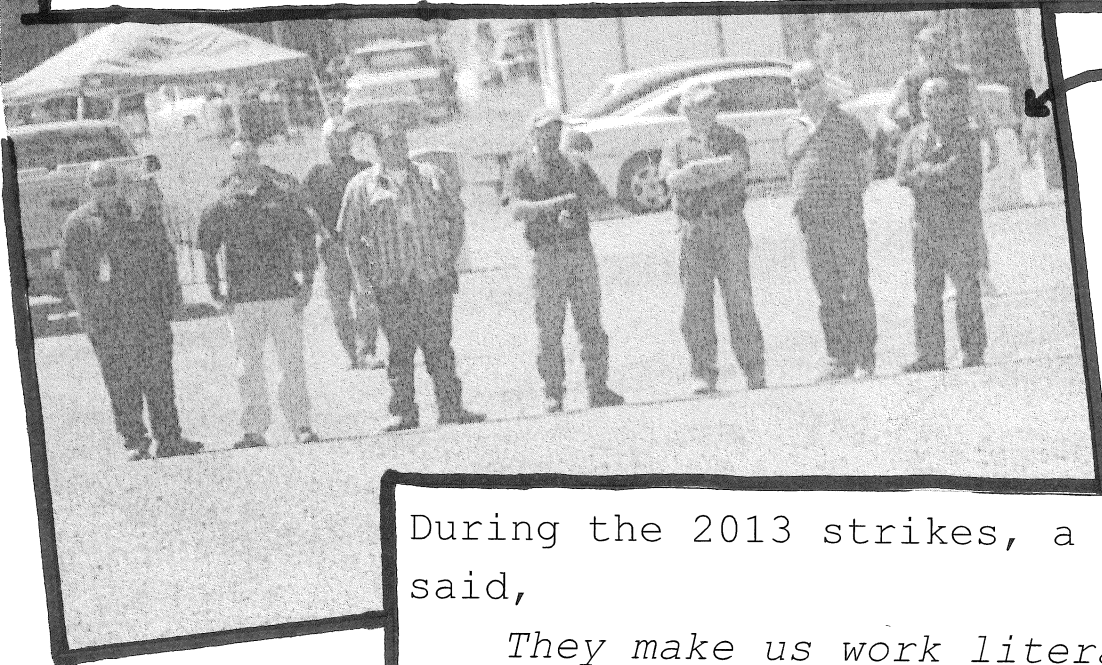
a surplus of workers to keep wages low as fields ripen,

order to avoid paying bonuses for high production during peak season. During a strike or protest, associated farms have also been known to raise wages temporarily in order to appease workers. After the strike ends, however, wages typically drop back down to prior rates.

Farms will also pit workers of different ethnic groups against each other in order to weaken their organization efforts. Coercion has also been used, with practices like indirect intimidation by off-duty police officers being put in practice. These cops would "immediately

detain farm workers who they deem[ed] defiant or unruly" 24

Sakuma Brothers, in an effort to further put their workers at a disadvantage, have put many of these tactics into practice. They hired Anti-Union security consultants--now rebranded as "Food Defense and Safety" officers following a Skagit County Superior Court ruling that found that the security consultants were involved in illegal labor practices at the farm. These officers interfered with protected activities and violated farm workers' tenant rights at the labor camp. Rhett Searcy and his brother Ryan, two Food Defense and Safety officers, are staunchly conservative, anti-immigrant, support white supremacist militias, and they threatened violence against various members of FUJ. They were even accused of using excessive force against an unarmed labor organizer in 2013.

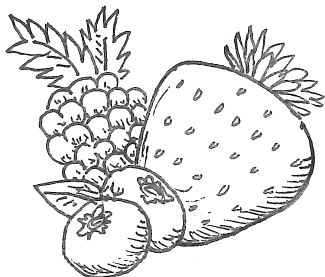


"Food Defense  
& Safety  
Officers"

(knockoff pigs)

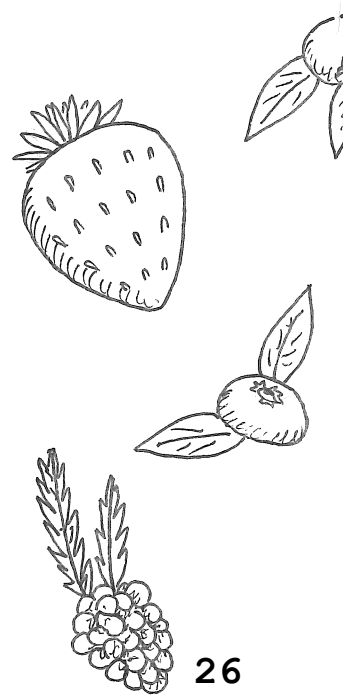
During the 2013 strikes, a Triqui farm worker said,

*They make us work literally from sunup to sundown. They have us working up to 14 hour days. We get no breaks and they yell at us if we slow down, or stand up too long. The mayordomos (foremen) barely give us a few minutes to eat our lunch, before they hurry us back to work. They also say horrible things to us, like, "You lazy bastards! Hurry up or you're out of here!"*





The agriculture industry in general is opportunistic and generally racist at its core, founded on the belief that farm workers are responsible for their employing farm's poor working conditions. State organizations, including the **Washington Farm Bureau, Washington Farm Labor Association, and Washington Grower's League** have stated on several platforms that it is "Mexican culture, not the organization of production on the farms, that produces exploitative working conditions".



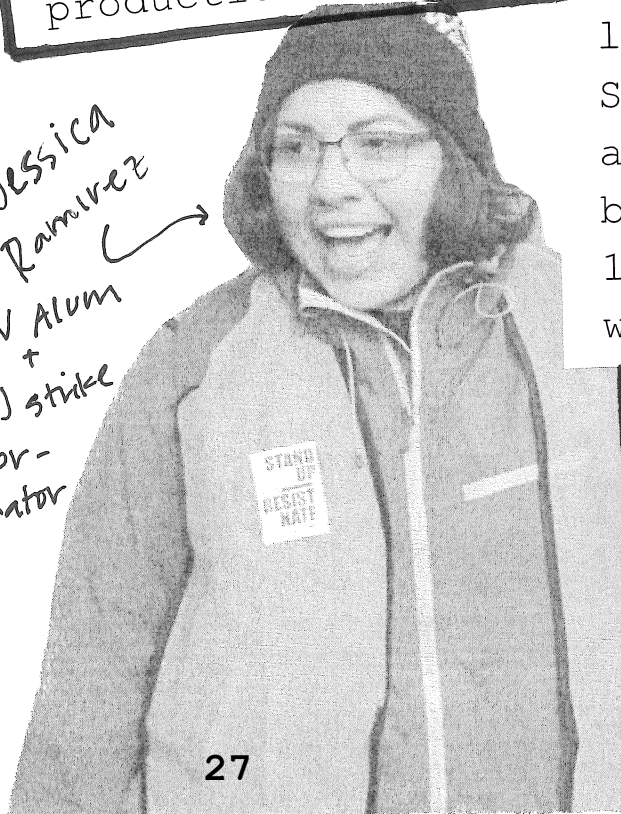
Activists supported this movement by pressuring buyers of Driscoll (and by extension, Sakuma Brothers) berries, which included PCC, Costco, Whole Foods, and UW. Jessica Ramirez, a recent UW American Ethnic Studies graduate, organized many of these boycotts in conjunction with FUJ. **As a direct result of Ramirez's and other activists' actions, UW became the first retailer in the Seattle area to stop buying and selling Driscoll's berries!**

As FUJ worked with laborers on the farm and boycotts spread around Seattle, negotiations slowly progressed. Their accusations toward Sakuma Brothers regarding "systemic wage theft, poverty wages, hostile working conditions, and unattainable production standards



resulted in a Washington State Supreme Court ruling--a first of its kind settlement in 2014 . The union won an \$850,000 settlement over improper logging of hours and rest breaks. The Sakuma Brothers then promised to keep accurate employment records, abide by state regulations requiring a paid 10-minute break every four hours worked, and a 30-minute lunch break.

Jessica Ramirez  
 UW Alum  
 +  
 FUJ strike  
 coord-  
 inator



Workers at Sakuma Brothers are still trying to secure a signed union contract between the farm and FUJ, but conditions have improved thanks in part to the activism that took place on the UW campus, and by UW students.



# What is divestment?

Divestment is the opposite of an investment. It happens when an institution removes invested assets (basically, gets rid of stocks, bonds, or investment funds) that are unethical or morally ambiguous.

You might have already heard about fossil fuel divestment, which we will get into later, but there are many other causes for which activists push UW to divest from.

What resources does UW have, anyway? Isn't it a public institution focused on its students and the research it puts out? You'd be surprised...

As of March 31, 2019	Totals
Private Investment Commitments*	2,657,300,674
Capital Contributions for Quarter	42,282,463
Capital Distributions for Quarter	72,000,000
Unfunded Commitments	513,596,075
Market Value	1,806,496,998

UW puts out annual CEF (closed-end funds) reports on the University's endowments, which include previous and current investment performance. As of March 31st, 2019, UW has a total of **\$2,657,300,674** (yes, that is 2.6 BILLION dollars) in private investment commitments (which continue to grow and make money) toward more than 100 companies and funds, and a current market value of \$1,806,496,998.



## When has divestment worked?

The most famous example of the power of divestment came in the mid-1980s, regarding South African Apartheid. During this time, 155 college campuses along with a whole host of other institutions divested from companies doing business in South Africa. This campaign helped to financially cripple and eventually dismantle the Apartheid government, ushering an era that promised democracy and equality.

The move to divest UW and its very significant assets from problematic and harmful corporations is something student and community activists have and continue to fight for.

# DIVESTMENT <sup>from</sup> ISRAELI OCCUPATION

A brief overview of BDS from their website:

## OVERVIEW

Boycott, Divestment, Sanctions (BDS) is a Palestinian-led movement for freedom, justice and equality. BDS upholds the simple principle that Palestinians are entitled to the same rights as the rest of humanity.

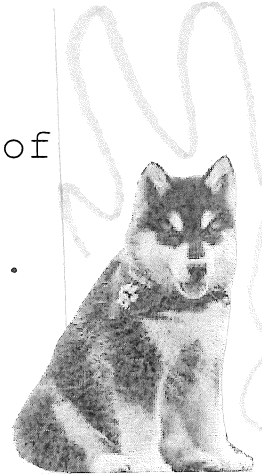
Israel is occupying and colonising Palestinian land, discriminating against Palestinian citizens of Israel and denying Palestinian refugees the right to return to their homes. Inspired by the South African anti-apartheid movement, the BDS call urges action to pressure Israel to comply with international law.

BDS is now a vibrant global movement made up of unions, academic associations, churches and grassroots movements across the world. Thirteen years since its launch, BDS is having a major impact and is effectively challenging international support for Israeli apartheid and settler-colonialism.

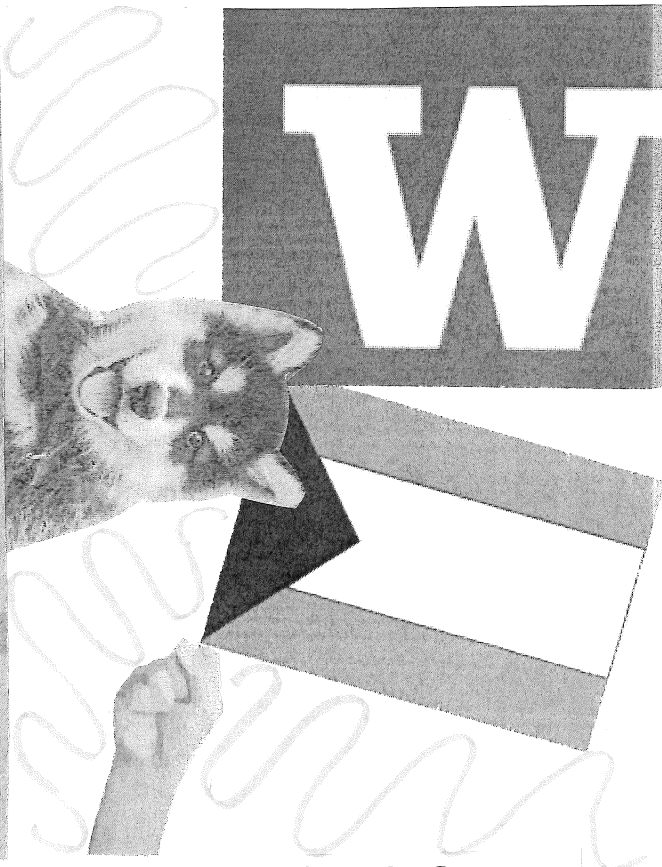
There is an ongoing conflict in Israel, as the government there has denied Palestinians their fundamental rights for over 70 years. Refusing to cooperate with international law, the country maintains a regime of settler colonialism, apartheid, and occupation over the Palestinian people. Corporations and institutions worldwide aid in this effort.

Over the past 20 years, Israel has continued to build illegal colonies in occupied Palestinian territories. The regime continuously bombs and kills Palestinians, it constructed and keeps expanding a wall that separates Palestinians from their livelihoods, schools, and farms, and that has been condemned by international and local

human rights organizations. The state has performed ethnic cleansing of Palestinian communities, it demolishes homes, uproots trees, and denies freedom of movement--all which have intensified recently. It maintains more than 50 racist laws, and even the U.S. Department of State has condemned Israel's system of "institutional, legal, and societal discrimination" against Palestinian citizens.



Investments, like those the UW makes, in Israeli companies (or those that benefit from Israel's abuses of Palestinian rights) cannot be ethically defended, justified, or be allowed to continue.



An activist group here on campus, Students United for Palestinian Rights and Equality (SUPER) have long fought for justice in this issue. In 2014, they submitted a resolution to the ASUW senate that called on the UW to divest its endowment from companies profiting from the Israeli government's abuses of human rights and violations of international law. It touched on illegal settlements and made dozens of citations to human rights organizations.

IN the spirit of transparency, ethical investment, a belief in human rights and the power and responsibility of students and educational institutions to effect real change, students of conscience present this resolution:

WHEREAS, the state of Israel, in its ongoing occupation of Palestinian lands<sup>i</sup>, violates International Law and Human Rights through practices including, but not limited to:

- (a) the construction of a Separation Wall<sup>ii</sup> that annexes Palestinian lands, isolates Palestinian communities and restricts Palestinian access to basic necessities including water<sup>iii</sup>, healthcare, education, and employment opportunities<sup>iv</sup>;
- (b) the building and maintenance of Israeli settlements as permanent cities and towns on land seized from Palestinians in the occupied West Bank and East Jerusalem, in contradiction of the Fourth Geneva Convention and the Hague Regulations<sup>v</sup>;
- (c) the destruction of Palestinian homes<sup>vi</sup> and the forced relocation of Palestinian families<sup>vii</sup>;
- (d) the disparate and unequal treatment of Palestinian citizens of Israel<sup>viii</sup>;
- (e) the blockade of the Gaza Strip in a manner that completely controls the movement of all people and property into and out of the Gaza Strip, by air, sea, and land and denies the people of Gaza basic shelter, essential medicines, adequate food, clean water, and the normal infrastructure of a civilized society<sup>ix</sup>;
- (f) multiple military offensives including 'Operation Cast Lead' in 2008, which violated a negotiated ceasefire<sup>x</sup> and killed 1,400 people including 320 Palestinian children<sup>xi</sup>, and 'Operation Pillar of Defense' in 2012 which killed 167 Palestinians, including 32 children and adolescents<sup>xii</sup>

WHEREAS, international corporations have been complicit in these ongoing human rights violations systematically committed by the Israeli government, as has Who Profits, Coalition of Women

WHEREAS, in 2005, in response to such violations, 171 Palestinian civil society organizations called upon the international community to stand in solidarity with the people of Palestine by supporting Boycotts, Divestment, and Sanctions (BDS)<sup>xiii</sup> of the state of Israel until the Israeli government complies with International Law by:

- 1. Ending its occupation and colonization of all Arab lands and dismantling the Wall,
  - 2. Recognizing the fundamental rights of the Arab-Palestinian citizens of Israel to full equality; and
- Respecting, protecting and promoting the rights of Palestinian refugees to return to their homes and properties as stipulated in UN resolution 194<sup>xiv</sup>.

divestment is a nonviolent strategy employed by universities<sup>xv</sup>, religious and civil society<sup>xvi</sup> organizations around the world to pressure corporations to business profiting from violations of International Law and Human Rights<sup>xvii</sup> by implicit consent granted to such violations by investment in their company.

ing 2010 The Evergreen State College student body passed—by a majority of calling for divestment from companies complicit in the illegal Israeli Palestinian Territories, in part as a response to the killing of Evergreen student crushed to death by a Caterpillar bulldozer operated by the Israeli army undertaking non-violent action to protect the home of a Palestinian family

f The Evergreen State College endowment holdings are housed Endowment Fund, meaning Evergreen is unable to fully act on this niversity of Washington also acts.

ly<sup>xviii</sup> sells holdi

\*\* BE IT RESOLVED BY THE ASSOCIATED STUDENTS OF THE UNIVERSITY OF WASHINGTON: \*\*

Basically, it called for UW to divest its endowment from companies profiting from the Israeli government's abuses of human rights and violations of international law. In their words, it is a "clear attempt to challenge the notion that complicit companies and investments in Israel's abuses can be 'normal' business partners of any self-respecting institution or Association.

THAT, the ASUW requests the University of Washington to examine its financial assets to identify its investments in companies that provide equipment or services used to directly maintain, support, or profit from the Israeli occupation of Palestinian land, including a) the demolition of Palestinian homes and the development of illegal Israeli settlements; b) the building or maintenance of the Separation wall, outposts, and segregated roads and transportation in occupied Palestinian territory, and c) illegal use of weaponry and surveillance by the Israeli military against Palestinian civilian populations, and that those findings be shared with the ASUW.

THAT, the ASUW requests the University of Washington to instruct its investment managers to divest from those companies meeting such criteria within the bounds of their fiduciary duties if those companies cease the practices identified in this Resolution.

THAT, the ASUW calls on the University of Washington to demonstrate its alignment with the principles of international law, human rights, and student interests by announcing its intent to divest its endowment from CATERPILLAR Inc. as a first measure.

THAT, the ASUW calls on the University of Washington to work with the Evergreen Foundation to implement the divestment resolution passed in 2010 as it pertains to the College Foundation holdings housed within the UW Consolidated Endowment

ally, THAT, a copy of the resolution be forwarded to UW President Michael Young; UW Provost Ana Mari Cauce; Faculty Senate Chair John M Lee; the UW Board of Regents; GPSS President Chris Lizotte; ASUW President Michael Kutz; ASUW Director of University Affairs Jeffrey McNerney; Editor-in-Chief of The Daily Joshua B.

While the resolution failed in the senate, SUPER continues to fight for justice and awareness on the topic, and for UW to divest from its harmful investments in such a problematic government.

# DIVESTMENT *from* FOSSIL FUELS

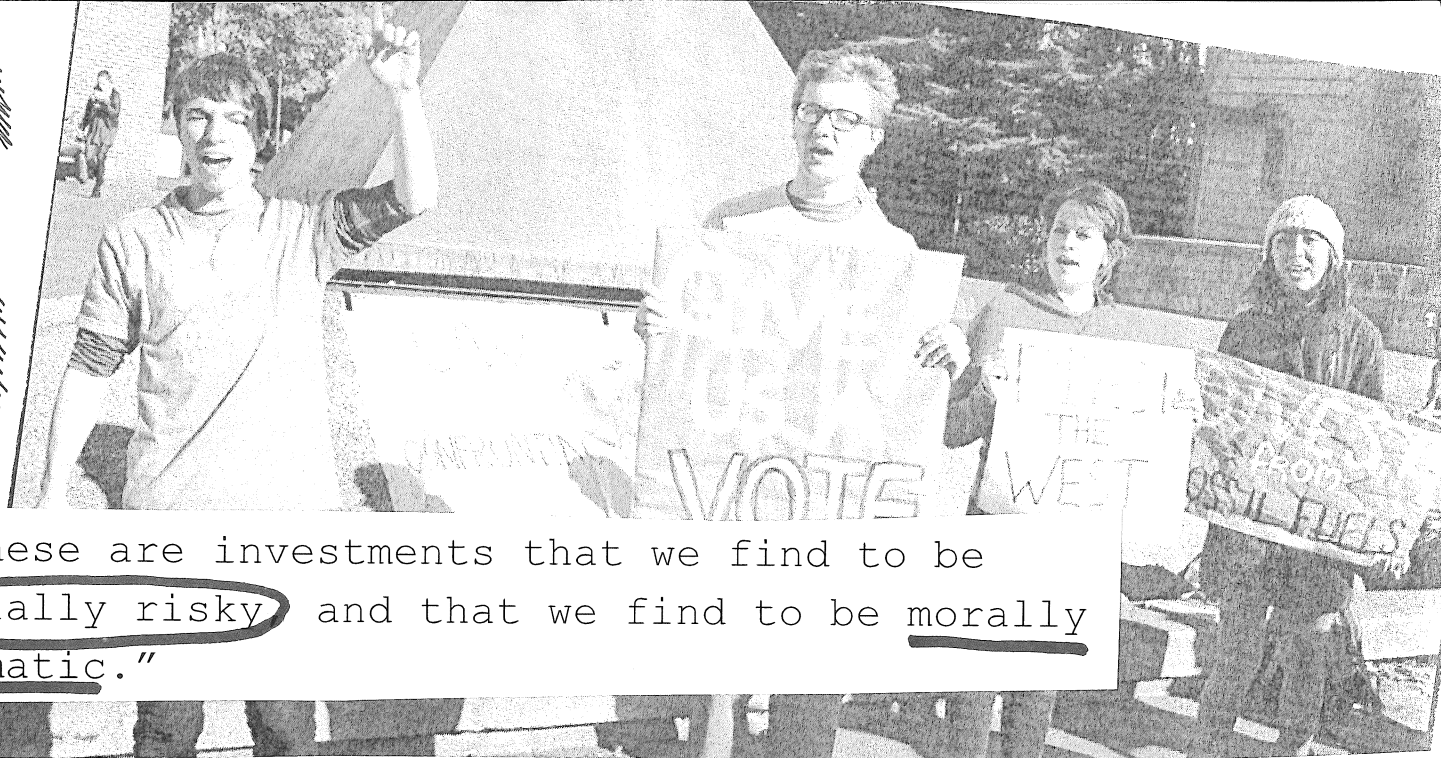
Seattle was the first city in the US to commit to divestment from fossil fuels, and the movement is sweeping across the country, gaining traction especially on university campuses. However, UW was characteristically slow on this issue.

The student activist organization and movement, Divest UW, has been instrumental in pressuring administration to follow in the city's footsteps and do more than simply say the right words while taking no action.

Ann Sarna, an associate treasurer at UW, said that "Divestment from fossil fuels would not financially impact the companies, and there are other ways for the University to address climate change and contribute to the national dialogue to the issue."



Alex Lenferna is a member of Divest UW, and a doctoral student studying the ethics of climate change. He asserts that not only are investments in "We want to make sure that our university is leading the way to addressing climate change," he said. "It's important that the university is able to make a statement saying

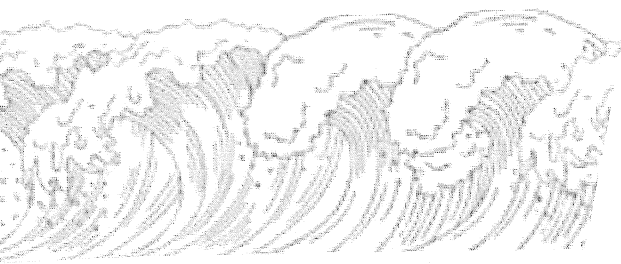


that these are investments that we find to be financially risky and that we find to be morally problematic."

Fossil fuels are becoming riskier investments for a variety of reasons, according to Lenferna. Their values are becoming falsely inflated and unstable, and divesting would be a wise financial decision in the long run.



In addition to financial motivations, fossil fuel divestment puts pressure on the fossil fuel industry for its culpability in the climate crisis. By naming this industry's singularly destructive influence--and by highlighting the moral dimensions of climate change--activists hope that the fossil fuel divestment movement can help break the hold that the fossil fuel industry has on our economy and our governments.



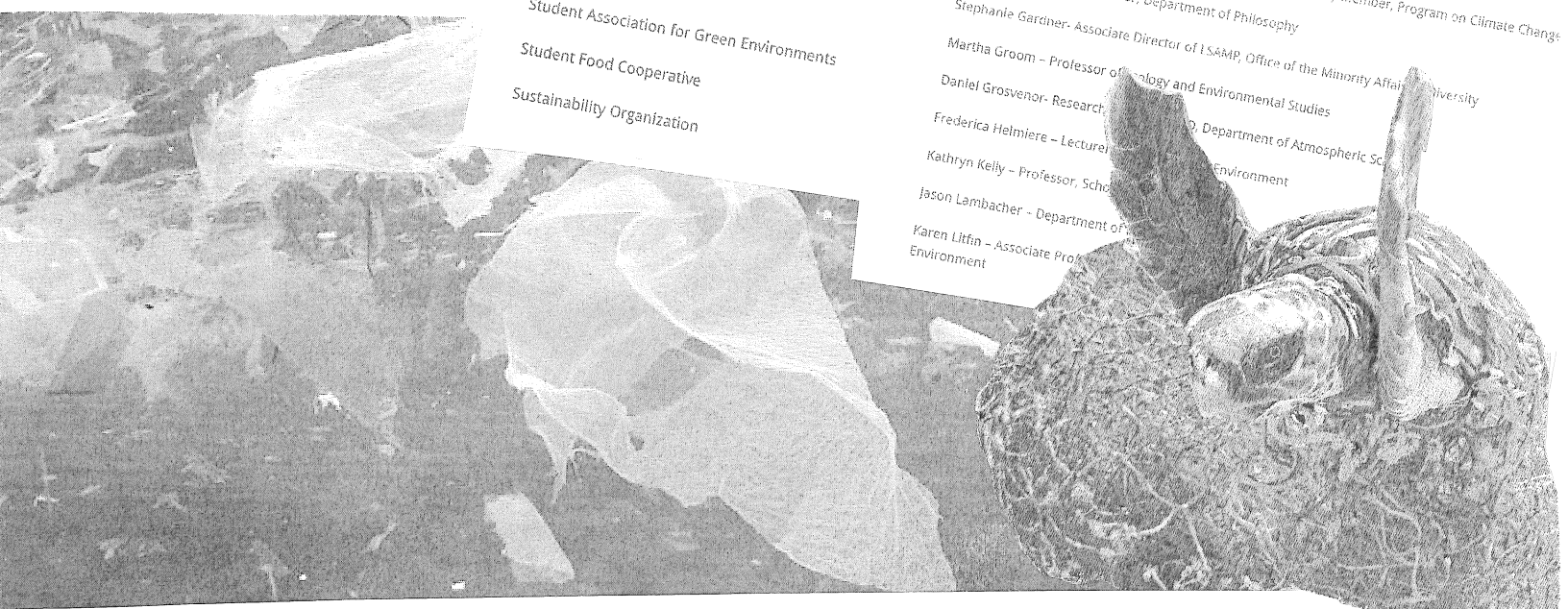
### Who's Endorsed Divestment at UW?

These organizations, faculty members, and students have officially endorsed fossil fuel divestment at the University of Washington:

- African Student Association
- Associated Students of the University of Washington Student Senate (ASUW)
- Black Student Union
- Climbing Team at University of Washington
- EcoReps
- Evans Student Organization
- United Students Against Sweatshops
- UW Forest Club
- UW Real Food Challenge

**In 2015, Divest UW scored a major victory when the Board of Regents voted to divest its coal-related holdings.**

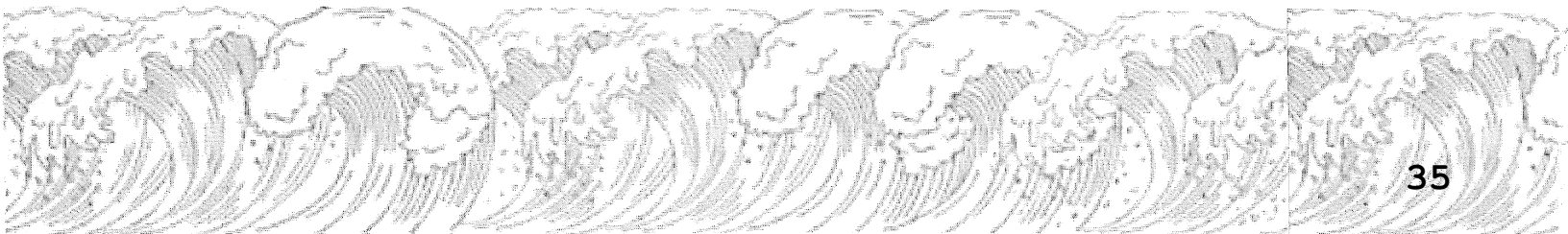
However, they refused to end investments in other fossil fuels--like oil and gas--because that would have a larger impact on UW's endowment.



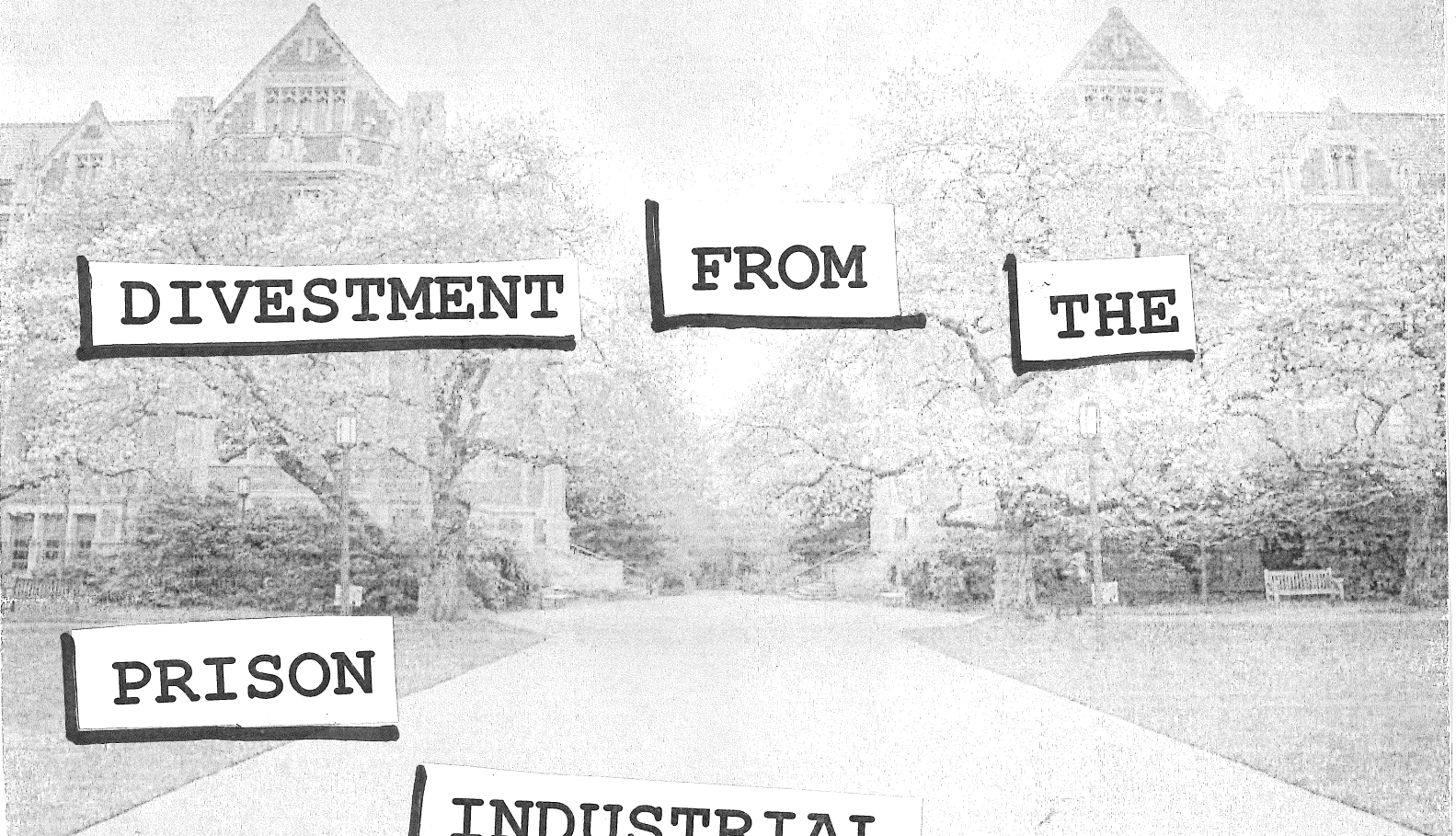
- Student Association
- Student Association for Green Environments
- Student Food Cooperative
- Sustainability Organization

- Professor, Department of Philosophy
- Stephanie Gardner - Associate Director of I SAMP, Office of the Minority Affairs
- Martha Groom - Professor of Technology and Environmental Studies
- Daniel Grosvenor - Research
- Frederica Helmiere - Lecturer, Department of Atmospheric Science
- Kathryn Kelly - Professor, School of Environment
- Jason Lambacher - Department of
- Karen Litfin - Associate Professor, Environment

Only about \$2.3 million of the university's \$2.6 billion endowment is invested in coal. UW agreeing to divest less than 1% of its assets in this fossil fuel, while a step in the right direction, is far from an ideal solution. Divest UW, along with the support of many organizations, faculty members, and students, continue to advocate for climate justice, and encourage UW to divest its remaining \$12.7 million from fossil fuels.







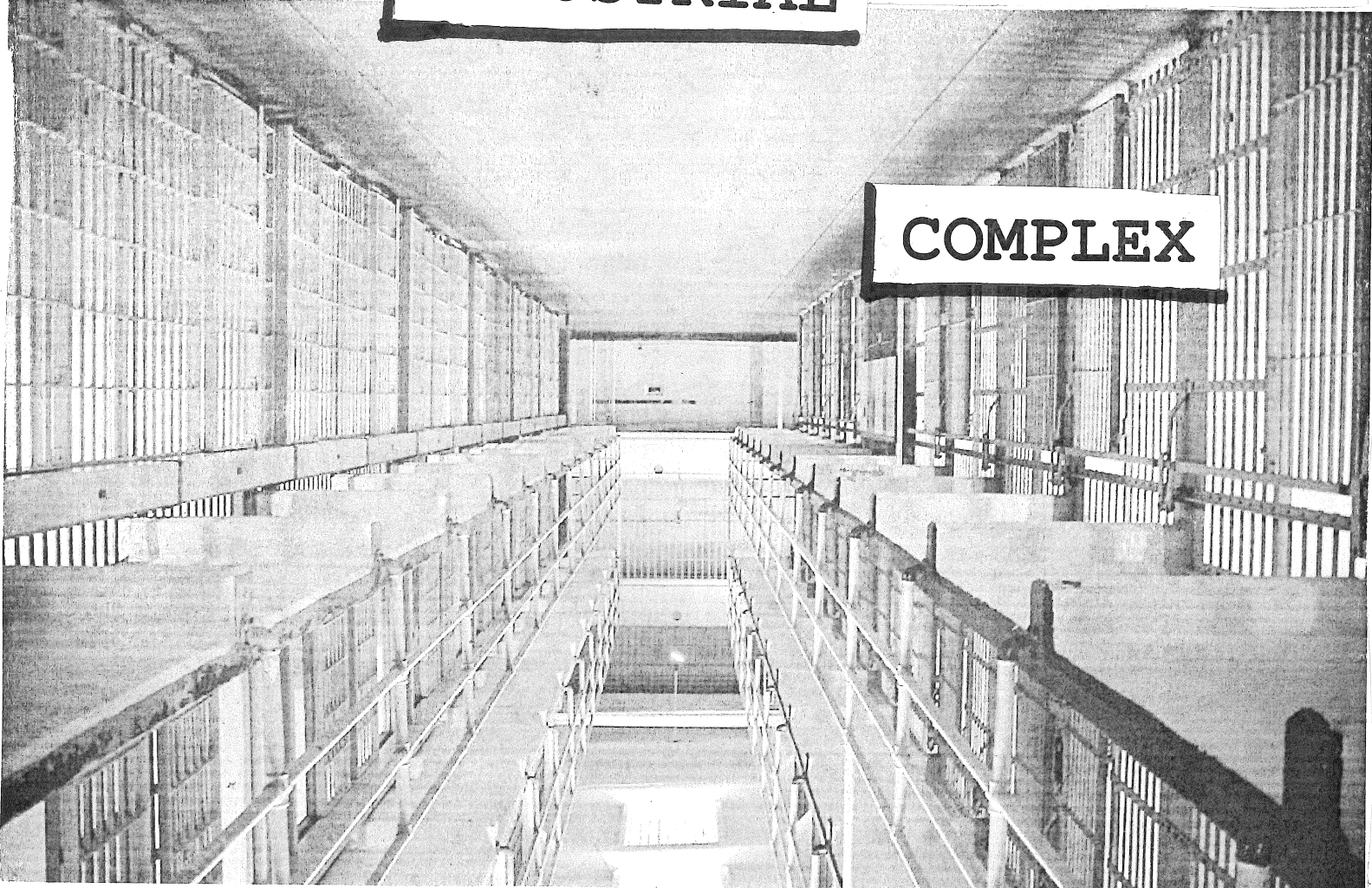
**DIVESTMENT**

**FROM**

**THE**

**PRISON**

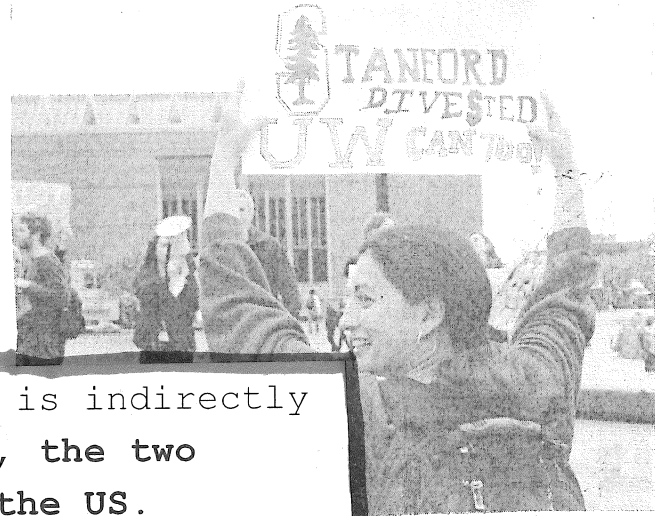
**INDUSTRIAL**



**COMPLEX**

The UW is invested in a lot of nasty stuff -- oil companies, Israeli companies, lots of banks, and private prisons. One of UW's common defenses for these investments is that they aren't always "direct" investments. For instance, the UW doesn't directly buy thousands of Exxon shares itself -- but the UW invests tons of money in investment companies and banks -- such as BlackRock or Morgan Stanley -- that then invest tons of money in oil companies, Israeli companies, and private prisons. Indirect investment is still investment. This is done with the UW's \$1.6 billion endowment. The list of the companies/amounts that the UW invests in can be viewed here:

<https://www.uwinco.uw.edu/reports>.



Among some of the companies that the UW is indirectly invested in are **Geo Group** and **CoreCivic**, the **two largest private prison corporations in the US**.

BlackRock, Inc., which the UW is directly invested in, owns 11.05% of Geo Group, and 14.84% of CoreCivic. **UW has a combined \$131,000,000 invested in BlackRock funds.**



You might have heard of Geo Group; Geo Group makes the majority of its profits operating federal prisons for the US Government and detention centers for ICE/CBP. The Northwest Detention Center in Tacoma is operated by Geo Group.

Ana Mari Cauce and the UW admin advertise the University as some bastion of liberal social-justice leadership, but **these investments make the University complicit in sustaining the Prison Industrial Complex**

**and these investments allow the UW to profit from the detention and deportation of immigrants and the mass incarceration of black and brown communities.**

### from the Board of Regents Divestment\* Guideline

"ethical considerations are rare"

The Board of Regents (the "Regents") is vested by statute to manage the investment portfolios of the University of Washington. Decisions regarding the investment portfolios are geared towards maximizing the resources of the University in support of its primary teaching and research mission.

Ethical considerations have led the Regents, from time to time, to engage the University in shareholder activism and/or divestment. Such occurrences are rare. The fiduciary duty of the Regents ensures a strong presumption against divestment. Divestment is considered only after all options to address the ethical concern have been reviewed and found unsatisfactory.

In making any determination, the Regents recognize the need for a clear process that allows for University community input, evaluation and articulated criteria to inform the Regents in their decision making. No process or set of criteria, however, can be expected to address all situations that might arise. The Regents reserve the right to interpret this Guideline as broadly or narrowly as they see fit, consistent with the policies of the University and applicable external laws and regulations.

#### Criteria for Divestment

The Board of Regents will consider proposals to divest its endowment of direct holdings in publically held companies only when the following criteria have been met:

Unpaid, coerced prison labor = slavery

israel: apartheid?

1. The activities of the company or companies are deemed "morally reprehensible" constituting apartheid, genocide, human trafficking, slavery or systematic cruelty to children.
2. Divestment is seen to be more viable and appropriate than ongoing shareholder engagement.
3. The merits of the issue are clearly on one side. If there is more than one side to an issue resulting in a dispute among members of the University community, the proposal will not move forward.
4. There is a broad and continuing base of support within the University community\*\* including students, faculty and staff \*\* who believe that action is warranted.
5. A specific company or companies are targeted rather than broad industries. If implemented, the University will appoint a third party provider to conduct ongoing monitoring and research on targeted companies.

THESE ARE TRILLION \$ CORPORATIONS, UW'S "ENGAGEMENT" DOES NOTHING

some examples  
2016 ASUW passed Black Lives Matter resolution School of Pub. Health demanded divestment

For activities believed to cause social harm but not on the level of moral reprehensibility, the Board may consider avenues other than divestiture such as shareholder engagement. In such instances, criteria #3 through #5 stated above must be met. Educational initiatives, sustainability initiatives or targeted research may also be pursued but those activities are outside the scope of this guideline.

**Divestment:** The sale of specific companies and/or market sectors from the investment portfolio for financial, ethical or political reasons. The process involves ongoing portfolio screening and monitoring to ensure compliance.

- \*\* Evidence of University community support may include the following:
- a. Endorsements from student government i.e., the Associated Students of the University of Washington (ASUW) and the Graduate and Professional Student Senate (GPSS)
  - b. Endorsements from Registered Student Organizations (RSOs)
  - c. Endorsement from the Faculty Senate
  - d. General petitions signed by students, faculty and staff of the University of Washington

ATTACHMENT 1

Page 1 of 2

2017 ASUW passed LD-24-2

From UW Board of Regents Meeting, Oct 2016.  
<https://tinyurl.com/BORMinutes>

# YOUR DORM FURNITURE

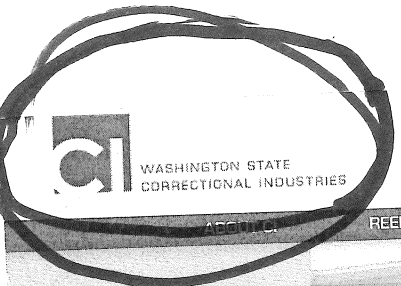
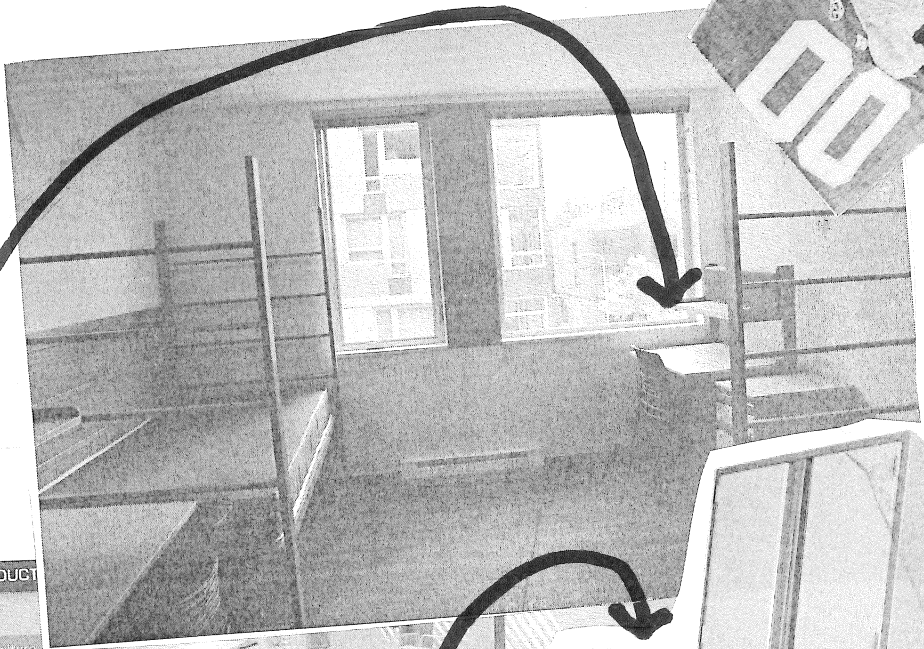
## is made by PRISON LABOR\*



HERE!

All furniture in UW dorms, and many places elsewhere throughout campus, is made by prison inmates at the Stafford Creek Corrections Center in Aberdeen, WA. Between 2011-2016, the UW bought \$7 million worth of furniture from Correctional Industries (the company that sells prison-made furniture in WA), and it is estimated that the North Campus expansion project will result in another \$2 million more bought from CI by HFS.

\*unpaid, coerced, forced to work



WASHINGTON STATE CORRECTIONAL INDUSTRIES

ABOUT REENTRY PRODUCT

### RELATED

Mattresses  
Fabrics & Finishes

LITERATURE  
Residential Living Brochure  
Residential Living Catalog

TERMS OF SALE  
Furniture Contract

CONTACT  
CI Customer Service  
Phone: 1.800.628.4738

### RESIDENTIAL FURNITURE

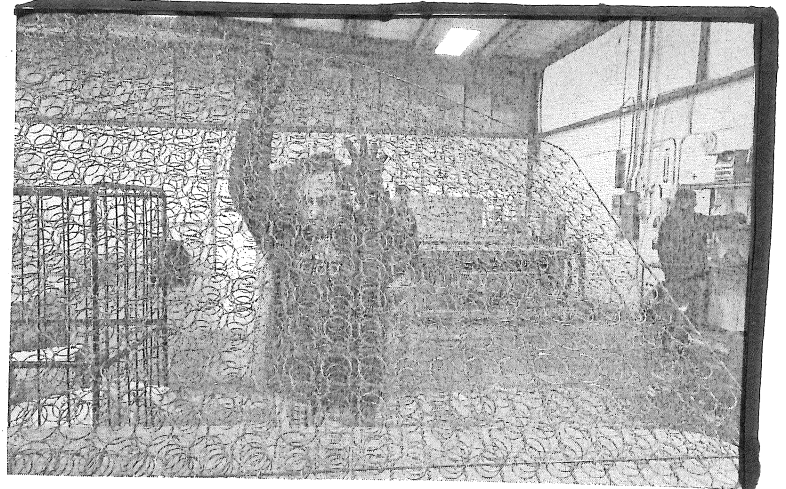
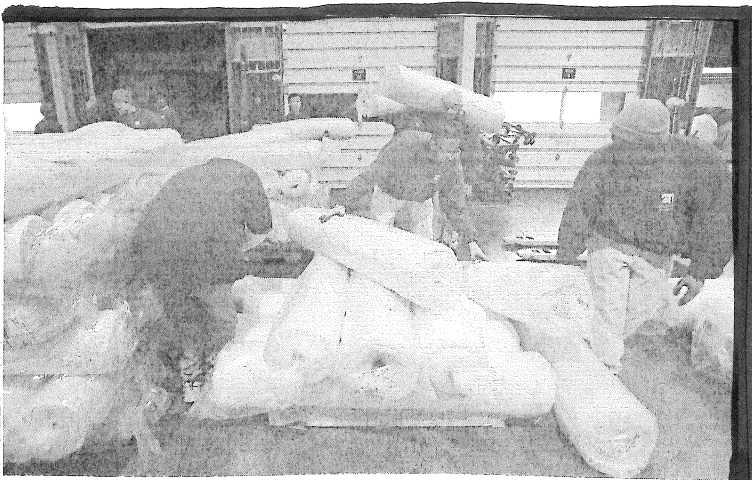


read more: [tingurl.com/daily-prison](http://tingurl.com/daily-prison)

According to RCW 39.26.250, Washington State public institutions must grant **preference** to suppliers that produce goods through inmate "work programs." Theoretically, these programs provide specialized vocational training (such as welding and woodworking) that will help inmates find jobs "on the outside."

read more?  
tinyurl.com/  
seattletimes-  
prisonlabor

However, this has not been the case. In 2014, the Seattle Times investigated the Stafford Creek Corrections Center, and found that prison laborers were not making any furniture and these "programs" were not about developing any specialized skills. Instead, Correctional Industries had spent millions of dollars on pre-built furniture -- kind of like IKEA furniture -- that inmates would merely unbox or assemble. Additionally, hundreds of Correctional Industries employees are inmates serving life-sentences -- they will never see "the outside."



Prisoners are paid at a rate of \$0.55-\$1.55 per hour, if they are paid at all. **Most prison labor is not paid**, since it is considered "vocational training." In 2018, according to the CI's annual report, the average inmate worked 1515 hours, and was paid a grand total of \$181.68, averaging out to **\$0.12/hour**. RCW 72.09.130 states that inmates who do not work must lose privileges, including early release days. **This is nothing but modern slavery in a very elaborate disguise.**

In May of 2016, the UW School of Public Health sent a letter to the Board of Regents and the Dean of Public Health, declaring mass incarceration a public health emergency and demanding divestment from the prison industry. Cauce and Howard Frumkin, the then-Dean of Public Health, refused. Cauce stated that she was obligated to follow the law.\*

Dear President Cauce

and the University of Washington

Board of Regents,

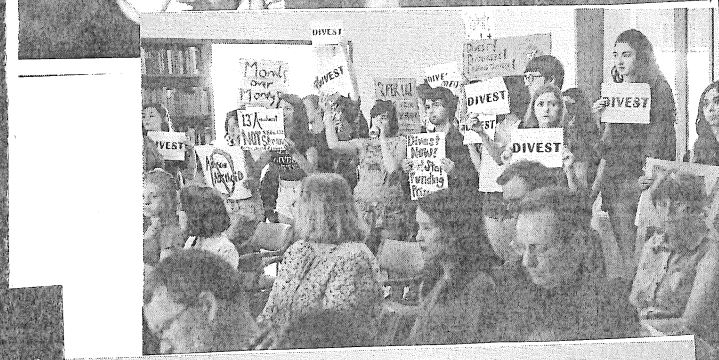
\*we'll get to this

As the University of Washington School of Public Health leadership, we refuse to remain silent about our University's complicit contributions to one of the most pressing public health emergencies in our country today. We demand that the University of Washington follow in the path of Columbia University and completely divest from the prison industrial complex.

The disproportionate effects of mass incarceration on people of color and low income populations are well established and flagrantly unjust. Currently, there are more black men under correctional control in the US than there were enslaved in 1850. Moreover, the US imprisons black men at a higher rate than South Africa did during apartheid. According to the NAACP, the United States accounts for 5% of the world population, but 25% of the world's prisoners. African Americans account for nearly 50% of those incarcerated, yet less than 25% of the nation's population. Furthermore, African Americans represent 26% of juvenile arrests, 44% of detained youth, and 58% of youth admitted to state prisons. This Public Health emergency requires urgent and immediate action by powerful institutions, specifically the University of Washington.

The American criminal justice system disenfranchises affected populations from adequately functioning in our society. Beyond the immediate consequences on imprisoned individuals and their subsequent discrimination in employment, education, public housing, public benefits, and voting, incarceration widely impacts the physical and mental health, financial wellbeing, and social structures of entire families and communities. From a public health perspective, we are concerned that the University of Washington is disregarding the well documented impact of mass incarceration on the health of affected populations, both those in prisons and their families. Evidence clearly connects these conditions to higher risks of anxiety, depression, infectious diseases, poor maternal health and birth outcomes, substance use, and chronic conditions including diabetes and cardiovascular disease; all attributable to criminal justice induced stress.

Mass incarceration and the US prison industrial complex is financed directly by prison investment in hedge funds from the University of Washington, among other institutions. The increasing privatization trend has created a profit motive to imprison more and more people, while decreasing incentives for internal spending on essential services at the expense of prisoners, staff, and public safety. By investing millions of dollars in prisons, the UW is actively investing in the future failure of the children of our communities. At our moral core, nothing can be right at the University of Washington while we are sitting in furniture made by prison labor, knowing that we are directly tied to an explicitly racist, violent system. Forcing people to work for little to no wages and prohibiting them from unionizing, prison labor is the modern equivalent to slave labor. The US Constitution, Amendment 13, Section 1 is quoted: *Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.* Mass incarceration and the prison industrial complex is modernized slavery, disproportionately and negatively redirecting children away from education and into prison slave labor.



The same year, the ASUW passed the Black Lives Matter resolution, demanding a divestment from prisons by the end of Spring 2017 and that all profits the UW has made from prison labor be re-invested into the lives of formerly incarcerated students and community members. Obviously, by the Spring of 2017, the UW did not divest from private prisons or break any ties with CI,

They have not to this day (Fall, 2019)

organized by SUPER and Decolonize UW!!

In April of 2016, about 200 students took over a Race and Equity Initiative Forum, and in May 300 protested a Board of regents meeting, demanding the following:

Race and Equity Initiative Forum.

1. We Demand that the University of Washington immediately and officially recognize the land it sits on. The University of Washington and the city of Seattle both sit on the unrecognized ancestral land of the Duwamish people. The Duwamish are the first people of the Salish sea—the land that is now the University of Washington. Through deception, broken treaties and violence, they have been scattered from their lands without compensation by the US government.

Additionally, we demand the University change the name of the two streets Steven's way and Whitman Court that border the Intellectual House from honoring the men responsible for Indigenous genocide. Governor Isaac Stevens presided over the disingenuous treaty that removed the Duwamish and many other tribes from their land. Marcus Whitman was a Christian Missionary who committed genocide on Indigenous people of Eastern Washington. This must be accomplished by Winter 2017.

2. To address exclusionary admissions practices, we demand increased recruitment of admission to Black and other underrepresented students, including more funding for resources for Student retention and academic success.

Funding will be allocated to these programs by December 2016: 1) The Ethnic Cultural Center 2) The Instructional Center 3) The Women's Center 4) Making Connections Program 5) The African Health Program 6) The UW office for faculty advancement 7) Africa-Town (By June 1<sup>st</sup> 2016)

3. Furthermore, we demand that the "criminal history" reporting section be removed from all Undergraduate and Graduate applications in recognition of the fact that Black and other students of color are unfairly and disproportionately targeted by the U.S criminal Justice system by December 2016.

Additionally that the percentage of Faculty of color especially Black Faculty increase in all schools by 25% at the end of Winter 2017.

4. Implement a new community policing and review model to work towards improving police behavior at the UW. This model must include an independent civilian police review board—one that proactively identifies issues and problems in police operations and practices, reviews incidents and complaints, and oversees the implementation of reforms and disciplinary actions. This independent civilian police review board should regularly analyze data and identify disparities. It should have full investigatory powers including: access to relevant documents, subpoena power, ability to compel testimony. This policy should be developed with involvement of students staff and faculty chosen by their communities By end of Winter 2017

5. To promote collaborative and transformative models of scholarship and community engagement to democratize the University and expand its exclusionary modes of knowledge production, we demand the establishment of an Interdisciplinary Center for the Critical Study of Race.

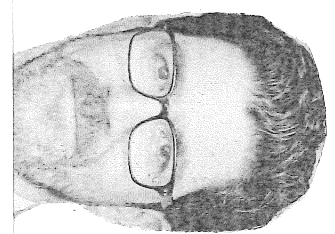
This center will promote collaboration among academics, community activists, and artists, and provide space to hold talks and workshops across the disciplines and departments. The center's mission will include the critical study of how the university has produced the conditions for the social violence's being addressed by the Black Lives Matter Movement. The center will also offer mandatory white and/or male privilege courses to ALL UW graduate and Undergraduate Students by end of Spring 2019

6. We demand that the University of Washington Divest from Prisons by end of Spring 2017
7. We demand a Student-Led, Student built committee with Institutional power to push and delegate REI funding to groups and/or university factions deemed necessary to pushforth the demands set during the 2014 Black Lives Matter student Walkout. These students will be appointed by their communities.

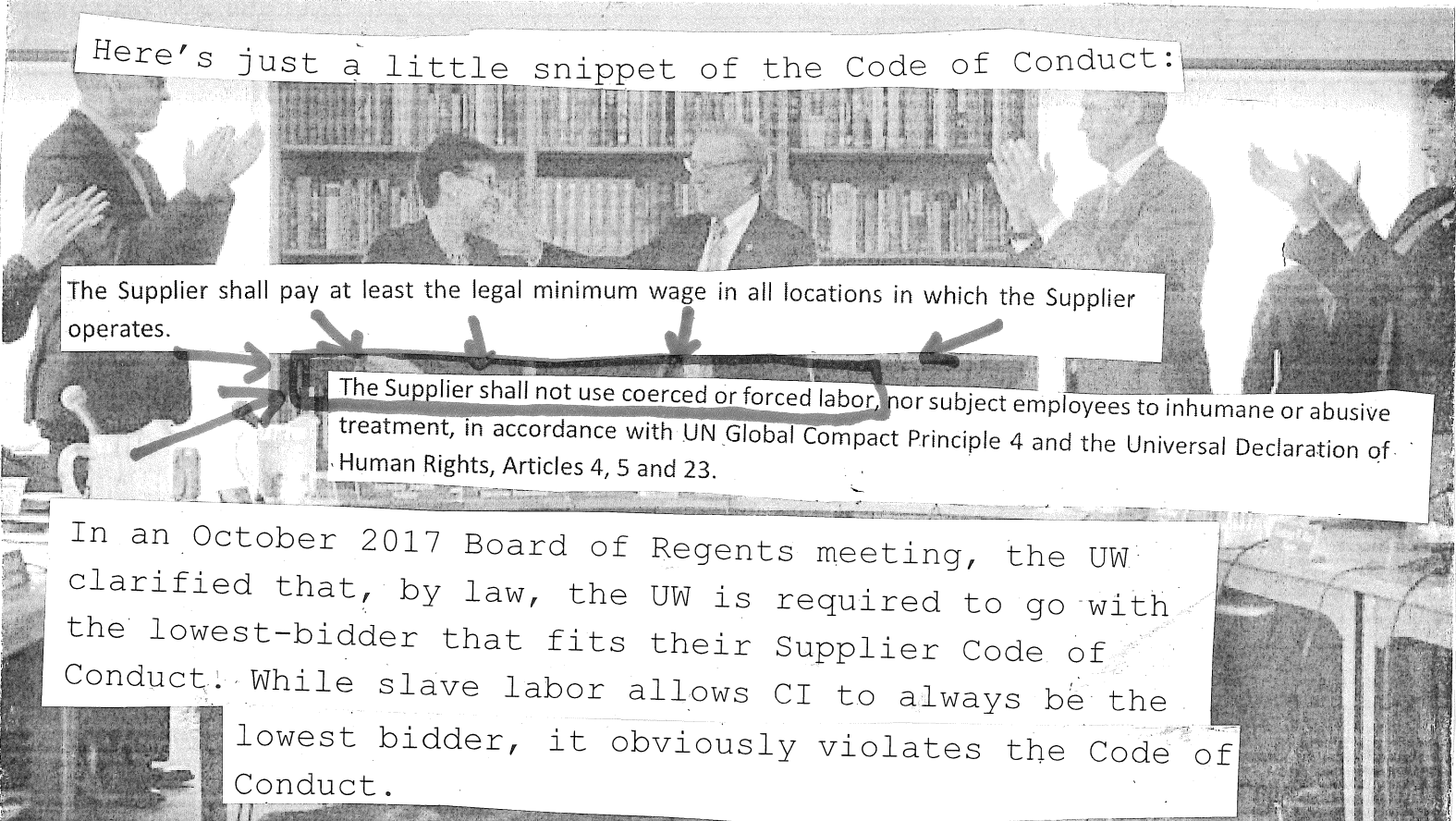
**NONE OF THESE HAVE BEEN MET**



In the Fall of 2017, the ASUW passed LD-24-2, a legislative directive in support of the repeal of RCW 39.26.250 and RCW 39.26.251. However, the ASUW student lobbyists would not cooperate, claiming prison divestment was not a "student issue." *it is!*



The UW has acknowledged this movement, in 2018, UW spokesperson Victor Balta told the Daily "We fully recognize the inequities in the U.S. criminal justice system and are proud of the students, faculty and staff who are striving to end those inequities through their studies, scholarship and activism. Public universities and all state agencies in Washington are required by state law to include Correctional Industries (CI) as a bidder for relevant projects. All UW suppliers, including CI, are required to adhere to the Supplier Code of Conduct, which represents the UW's values and



Here's just a little snippet of the Code of Conduct:

The Supplier shall pay at least the legal minimum wage in all locations in which the Supplier operates.

The Supplier shall not use coerced or forced labor, nor subject employees to inhumane or abusive treatment, in accordance with UN Global Compact Principle 4 and the Universal Declaration of Human Rights, Articles 4, 5 and 23.

In an October 2017 Board of Regents meeting, the UW clarified that, by law, the UW is required to go with the lowest-bidder that fits their Supplier Code of Conduct. While slave labor allows CI to always be the lowest bidder, it obviously violates the Code of Conduct.



UW clearly chooses to overlook this, despite Cauce's "commitment" to the Race and Equity Initiative. The UW, as one of the largest and most influential institutions in the state (as with one of the largest purchasers of goods produced by prison labor!) fully has the power to advocate for the repeal of RCW 39.26.250 and RCW 39.26.251. In the least, the UW has the power to argue that slave labor violates our code of conduct. So far, the UW has chosen to do neither.

SOURCE: Prison Policy - org

3.65% of the Washington State population is Black. 4.1% of the UW student population is Black, and **18 % of the Washington State prison population is Black.** Remember this when Ana Mari Cauce and the UW pride themselves on their commitment to racial equity and social justice when investing and profiting off of prison labor.

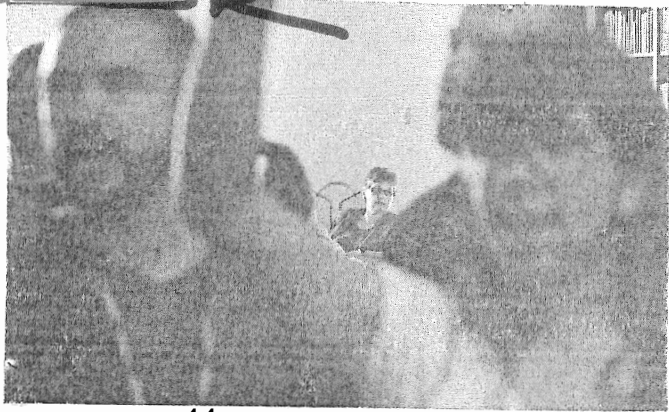
## RACE & EQUITY AT THE UW

### Diversity and equity for all

In order to support and sustain diversity and equity at the UW, as well as in the local, regional and global communities we serve, we must directly confront bias and racism at the individual, institutional and systemic levels. These are three key ways:

- Confronting individual bias and racism
- Transforming institutional policies and practices
- Accelerating systemic change

← WHAT?



she's right about something!

This is not somebody else's problem

President Ana Mari Cauce launched a Race and Equity Initiative in Spring 2015 with a challenge: that all of us — students, faculty, staff and university leadership — take personal responsibility for addressing our own biases and improving our university culture. And it began with a commitment: that together we would combat the racism and inequities, both individual and institutional, that persist here and throughout our society.

This is what universities are all about. They are places of discovery and difficult conversations — where we learn new ways of looking at and acting in the world.

This work — this struggle — is not new. UW faculty, staff and students and the rest of our collective society have been in it for many years and in many ways. But many in our community believe we have reached a moment where we must commit to collaborative, accelerated action.

William Ayer  
retired CEO  
of Alaska  
Aly

Joel Benoiel,  
retired senior VP  
+ Chief Legal Officer,  
Costco

Rogelio Rojas  
CEO, Seamar

Constance W. Rice  
Pres. The Very Strategic  
Group

Libby Gates  
MacPhee,  
Bill Gates' sister



↑  
OUR  
REGENTS  
↓



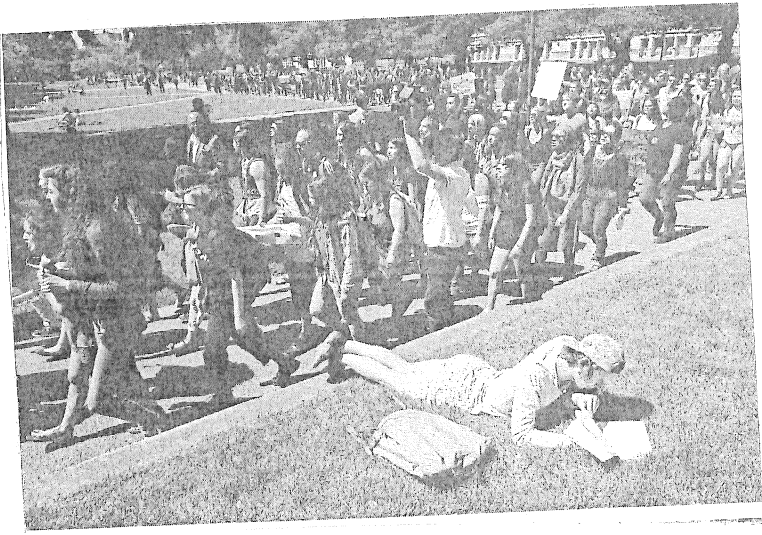
Blaine  
Tamaki,  
Founder  
Tamaki  
Law

Joanne R.  
Harrell,  
Senior Director  
Public Affairs,  
Microsoft



David  
Zeck  
President,  
NewsTribune, The  
Olympian, Bellingham Herald

Jeremy Jaech, Daniela Suarez,  
CEO, SNOPI technology W Student

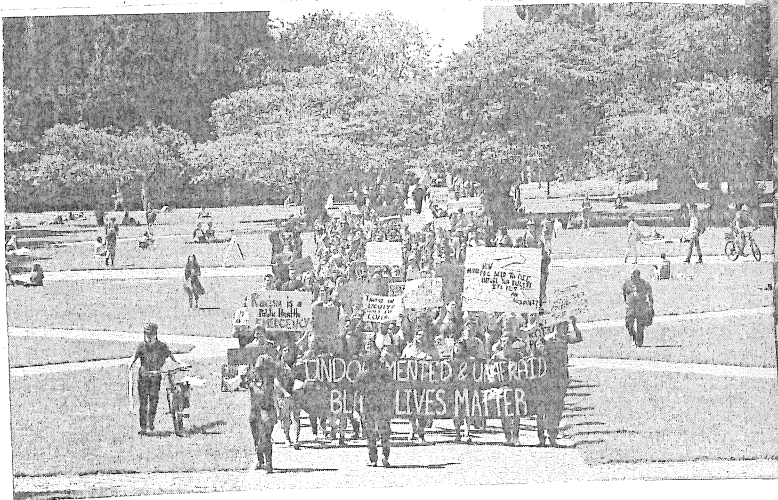


Trump!

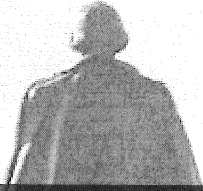
UW Chair of Patrick Shanahan  
2012-2017; US  
Deputy Secretary  
of Defense  
2017-2019,  
Secretary  
of Defense  
2019



AMC



# CONCLUSION



Boycotts and divestments are effective tools that many activists and organizations on campus have utilized to pressure a slow-acting and problematic administration. Labor injustice here and around the globe are our problems, especially when UW is directly involved (\$2.6 billion involved, to be more precise). Join movements you have a passion for, to ensure that institutions like UW not only say the right things, but actually live up to them. Your power, as a tuition-paying student, as a member of the community, as an individual striving to do the right thing, can affect change both locally and across the globe.



# WORKERS ON CAMPUS

We've all heard the phrase, "don't bite the hand that feeds you." U.S. culture around higher education exemplifies this by sending the message that we should be grateful to institutions like the University of Washington, whether we are students, employees, or both. This makes it seem like universities graciously accept us, house and feed us like generous hosts, and eventually (if we work hard enough!) give us our degrees. In reality, **the University cannot function without us. It does not give students or workers anything**—we pay enormous amounts of tuition, devote countless hours, and work tirelessly to earn every class credit and dollar that we get. Students and workers are the reason UW functions.

Even if one internalizes this message, defying the University remains challenging. But many students and student-workers over the years have gone to exceptional lengths to stand up for workers' rights. This **resistance takes many forms**, such as public protest, striking, and even posting memes on Facebook about how UW doesn't actually make us feel so boundless.

This record of resistance is incomplete. Students and workers are usually ignored or only discussed by those in power. This limits the number of sources we can consult and trust. This section therefore focus on newspapers, primarily articles in UW's student publication, *The Daily*. These sources come with their own biases. To avoid these pitfalls, **we** highlight students' and activists' own words and actions, since **this is their—our—story.**

# Collective Bargaining at UW: A Brief(ish) History

Graduate students at the University of Washington (UW) have been attempting to organize since 1963. Student-workers have tirelessly fought for better pay, health benefits, lower tuition, protections against sexual harassment, and, perhaps most importantly, "for the respect that comes from being seen as a worker with rights rather than an apprentice whose voice can be discarded like it doesn't count."<sup>1</sup>

In March 2000, UW TAs took a significant step forward in this fight. Eighty percent! of TAs signed union cards that gave the Graduate Student Employee Action Coalition (GSEAC) authority to represent them in labor negotiations with the University. This made it so that The Graduate Student Employee Action Coalition/United Auto Workers (GSEAC/UAW) would officially represent UW teaching assistants (TAs), readers, graders, and tutors in collective bargaining.

Seven months later, UW still hadn't recognized the union. On October 25th, John Sweeney, President of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), spoke at UW to urge UW President McCormick to recognize the vote. The Washington State Labor Council, the King County Labor Council, and state representatives gathered on campus to support the union and demand UW recognize its validity.

The administration's argument against the union was that students are "just" students, not employees. They claimed that UW therefore lacked a legal framework for a collective bargaining agreement.<sup>2</sup> President McCormick added that the University "declined to recognize voluntarily any union representation for graduate assistants" because UW remained unconvinced "that union representation [...] is consistent with a positive learning environment at the University of Washington." Frustrated with McCormick's refusal to come to the table, 86 percent of graduate TAs voted to strike if UW still neglected to recognize the union.<sup>3</sup>

The vote to strike worked. The administration, however reluctantly, came to the table. In early 2001, UW and the TAs began to work together to convince the Washington State Legislature to pass a collective bargaining bill that would allow GSEAC/UAW to bargain for wages and benefits based on "productivity."<sup>4</sup> Legislators finally passed the bill in March 2002, two years after the TA initially voted to unionize. The bill established a legal framework for academic students including TAs, research assistants (RAs), and tutors to elect their union representation and bargain with UW.<sup>5</sup> **FINALLY!**

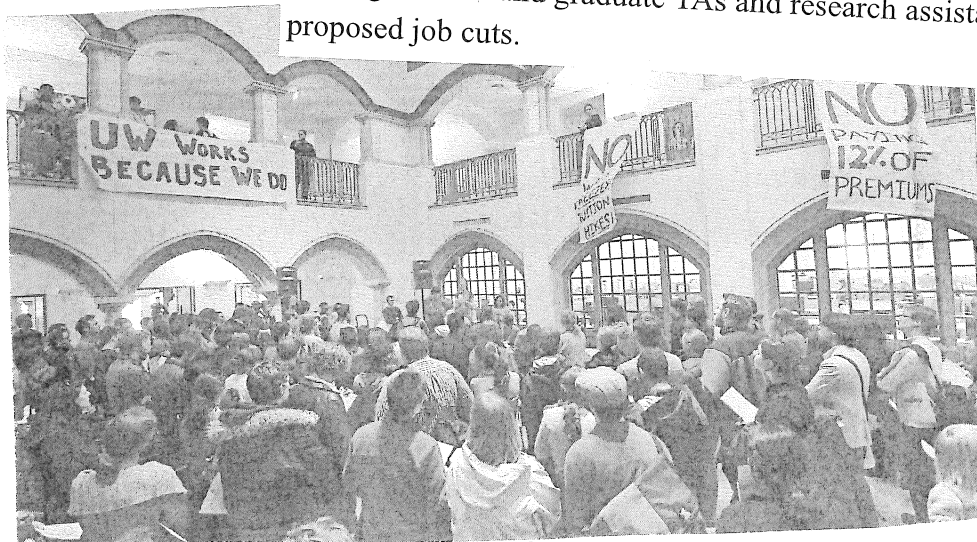
## Fast forwarding...

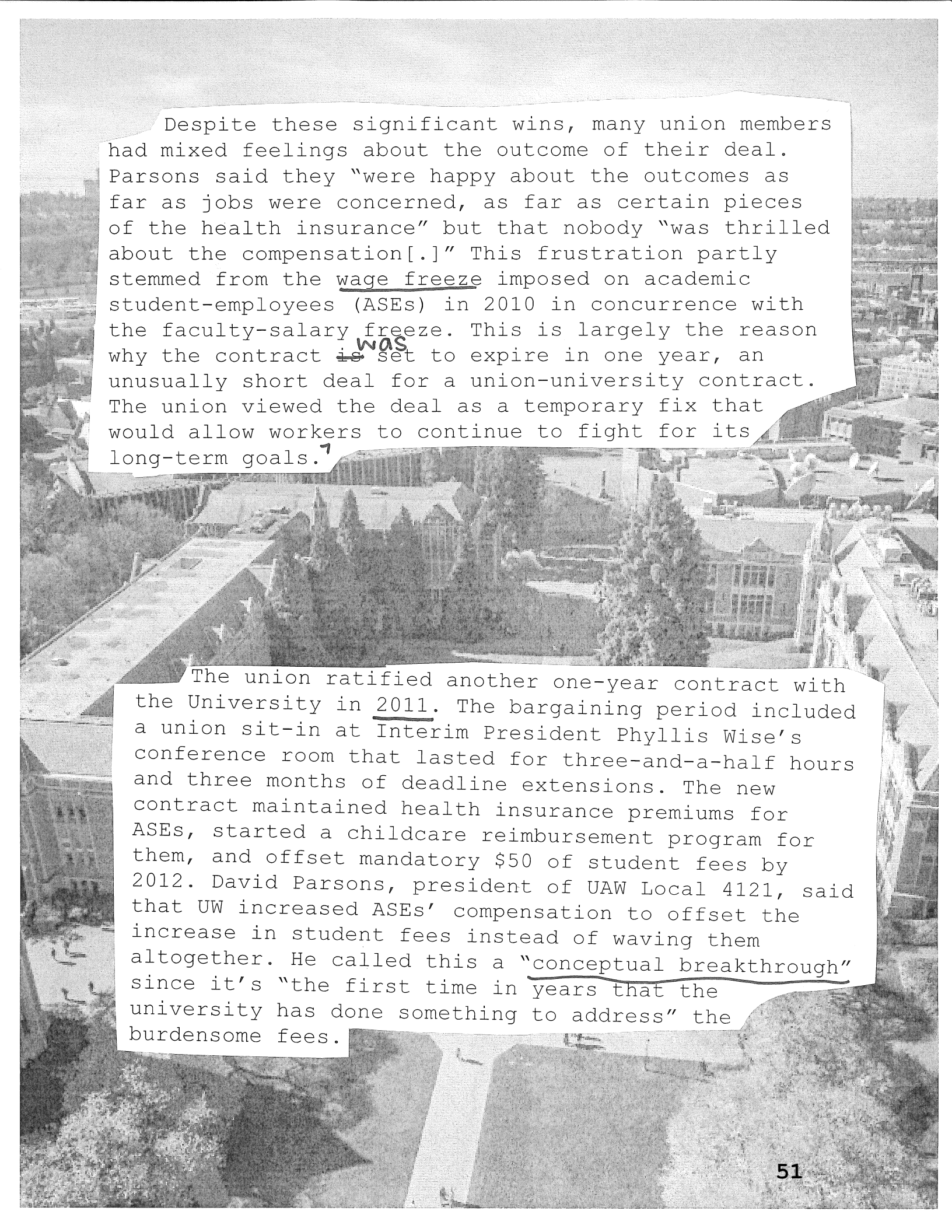
Since unionizing, TAs have continued to grapple with the University over issues including wages, rising tuition, and health insurance. In 2010, they demanded no tuition hikes, wage freezes, elimination of TA positions, or increase in insurance premiums.

UAW and UW agreed to a one-year contract on June 1, 2010. Leading up to the final agreement, TAs fought to prevent the 447 TA layoffs that were scheduled in the College of Arts & Sciences for 2011. The union also got UW to maintain its funding for the Odegaard Writing and Research Center, a crucial resource for many students. The University also agreed to pay for academic student-employees' health insurance premiums and to provide full tuition waivers to offset the costs of rising tuition and stagnant wages.

PC: Sang Cho, *The Daily* April 1, 2010.

Undergraduates and graduate TAs and research assistants gather in Mary Gates Hall to protest proposed job cuts.





Despite these significant wins, many union members had mixed feelings about the outcome of their deal. Parsons said they "were happy about the outcomes as far as jobs were concerned, as far as certain pieces of the health insurance" but that nobody "was thrilled about the compensation[.]" This frustration partly stemmed from the wage freeze imposed on academic student-employees (ASEs) in 2010 in concurrence with the faculty-salary freeze. This is largely the reason why the contract ~~is~~ <sup>was</sup> set to expire in one year, an unusually short deal for a union-university contract. The union viewed the deal as a temporary fix that would allow workers to continue to fight for its long-term goals.<sup>7</sup>

The union ratified another one-year contract with the University in 2011. The bargaining period included a union sit-in at Interim President Phyllis Wise's conference room that lasted for three-and-a-half hours and three months of deadline extensions. The new contract maintained health insurance premiums for ASEs, started a childcare reimbursement program for them, and offset mandatory \$50 of student fees by 2012. David Parsons, president of UAW Local 4121, said that UW increased ASEs' compensation to offset the increase in student fees instead of waving them altogether. He called this a "conceptual breakthrough" since it's "the first time in years that the university has done something to address" the burdensome fees.



In June of 2012, UW and UAW Local 4121 finally reached a three-year contract! Set to expire in 2015, the contract waived hundreds of dollars worth of fees that a neutral third party concluded violated the union's collective bargaining rights. Union members also received a renegotiated wage system to keep UW competitive with other large research universities. This includes increased pay for those students who, as TA Damon Di Cicco said it, "live hand-to-mouth" and "have to take out loans to cover the spread between what [they're] paid as employees and what [they] actually need to live." The contract also increased child-care expense coverage, continued health-care coverage, and reimbursed salaried ASEs \$50 for the student fees they paid from 2011-12.<sup>8</sup>

Contract negotiations restarted in April 2015. The union held a meeting in mid-April to hear from members about their concerns, which focused primarily on wages and mandatory fees. Bargaining committee member Elizabeth Mills stated that, because "academic student employees have to have those fees paid in order to work, it becomes a pay-to-work situation" that affects their ability to focus and complete their work.

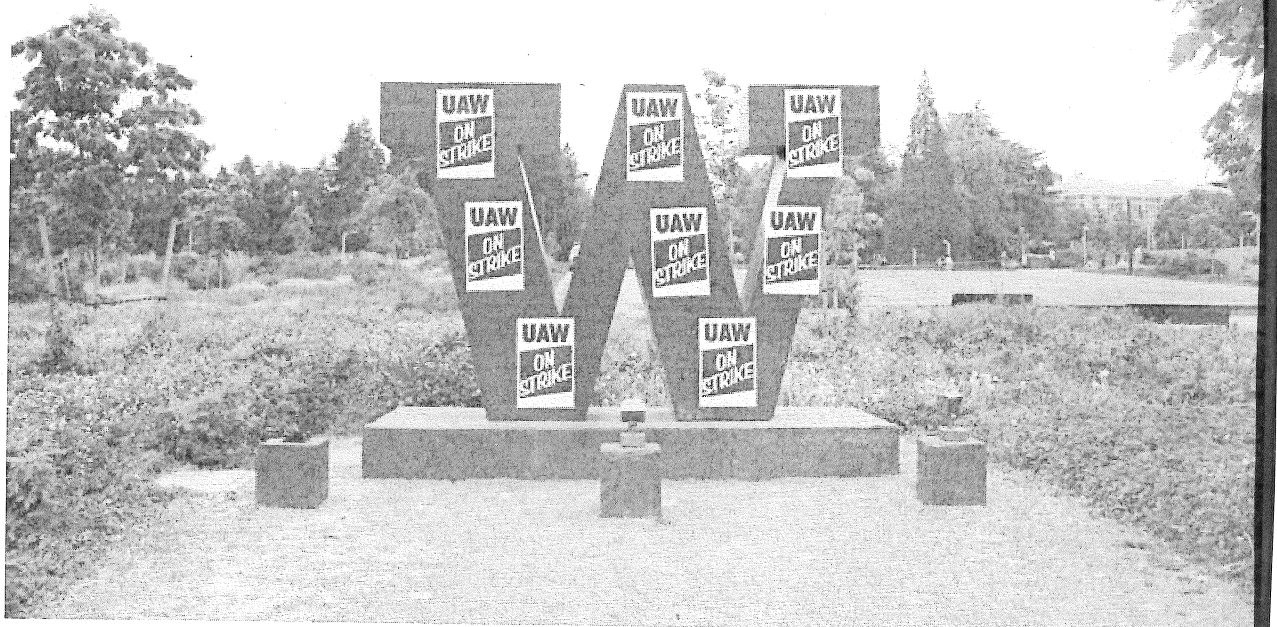
Kaia D'Albora, *The Daily*, September 25, 2014

Students join unions in a rally protesting low wages and labor rights. More than 50 people showed up to protest on the bridge between the Henry Art Gallery and Schmitz Hall to make a statement to the hundreds of students who walk across the bridge to campus every day.



The union also asked the University for training to combat microaggressions, raised wages, fee and tuition relief, improved health care coverage, and steps toward a more inclusive environment for academic student employees. According to bargaining committee member Matt Bellinger, this bargaining agenda was "not just about" the TAs but "about **arguing for the common good of the university.**" To demonstrate community support for these demands, UAW 4121 held a rally on campus on the day that tuition and fees are due to protest the administration cutting fee waivers for ASEs.<sup>9</sup>

This struggle continued into the 2018-2019 academic year as UAW 4121 negotiated another contract after theirs expired on April 30 of 2018. Workers gathered outside of Gerberding Hall in Red Square before a delegation of union members and leaders delivered a letter to UW President Ana Mari Cauce's office. Monica Cortes Viharo, a doctoral candidate in the School of Drama, said, "**We are fighting for a fair and equitable contract that recognize[s] the skyrocketing costs of living in this city, as well as the rampant inequity, harassment, the fact that we don't have trans-inclusive healthcare for our trans members. Those are all issues this university could address and chooses not to.**" Viharo explained that the union decided to deliver the letter to Cauce due to UW's lack of movement in their last bargaining session.



Members of state and on-campus unions attended this rally to show solidarity and support with the negotiating workers. Nicole Grant, a leader of the M.L. King County Labor Council, spoke in support of UAW 4121 before they entered Cauce's office: "We've got your back," she said. "[T]he work that you guys are doing on issues like trans health, [...] sexual harassment in the workplace" are "teaching the entire labor movement how to stand up for itself and how to be stronger. So we are going to back you to the wall, wherever you want to go until you win."<sup>10</sup>

Negotiations at the final bargaining session were tense as police escorted over 400 ASEs out of the building in the final hours before the contract expired and before UW offered its "last, best, and final" offer in the negotiations. Members of the union's bargaining committee called the decision to escort union members out of the building "outrageous" and said it indicated an unwillingness from UW Administration to allow the union to engage in productive discussion.

The main differences between the UAW 4121 and the administration's proposals include discrepancies on sexual harassment training, the formation of diversity and equity committees, childcare subsidies, pay increases, student fees, and healthcare. Whereas the union asked for a three percent raise for salaried ASEs and a six percent wage increase for hourly ASEs, the administration proposed a two percent raise in wages per year. The [union and administration also argued over trans-affirming and mental health care.] UW argued that no Public Employee Benefit Board plans cover trans-affirming procedures deemed cosmetic by the insurer, although the plan currently in place for ASEs includes gender reassignment surgeries deemed "medically necessary." "These differences prevented the parties from coming to an agreement by the April 30th deadline.

On May 15th, UAW 4121 carried through with its threat to strike. Union members started to picket at five in the morning. Students were free to cross the picket lines and were given options to express their solidarity in other ways, such as by taking stickers.<sup>12</sup> Many students also called, and encouraged their parents to call, President Cauce's office to urge the administration to comply with the union's demands. Union member Jesus Hidalgo, a TA in Spanish & Portuguese Studies, acknowledged that the rising cost of living in Seattle is not UW's responsibility. "But the university has the possibility to distribute the money better," and to deal more effectively with harassment and discrimination.<sup>14</sup>



Meanwhile, President Cauce and the admin. pretended to care about transgender students...

October 29, 2018

The UW's commitment to our trans and gender nonconforming community members will not change

Ana Mari Cauce

At the University of Washington, we are committed to making our campuses and communities a welcoming environment for ALL of our community members, including our transgender and gender nonconforming students and employees. News reports about a federal Department of Health and Human Services memo suggest that there may be an attempt underway to withdraw protections for transgender and gender nonconforming people under Title IX. This would be a grave injustice.

We are closely monitoring the situation, but I want to be clear: the reported changes in Title IX federal policy will in no way affect UW policies or practices supporting our transgender and gender nonconforming community members.

We can and will continue to implement our policies on preferred names and make gender inclusive restrooms available. We can and will continue to address discrimination or harassment against transgender and gender nonconforming students under our own conduct code as well as our nondiscrimination code.

Our commitment to diversity, equity and inclusion is unwavering. I recognize that, regardless of our commitment to fair and humane policies, this is still a profoundly difficult and unsettling time for our trans and gender nonconforming friends, colleagues and students. If you need support, please ask for it - your community is here for you and you can find counseling and support resources in the sidebar.

At the UW, diversity, equity and inclusion are core values, both in how we treat each other and how we approach our exploration of the world we share. From the award-winning research by psychology professor Kristina Olson to understand the experiences of transgender and gender nonconforming children to UW Medicine's recognition by the Human Rights Campaign for leadership in LGBTQ Healthcare Equality, we are united in recognizing trans rights as human rights.

I urge all of us to practice empathy, to care for each other and to do all that we can to ensure that our community feels welcoming and safe - for everyone.

Great, but what about increasing pay and health care coverage?

Next, try keeping Nazis off <sup>OUR</sup> campus!

[www.washington.edu](http://www.washington.edu)

[Source taken from UW President's blog]

"EMPLOYERS AREN'T JUDGED BY WHAT THEY SAY, BUT BY WHAT THEY DO"

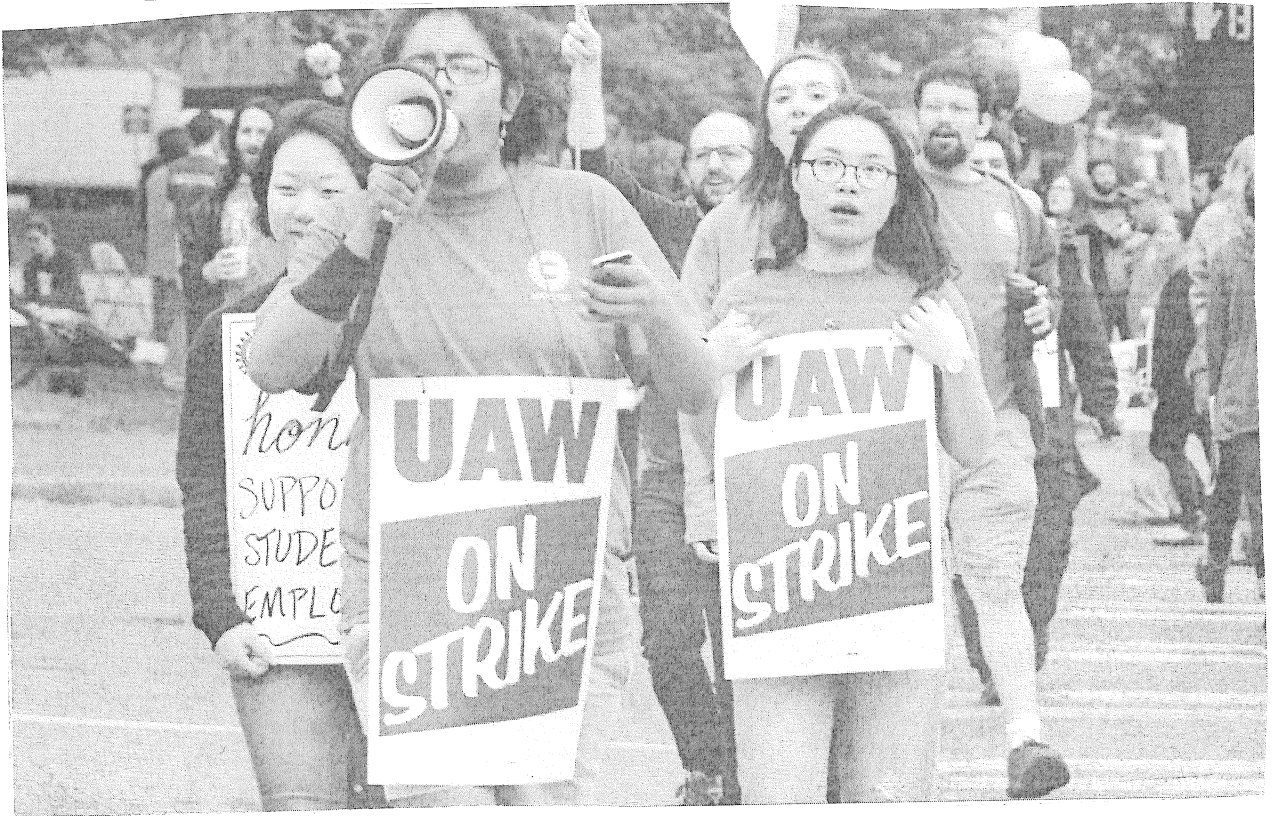
The issue of discrimination came up after a UW graduate student suffered doxxing followed by harassment and death threats. The student woke up the day after President Trump's inauguration to find "homophobic and transphobic slurs" and violent threats posted on his social media profiles and sent to his UW email. These posts included pictures of him, his contact information, and his class schedule.

This harassment was part of a violent response to a teach-in that the student participated in at Odegaard Library with undocumented students. He had to change his social media profiles, office hours, and location, and ask colleagues to teach his class due to his fear that someone could walk into his classroom and shoot him and his students. He's been frustrated by the lack of support from the University, which he said treats doxxing as an individual problem rather than part of a violent political climate.<sup>15</sup>

To pressure the administration, union members marched into Red Square to rally, chant, and march around Gerberding Hall. Lynne Dodson, the secretary treasurer for the AFL-CIO, spoke at the protest.

★ **"Employers aren't judged by what they say, but by what they do,"** she said. Many students who spoke, including TA Jeffrey Grove, cited unaffordable rents as a key reason to strike. They pointed out that more than three in four TAs are rent burdened, which means that rent costs more than 30 percent of their wages. "It can make it hard to make it day to day," Grove said. **"It makes it harder for me to do my job and help my students"** while living "a decent life[.]"

TA Jonathan Beck echoed these concerns, explaining that wages, health care, mental health, and childcare are "interconnected." He feels that the administration's approach to negotiations have "been offensive" and sent the message that TAs aren't valuable as employees, even though their work is crucial to bringing prestige and grants to the University.<sup>16</sup> The editorial board of the Daily<sup>17</sup> and the Seattle City Council publicly supported UAW's strike.<sup>18</sup>



After the strike, UAW 4121 and UW reached a three-year agreement. The administration agreed to increase compensation by two, not three, percent for all ASEs. The union won new sexual harassment training for staff as well as in-person, paid sexual harassment prevention and response training for incoming ASEs. Going forward, UAW is hoping for better wages, lower fees, reductions in workplace harassment, and greater institutional inclusivity.<sup>19</sup>



## Student Resistance **DISSENT MATTERS!**

Beyond direct labor actions, UW students express their resistance to the University status quo in other ways. This article to UW President Cauce from the Husky 100, a group of exceptional students who apply to receive recognition from the University for their growth as students, provides one example of student dissent. Although it often feels as though stating one's opinion doesn't affect change, public dissent is a crucial aspect of solidarity and resistance which can change a culture for the better.

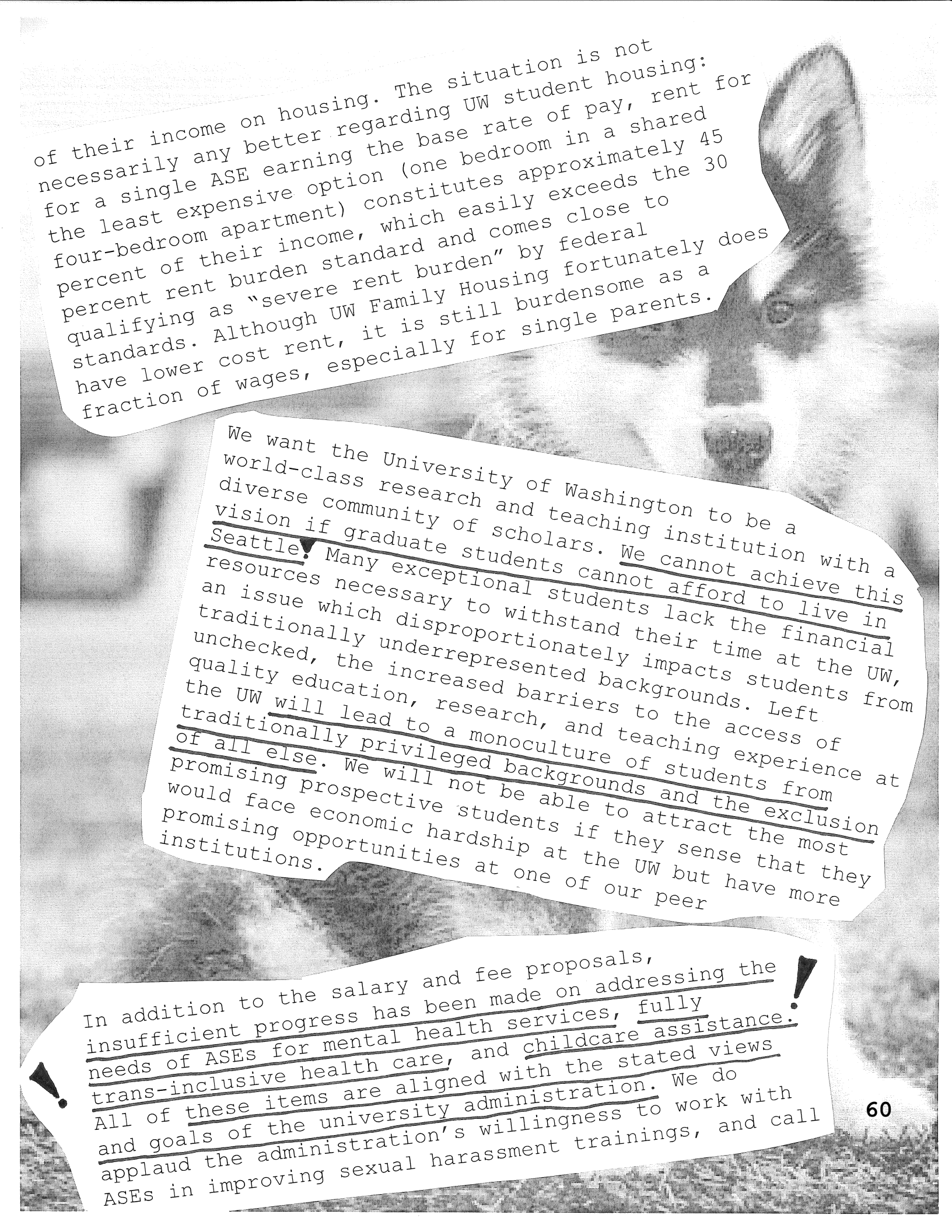
*A Letter to President Ana Mari Cauce: Husky 100 members share concerns about UAW 4121 bargaining*<sup>21</sup>

*Dear President Ana Mari Cauce,*

As members of the Husky 100, we have devoted countless hours to strengthening communities, connecting individuals, pursuing excellence, and working for positive change at the University of Washington. We love the University of Washington. However, recent events have caused us to worry about the direction our university is heading. We are particularly concerned by the actions and attitude taken by the UW administration during bargaining negotiations with UAW Local 4121, the union representing academic student employees (ASEs) at UW.

Despite the rapid rise in the cost of living in Seattle and its environs, the UW administration has proposed only net pay decreases and later small pay increases that do not keep up with expected inflation and rent increases. Already, the vast majority of ASEs report being "rent burdened," or spending more than 30 percent

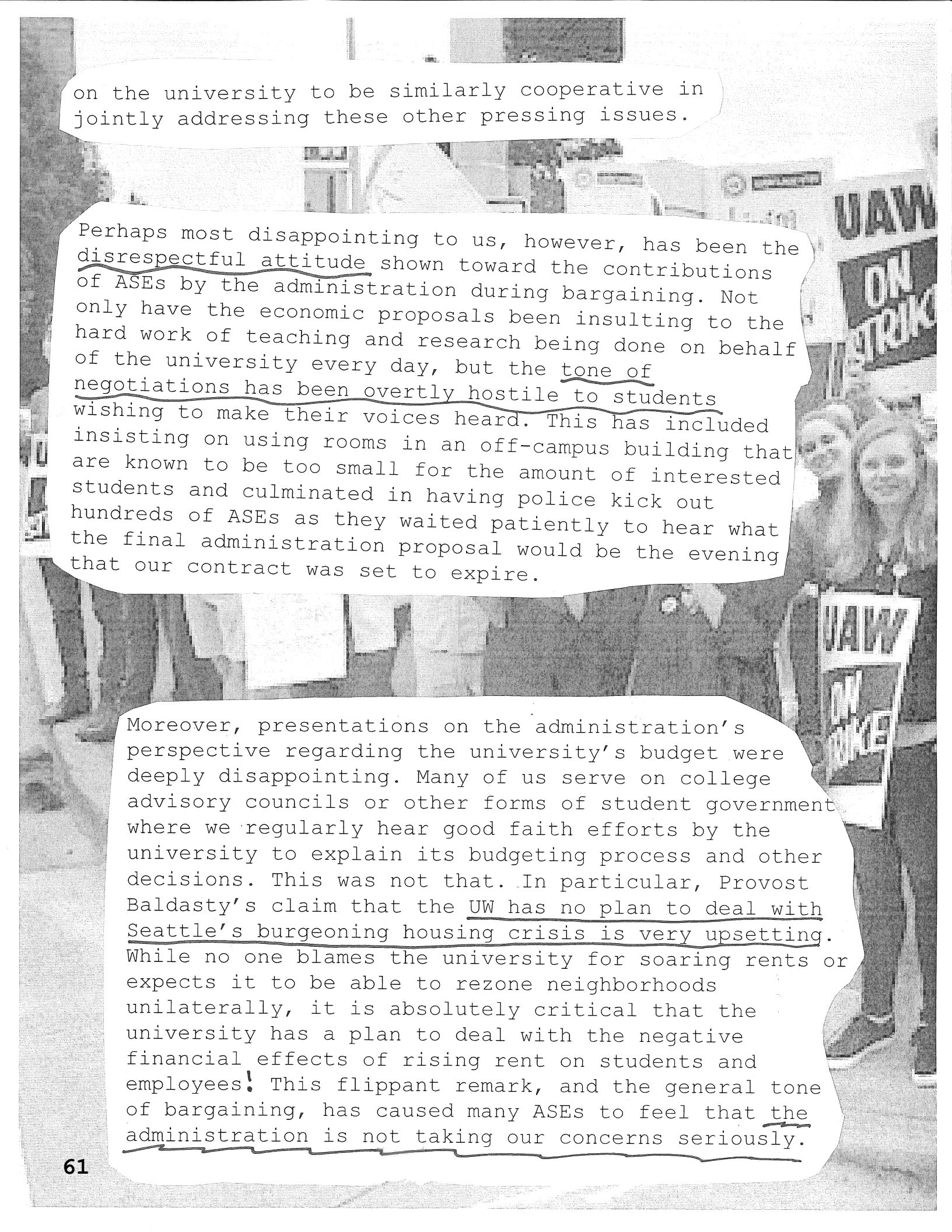




of their income on housing. The situation is not necessarily any better regarding UW student housing: for a single ASE earning the base rate of pay, rent for the least expensive option (one bedroom in a shared four-bedroom apartment) constitutes approximately 45 percent of their income, which easily exceeds the 30 percent rent burden standard and comes close to qualifying as "severe rent burden" by federal standards. Although UW Family Housing fortunately does have lower cost rent, it is still burdensome as a fraction of wages, especially for single parents.

We want the University of Washington to be a world-class research and teaching institution with a diverse community of scholars. We cannot achieve this vision if graduate students cannot afford to live in Seattle. Many exceptional students lack the financial resources necessary to withstand their time at the UW, an issue which disproportionately impacts students from traditionally underrepresented backgrounds. Left unchecked, the increased barriers to the access of quality education, research, and teaching experience at the UW will lead to a monoculture of students from traditionally privileged backgrounds and the exclusion of all else. We will not be able to attract the most promising prospective students if they sense that they would face economic hardship at the UW but have more promising opportunities at one of our peer institutions.

! In addition to the salary and fee proposals, insufficient progress has been made on addressing the needs of ASEs for mental health services, fully trans-inclusive health care, and childcare assistance. All of these items are aligned with the stated views and goals of the university administration. We do applaud the administration's willingness to work with ASEs in improving sexual harassment trainings, and call



on the university to be similarly cooperative in jointly addressing these other pressing issues.

Perhaps most disappointing to us, however, has been the disrespectful attitude shown toward the contributions of ASEs by the administration during bargaining. Not only have the economic proposals been insulting to the hard work of teaching and research being done on behalf of the university every day, but the tone of negotiations has been overtly hostile to students wishing to make their voices heard. This has included insisting on using rooms in an off-campus building that are known to be too small for the amount of interested students and culminated in having police kick out hundreds of ASEs as they waited patiently to hear what the final administration proposal would be the evening that our contract was set to expire.

Moreover, presentations on the administration's perspective regarding the university's budget were deeply disappointing. Many of us serve on college advisory councils or other forms of student government where we regularly hear good faith efforts by the university to explain its budgeting process and other decisions. This was not that. In particular, Provost Baldasty's claim that the UW has no plan to deal with Seattle's burgeoning housing crisis is very upsetting. While no one blames the university for soaring rents or expects it to be able to rezone neighborhoods unilaterally, it is absolutely critical that the university has a plan to deal with the negative financial effects of rising rent on students and employees! This flippant remark, and the general tone of bargaining, has caused many ASEs to feel that the administration is not taking our concerns seriously.

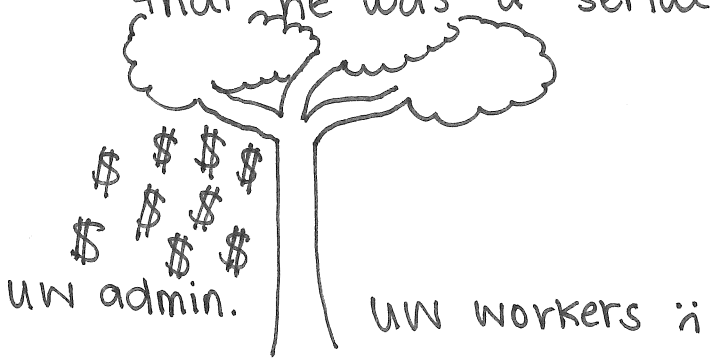
# The Fight for \$15

Expanding on SeaTac's fight <sup>to increase the</sup> ~~minimum wage~~ minimum wage, Seattle unions gathered at the UW Medical Center on May 23, 2014, to rally for a \$15 minimum wage. The 15 Now campaign aims to help low-paid workers as Seattle's cost of living skyrockets and to unite workers! who want to bring awareness to UW's unequal wage system. The New York Times even named the University of Washington as one of the "most unequal" public universities in terms of the income gap between executives, students, and low-wage faculty. <sup>22</sup>

On May 1st, Mayor Ed Murray\* announced that he brokered a deal to raise the minimum wage from \$9.25 to \$15 an hour, but the ordinance would not apply to government institutions such as UW. Although Norm Arkans, Associate Vice President of Media Relations and Communications at UW, said the University was interested in raising its wages, he admitted that they lacked any plans to do so. The reason he gave for UW's hesitance is that, "money doesn't grow on trees." Meanwhile, Charles Kennedy, the Associate Vice President of Facilities Services, has received a 35 percent raise since 2007. The workers who actually clean and maintain the buildings have received a 2 percent raise. Azmera Zere, a custodian who has worked at UW for 14 years, says this increase is insufficient. She has a second job as a certified nursing assistant (CNA) but still cannot afford to send her daughter to a four-year university this Fall. <sup>23</sup>

WHAT?!  
who knew?

\* resigned from office after multiple accusations that he was a serial sexual abuser



22. Tamar Lewin, "Student Debt Grows Faster at Universities with Highest-Paid Leaders, Study Finds," New York Times, May 18, 2014.

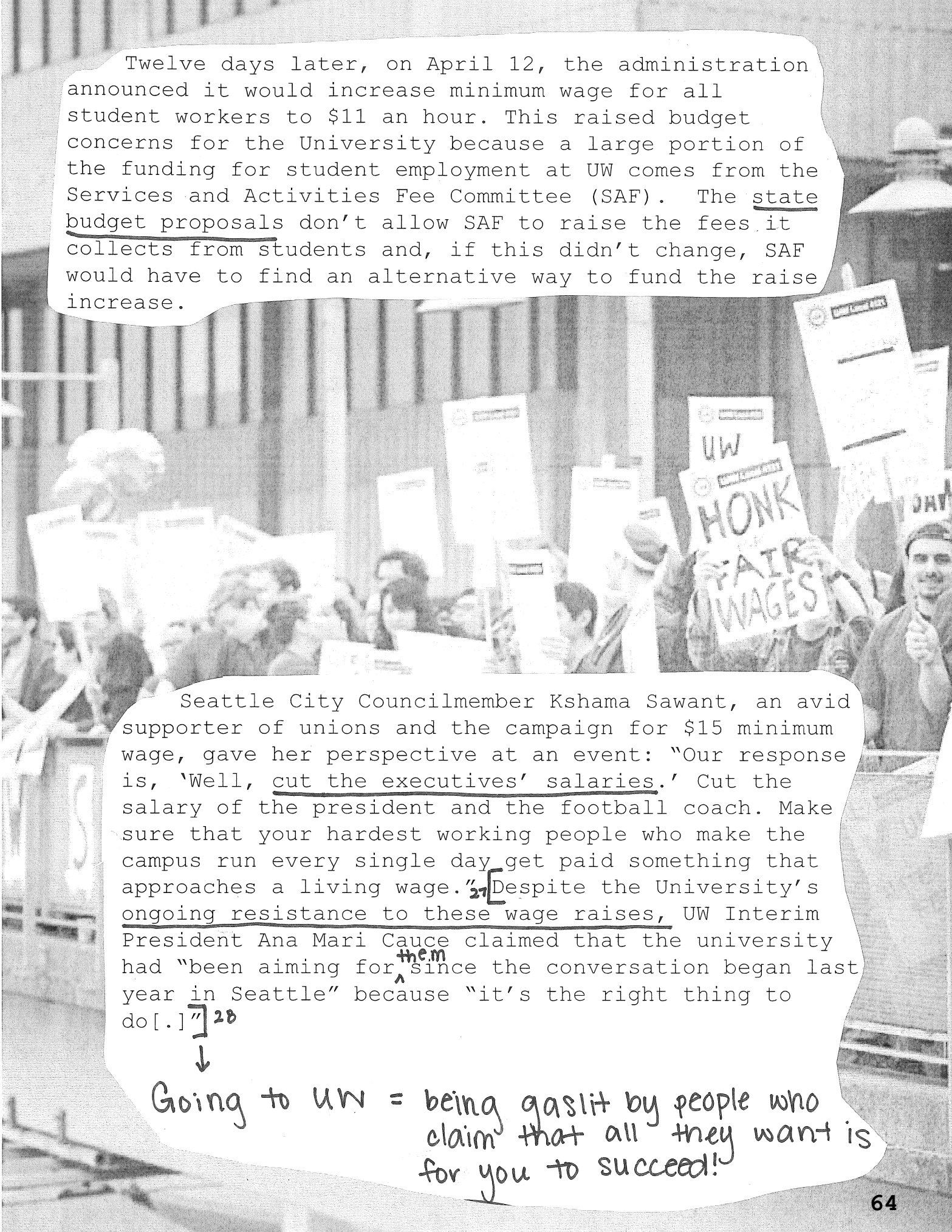
Washington labor unions and their members spent the next year pressuring UW to adhere to the city-wide wage increase that the Seattle City Council passed in 2014.<sup>24</sup> Initially, UW was unsure if the law applied to it because it's a public entity. Garrett Strain, a graduate student and member of the UW Academic Workers for a Democratic University said, "If every other employer in Seattle can pay \$15 an hour by 2017, surely the UW, a \$6 billion a year institution, can pay at least \$15 an hour to all workers on campus."<sup>25</sup> He also framed it as "a moral issue" for the university. It "may be a state entity, but really it's a moral issue," he said. "Poverty wages and student debt from rising tuition are an awful combo."

~ WAGES ARE A MORAL ISSUE ~

Jess Spear, the organizing director for the organization called 15 Now which has been pushing for a national \$15 minimum wage, emphasized solidarity between UW employees and student workers. "At the same time that tuition is skyrocketing," Spear said, "students aren't making living wages. We're here to fight with them." She emphasized solidarity! between UW's employees and student workers as the key to securing proper living wages for both.<sup>26</sup>

In April, UW announced it would comply with the city's law by raising the minimum wage for non-student employees to \$11 an hour to keep up with Seattle's incremental increase toward \$15/hour. But 2,600 student employees who earn less than \$11 per hour saw no wage increase! In response, students, faculty, and community organizers rallied on campus to demand that UW increase wages for student workers as well. ?!

Twelve days later, on April 12, the administration announced it would increase minimum wage for all student workers to \$11 an hour. This raised budget concerns for the University because a large portion of the funding for student employment at UW comes from the Services and Activities Fee Committee (SAF). The state budget proposals don't allow SAF to raise the fees it collects from students and, if this didn't change, SAF would have to find an alternative way to fund the raise increase.



Seattle City Councilmember Kshama Sawant, an avid supporter of unions and the campaign for \$15 minimum wage, gave her perspective at an event: "Our response is, 'Well, cut the executives' salaries.' Cut the salary of the president and the football coach. Make sure that your hardest working people who make the campus run every single day get paid something that approaches a living wage."<sup>21</sup> Despite the University's ongoing resistance to these wage raises, UW Interim President Ana Mari Cauce claimed that the university had "been aiming for <sup>them</sup> since the conversation began last year in Seattle" because "it's the right thing to do[.]"<sup>20</sup>

↓  
Going to UW = being gaslit by people who claim that all they want is for you to succeed!

EXTRA, EXTRA,  
read all about it!

[Source taken  
from UW President's  
Blog]

November 8, 2018

UW is proud of you!

## Supporting and celebrating our first-generation college students

Ana Mari Cauce

For students who become the first in their family to earn a college degree, the impact of that achievement can be transformative, for themselves and for their families. And the impact can be felt for generations. The power of college to increase equity is what makes the UW so pleased to once again be participating in the National First Generation College Celebration.

We are proud that more than a third of UW's undergraduates are the first in your families to seek a four-year degree. And we recognize there can be real challenges when you venture into uncharted waters, challenges that are amplified for students with financial need. If you need support, we are here on all three campuses with resources and encouragement. Our goal is to help you reach the finish line.

To our many faculty, staff and alumni who are, themselves, first-generation college graduates, this annual event is also an opportunity to celebrate your achievements. It's a moment for you to demonstrate, through your example, what is possible through higher education. I hope faculty and staff with their own powerful story will pick up an "I Am First-Generation" button today and share your experience through social media with #CelebrateFirstGen.

The UW is committed to our mission of expanding access to an excellent education for as many people as possible. When our first-generation students take on a leadership role in a student organization or earn a degree while parenting and above all when they walk across the stage in Husky Stadium, diploma in hand, we know that our mission is succeeding.

To all our first-generation Huskies, we are proud of you!

Dear UW,  
If you support  
first-generation college  
students, why didn't  
you want to pay them  
a fair wage?  
Sincerely,  
confused!

wish we could say  
the same, UW!



# CLOSURE OF UW

The day of November 2nd 2017, workers at UW's Consolidated Laundry facility in Mount Baker (which services all of UW Med) were put on notice that their jobs would be outsourced in March of 2018, citing operation deficits from the last year. Temporary raises were issued, but no severance was offered.

Consolidated Laundry's workforce was comprised of more than 100 unionized workers represented by the Washington State Federation of State Employees (WFSE) Local 1488 ...

55% of which were women

94% of which were people of color

89% of which were immigrants

That same month, UW entered into negotiations with the Hospital Central Services Association (HCSA) in Auburn, predicted to save UW Med an estimated \$3 million a year in operational costs.

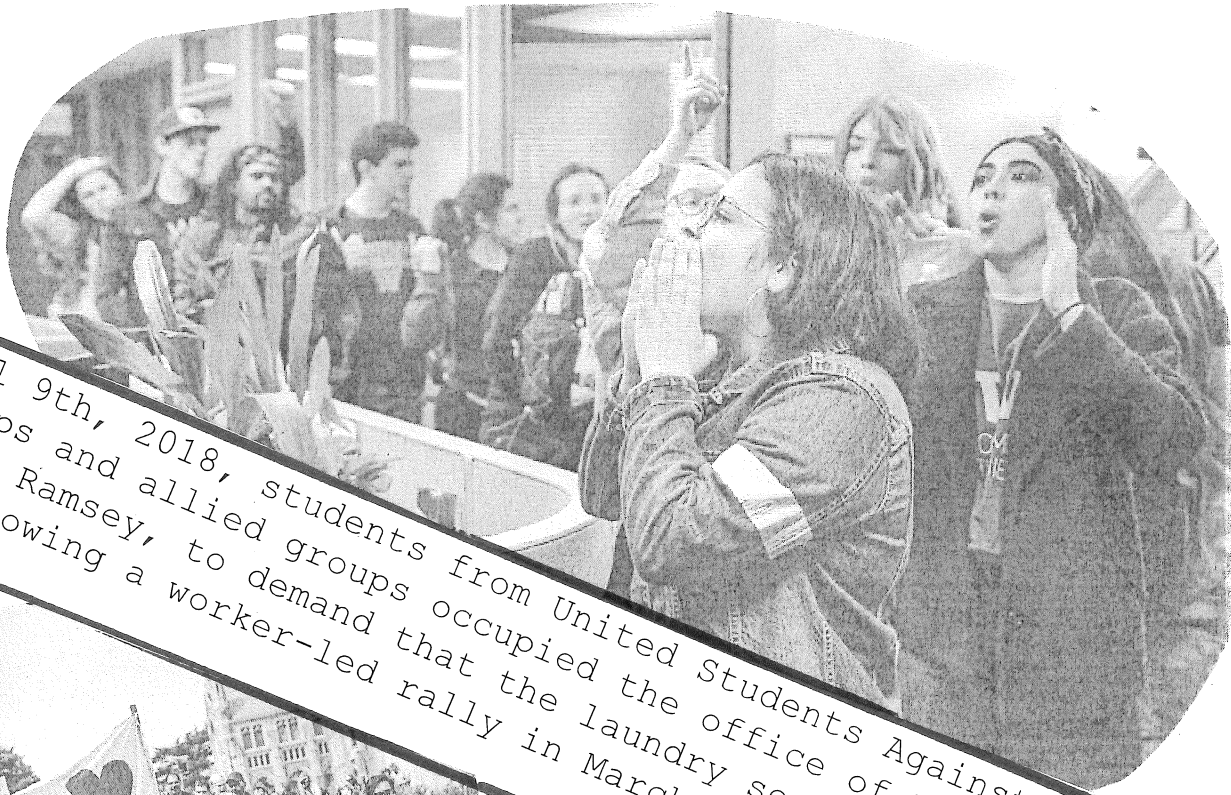
WAS IT  
REALLY WORTH  
IT ???

Their workers  
are not represented  
by a union.

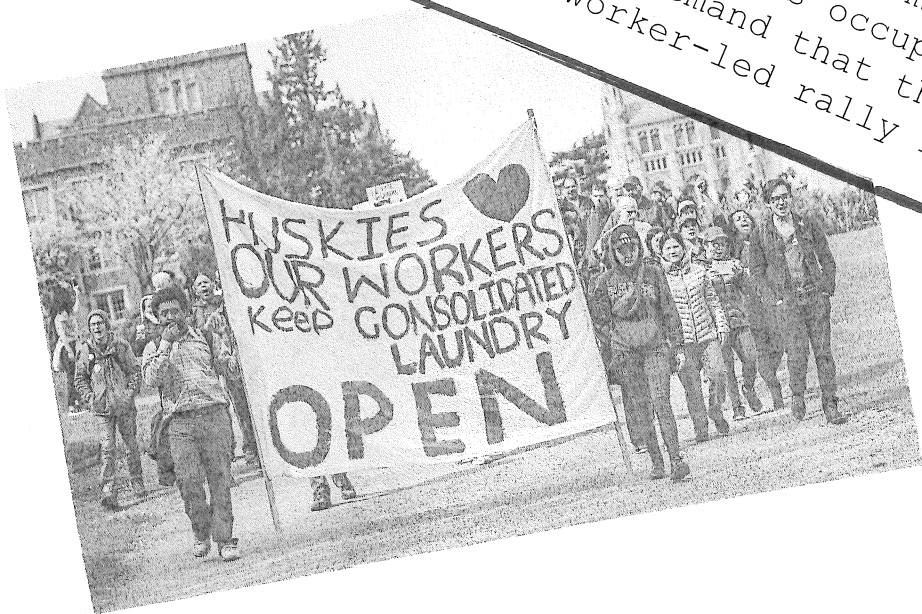
Coincidence?



# CONSOLIDATED LAUNDRY



On April 9th, 2018, students from United Students Against Sweatshops and allied groups occupied the office of UW Med's CEO, Paul Ramsey, to demand that the laundry service remain open, following a worker-led rally in March at Ana Mari Cauce's office.



Cited operating deficit of UW Med:  
— **\$75 million \***

Cited cost of deferred maintenance:  
— **over \$1 billion \***

Displacing

women

immigrants,

people of color

Many of who had worked at the laundry for decades

"The entire annual budget of the UW Laundry — over \$12.6 million — is less than the pay of UW Medicine's top 40 highest paid administrators, whose average salaries exceed \$330,000 per year... the average salary of UW Laundry workers is \$36,120 per year, equivalent to approximately \$17 per hour."

- Rod Palmquist (WFSE)

On October 11th, 2018, the Board of Regents approved in its Campus Master Plan a "commitment" to build an additional 450 units of affordable housing over the next 10 years, in loose accordance with a city condition to expand affordable housing for low-income students and staff.

Their location of choice???



The building formerly known as Consolidated Laundry, at 2901 27th Ave S in Mount Baker, situated next to the Mt. Baker lightrail station.

Slashing 100+ unionized jobs

Cutting from the lowest paid

To build affordable housing?

Does UW have no sense of irony?

BOARD OF REGENTS  
MEETING NOTES,

BUT DOES THE  
UW ACTUALLY  
CARE ABOUT  
AFFORDABLE  
HOUSING?

→ 450 units  
in 10  
years?

The Council's Preliminary Recommendation raises the number of required affordable housing units to 450, with the additional 300 units required to be affordable to employees earning no more than 80 percent AMI.

**Basis for Objection:**

The City's action, whether 150 units or 450 units, has no support in law or in the record. The University has provided extensive briefing on this subject, and it continues to rely on its legal arguments. In particular, there is no SEPA basis for the Conditions, which the City concedes. Furthermore, the University believes it is improper and not in keeping with the contractual nature of the City-University Agreement for the City to rely on a soft Comprehensive Plan policy adopted after employee discussion and never implemented by a City Councilmember during Committee discussion of the Preliminary Decision, such a condition is unprecedented. No other major employer in the City has been conditioned in this way. In addition, the Council's staff report made significant errors in constructing an argument for 450 units, relying on unsubstantiated testimony and assumptions that would in practice make far fewer people eligible for subsidized affordable housing than cited in the report.

Having said that, and while continuing to reserve all rights, the University is deeply engaged in developing affordability solutions for students, staff and faculty members. University staff have carefully considered the condition in the Council's Preliminary Decision of 450 units. This is a "stretch" figure, but one that likely can be accomplished over the life of the Master Plan if Council makes a change granting priority to where the housing must be produced. A change is also warranted to ensure that income-eligibility for affordable housing units is based on household income, not individual income. Therefore, Administration staff agree with the Council's Preliminary action.

**Alternative to the Preliminary Decision:**

University Administration staff recommend the following response:

Condition 1: Amend page 276 of the Housing section to include the statement, "The University shall commit to voluntarily construct no fewer than 150 affordable housing units for faculty and staff (including teaching assistant) households earning less than 60 percent AMI and no fewer than 300 additional affordable housing units for faculty and staff (including teaching assistant) households earning less than 80 percent AMI within the MIO boundary, Primary Impact Zone, or Secondary Impact Zone, or within the City of Seattle near light rail stations or frequent transit routes prior to the completion of 6 million net new gross square feet authorized by the CMP."

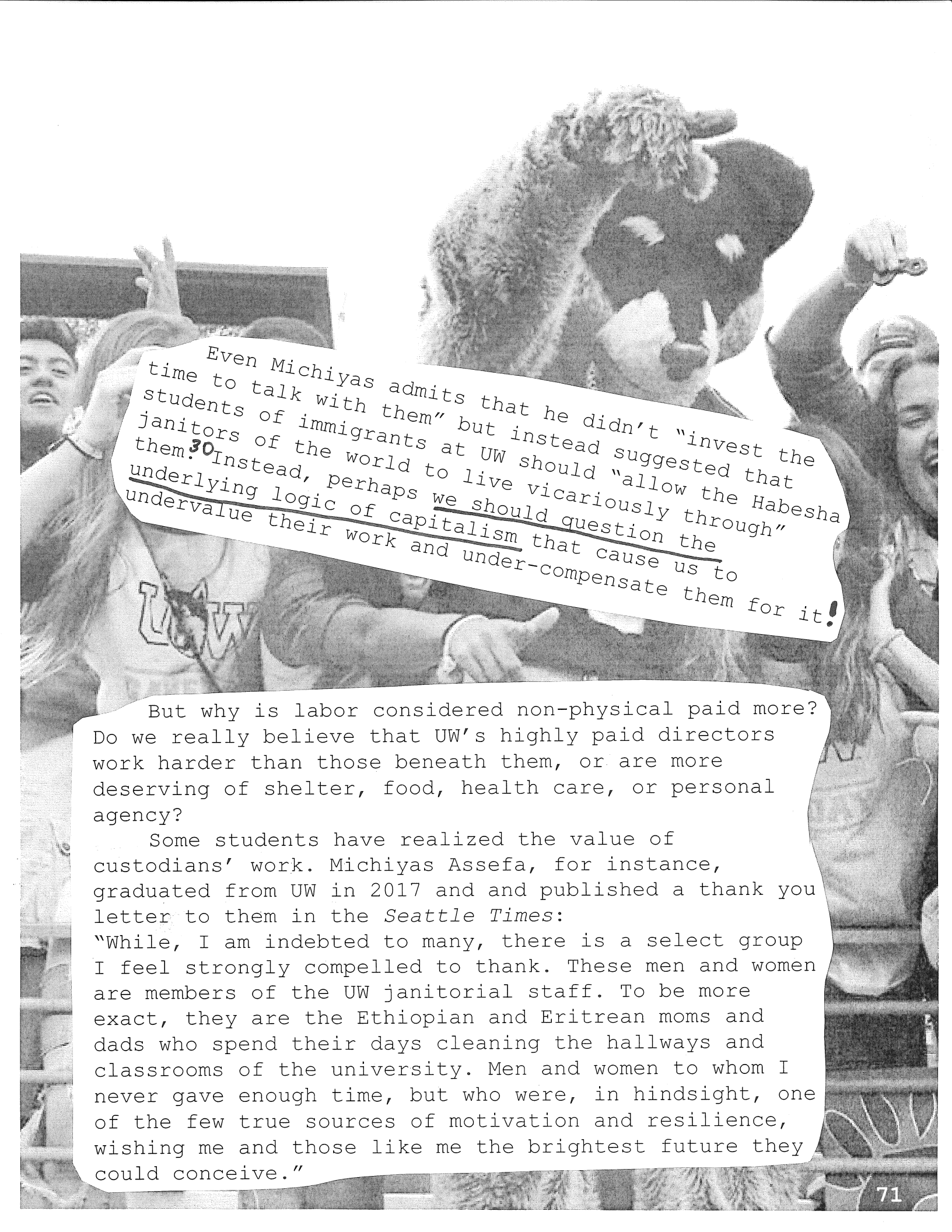
Condition 2: A condition of the Master Plan shall state: "The University shall commit to voluntarily construct no fewer than 150 affordable housing units for faculty and staff (including teaching assistant) households earning less than 60 percent AMI and no fewer than 300 additional affordable housing units for faculty and staff (including teaching assistant) households earning less than 80 percent AMI within the MIO boundary, Primary Impact Zone, or Secondary Impact Zone, or within the City of Seattle near light rail stations or frequent transit routes. All the required housing shall be constructed prior to the completion of 6 million net new gross square feet authorized by the CMP."

## A Mini Case Study on Capitalism

So, why do those in positions of authority make so much more money than the people who actually keep the University running? Explaining this requires us to interrogate capitalism as an economic system. Workplaces function based on hierarchies that are endemic to capitalist societies. Like most, if not all, of the hierarchies in our society, those which we find in the workplace are largely rooted in the intersecting issues of sexism, racism, and classism.

To understand this point further, let's look more closely at the case of custodians. None of us can imagine a University without them. These workers are "essential for the hour-to-hour success, health, and overall comfort of the campus." They "perform a large variety of tasks," including often facing "a certain amount of risk from exposures to viruses from handling toxic chemicals." They work below managers who "are not qualified for their position" and have seldom worked as custodians themselves. This makes them ignorant of "the kind of labor involved in custodial duties" with which (mostly immigrant) workers are tasked disproportionately.<sup>29</sup>

Despite having a job so fundamental to UW's functioning, custodians are some of the lowest paid workers at UW. This is not an accident. One would have to be willfully unobservant to avoid noticing that the custodians on our campus are disproportionately women and/or people of color. They perform domestic or caregiving labor, which is traditionally associated with women and therefore considered less valuable than masculinized forms of labor. Their labor is also considered menial and physical, not intellectual, and thus associated with tasks historically assigned to people of color.



Even Michiyas admits that he didn't "invest the time to talk with them" but instead suggested that students of immigrants at UW should "allow the Habesha janitors of the world to live vicariously through" them.<sup>30</sup> Instead, perhaps we should question the underlying logic of capitalism that cause us to undervalue their work and under-compensate them for it!

But why is labor considered non-physical paid more? Do we really believe that UW's highly paid directors work harder than those beneath them, or are more deserving of shelter, food, health care, or personal agency?

Some students have realized the value of custodians' work. Michiyas Assefa, for instance, graduated from UW in 2017 and published a thank you letter to them in the *Seattle Times*:

"While, I am indebted to many, there is a select group I feel strongly compelled to thank. These men and women are members of the UW janitorial staff. To be more exact, they are the Ethiopian and Eritrean moms and dads who spend their days cleaning the hallways and classrooms of the university. Men and women to whom I never gave enough time, but who were, in hindsight, one of the few true sources of motivation and resilience, wishing me and those like me the brightest future they could conceive."

institutions cannot save us!

institutions cannot love you

## Conclusion

This record of resistance is incomplete. But the fact that it takes years of organizing by students and student-workers to pressure the University of Washington to do things like raise wages, expand healthcare, or implement anti-harassment trainings is revealing enough. If this history ~~reveals~~ <sup>demonstrates</sup> anything, it's that workers cannot afford complacency. No matter how benevolent the University may appear on its face, it's still an institution, and institutions are not designed to take care of us. We must instead take care of ourselves and each other. To do so, we have to keep a few lessons in mind.

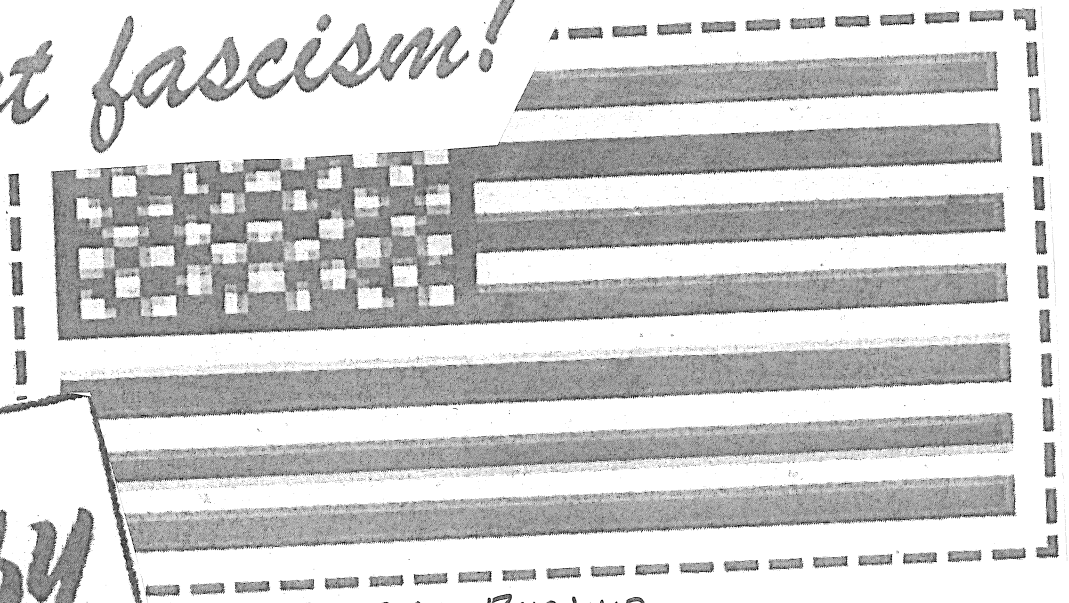
First, don't believe what the University says! UW's rhetoric regarding inclusion and equity rarely match up with its actions, particularly when money is involved. Question what you hear. Ask for the perspectives of those whom the university's policies directly affect. Investigate things for yourself. Trust your instincts when something feels unjust.

Second, institutions are slow. They aren't structured to meet our needs, and definitely won't do so without a push. This means that the burden of this fight is on us. Change may take a long time, but it does happen, whether you stick around at the University long enough to see it or not. Your actions may not seem like they make a difference in the moment, but they will make a difference to those who come after you.\*

\*well, until climate change kills us all...

Third, this fight extends beyond the scope of the University, **but that doesn't mean that what we fight for at UW doesn't matter.** None of us live, learn, or work in isolation. Whether we can trace our problems back to budget cuts, a particular political administration, or **an entire socioeconomic system,** what happens at UW matters. **Our communities matter.** The problems we face are not solely UW's fault, but **institutions like this university both reflect and shape society.** To change anything, we must simultaneously look beyond our own communities and commit to fighting injustice within them.

*Remember, only you can prevent fascism!*



Source: RUCKUS

*Clip n' learn!*

1. Trevor Griffey, "Exam Graders and Hellraisers," *Ruckus* (Seattle, WA), May 2005.

2. "TAs unionize for job benefits," *The Daily* (Seattle, WA), March 27, 2000.

3. "TAs vote overwhelmingly to strike, now the question is when?" *The Daily*, November 6, 2000.

4. "Collective bargaining bill on its way," *The Daily*, January 26, 2001.

5. Nick Koveshnikov, "TA collective bargaining bill passed," *The Daily*, March 7, 2002.

6. Tiffany Vu, "Student employee union protests," *The Daily*, April 1, 2010.

7. William Dow, "UAW, UW reach 1-year deal," *The Daily*, June 23, 2010.

9. Maria Lee, "UAW local 4121 membership meeting highlights concerns for new contract," *The Daily*, April 6, 2015.

10. Emily Gilbert, "Union delivers letter to Cause's office on the last day before contract expires," *The Daily*, April 30, 2018.

8. Kirsten Johnson, "UW academic student employees look forward to...", *The Daily*, June 13, 2012.

11. Emily Gilbert, "NO agreement made by April 30 deadline between UW and Academic Student Employees...", *The Daily*, May 1, 2018.

12. Emily Gilbert and Devon McBride, "Scenes from the picket lines," *The Daily*, May 15, 2018.

14. *Ibid.*

15. "Student Faces Torrent of Vile Harassment After Sticking up for Immigrants," *Seattle Weekly*, January 26, 2017.



16. "Scenes from the picket lines."

17. "The Daily editorial board supports UAW 4121," *The Daily*, May 16, 2018.

18. "Seattle city council passes resolution in support of UAW 4121," *The Daily*, May 22, 2018.

19. Midori Friedbauer, "Looking forward after the ASE strikes," *The Daily*, November 5, 2018.

21. The Husky 100, "A letter to President Ana Mari Cauce," *The Daily*, May 7, 2018.

23. Esther Yun, "Union members rally for a \$15 minimum wage," *The Daily*, May 23, 2014.

24. Kate Clark, "UW complies with initial city-wide wage increase," *The Daily*, March 31, 2015.

25. Nhat-Quynh, "UW raises minimum wage, excludes student employees," *The Daily*, April 1, 2015.

26. Mohammed Kloub, "Workers and students rally to demand UW raises wages," *The Daily*, April 1, 2015.

27. Eleanor Cummins, "UW raises minimum wage for all student employees," *The Daily*, April 12, 2015.

28. Victor Bauta, "UW to raise minimum wage for workers to \$15 an hour," *UW News*, September 28, 2015.

29. Anni Mackin, "Custodians at UW," *The Workers of UW*, June 2002.

30. Michiyas Assefa, "I owe a debt of gratitude to UW's immigrant janitors," *Seattle Times*, September 22, 2017. 75

CLASS  
RESOURCES

CAMPUS  
ORG'S

# STUDENT RESOURCE GUIDE

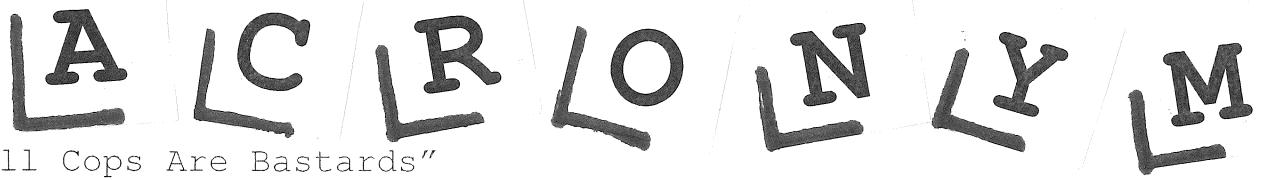


LINGO

ACRONYMS

STUDENT  
GROUPS





**ACAB** - "All Cops Are Bastards"

**ACTL** - Advisory Committee on Trademarks and Licensing - created in April of 2009 after the termination of UW's contract with Russell Athletics. Provides recommendations to the President about corporations that the UW signs contracts with to ensure that workers' rights are upheld. It is composed of 4 faculty, 4 students, 4 staff members, and 2 non-voting members.

**AFL-CIO** - American Federation of Labor and the Congress of Industrial Organizations merged to form the American Federation of Labor and Congress of Industrial Organizations or AFL-CIO.

**AFSCME** - American Federation of State, County and Municipal Employees is the largest union of public employees in the United States. Founded in 1932, they represent more than 1.3 million public sector employees and retirees, including UW workers (see "WFSE").

**AMC** - Commonly used abbreviation for Ana Mari Cauce, the current president of UW. Cauce was appointed president on October 13th, 2015 after serving as interim president since March 2015.

**ASUW** - Associated Students of the University of Washington is the student government on campus.

**BIPOC** - Black Indigenous People of Color

**BDS** - "Boycott Divestment and Sanctions" was a tactic used internationally to denounce the apartheid regime in South Africa in the 80s. Many other social justice groups have used this tactic to take up similar causes such as equality for Palestinians or Fossil Fuel Divestment.

**BSU** - Black Student Union, founded in 1968

**Campus Master Plan** - Approved by UW's Board of Regents and Seattle City Council, the Campus Master Plan consists of the long-term development of UW's campuses.

**CI** - Correctional Industries - the company that sells UW furniture made by prison laborers in Washington State.

**CR** - Common abbreviation for "College Republicans," UW's white supremacist community and champions of free speech [see below]

2017 → <https://tinyurl.com/miloatuw>

2018 → <https://tinyurl.com/uwpatriotprayer>

2019 → <https://tinyurl.com/uwbakesale>

**CUA** - City University Agreement - Passed in 1998 and amended in 2004, the City University Agreement lays out the process by which the University, City, and greater community work to develop a Campus Master Plan through community input, environmental analysis, staff review, Hearing Examiner review and, ultimately, City Council and Board approval.

**ECC** - Ethnic Cultural Center - Founded by BSU members in the late 60s.

**Greenwashing** - The practice of making claims about the environmental benefits of a product, service, technology, or company, which are often misleading or unsubstantiated. Greenwashing can be tactically employed to distract from other problematic aspects of an organization.

**HUB** - Husky Union Building (which has absolutely nothing to do with unions)

**HFS** - Housing and Food Services - An entity of UW that oversees housing and dining services on campus. HFS has frequently been the target of food justice campaigns throughout time, especially regarding their spending practices. HFS operates as a self-sustaining auxiliary department (see below) meaning that they are entirely funded by a

combination of student fees and contracts with corporations. HFS is a for-profit enterprise.

**ILWU** - International Longshore and Warehouse Union primarily represents dock workers on the West Coast of the US. It disaffiliated with the AFL-CIO on August 30, 2013. Silme Domingo and Gene Viernes, 2 prominent Filipino ILWU labor activists, were murdered in Seattle in 1981. Their assassinations were politically motivated, coordinated by the Marcos regime in the Philippines. Evidence also suggests that the United States government played a role in funding their deaths.

**IWW** - Industrial Workers of the World (also known as "Wobblies") organize workplaces not typically organized by larger unions.

**JCC** - Joint Commissions Committee is the coalition of diversity commissions which is part of the ASUW government.

**NGO** - Non-governmental organizations are not a part of a government and are not a conventional for-profit business. Many NGOs have proven to be a harmful arm expanding western colonialism in new oppressive ways.

**Pinkwashing** - Israel's public relations campaign meant to distract from its illegal settlements and aggression by attempting to co-opt the struggle for LGBTQ equality.

**QTPOC** - Queer Trans People of Color

**Rank & File** - This is often used to refer to union members who are part of the work force, as opposed to the union staff. Example: "I am a rank and file member of SEIU 925."

**RSO** - Registered Student Organization - Refers to a student group that is on the books with UW.

**SAO** - Student Activities Office - Located in the HUB, this is where all the RSO bureaucracy happens.

**Salting** - A labor union tactic whereby an individual obtains a job at a specific workplace with the intent of organizing a union. The individual is referred to as a "salt."

**SEIU** - Service Employees International Union - This union represents administrative workers at UW as well as large swaths of UW Med employees across the city. Within UW, they are represented by SEIU Locals 925 and 1199NW.

**Self-Sustaining Auxiliary Department** - Parts of UW that do not receive UW or state funds, but have separate funding sources. UW's auxiliary departments include UW Continuum College, Housing and Food Services, Intercollegiate Athletics, and Parking and Transportation Services. This is why your housing/dining bill is separate from your tuition bill, for instance. UW Medicine can also be considered an auxiliary department, though it differs in many ways from the others.

**Teamsters** - An international labor union representing blue collar and professional workers in the public and private sectors. At UW, Teamsters Local 117 represents UWPD officers.

**UAW** - United Automobile Workers was founded as part of the Congress of Industrial Organizations in the 1930s, but experienced significant decline in membership in the 1970. Since then they have branched out organizing workers from many other fields. UAW Local 4121 represents Graduate Students and a handful of other student workers at UW.

**WFSE** - Washington Federation of State Employees, pronounced "woofsie," is a branch of AFSCME, which represents public employees in Washington State. WFSE Local 1488 represents many of the lowest paid workers on UW's campus. They also represent UWPD lieutenants.

**Wildcat** - A strike called for and executed by rank and file workers without the approval of the Union leadership.

**WTO** - World Trade Organization was the focal point of the Battle in Seattle in 1999, for it's role increasing globalization.

**UFW** - United Farm Workers - Farm workers union originally organized on the west coast by Cesar Chavez.

**UWPD / Trash** - University of Washington Police Department

**YDWA** - Young Democrats of Washington

VIDEO  
RECOMMENDATION!  
↓

SAME...  
↓



UW WORKER TOWN HALL FROM  
2018, featuring AMC

OOPS I BROKE IT...

# WAGE DISPARITY WHO???

\$3,473,000

(Head Football Coach)

\$1,925,000

(Head Men's Basketball Coach)

Annual Salary Data 2018

+ Benefits

\$800,000  
\$600,000  
\$400,000  
\$200,000  
\$0

\$20,000 \$29,000

Custodians  
 TA's  
 Greg Miller  
 Interim Dean Engineering  
 Hilary Godwin  
 Dean of Public Health  
 Henry Levi  
 Director of CS  
 CEO of UW Medicine  
 Paul Ramsey  
 Dean of Medicine  
 Frank Hodge  
 Dean of Foster  
 UW Prez  
 AMC  
 Michael Hopkins  
 Christopher Peterson

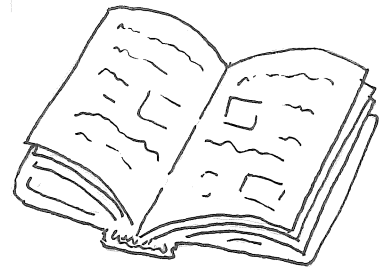


# CLASS RESOURCES

## Lib Gen's Letter of Solidarity...

"There are many businessmen who own knowledge today. Consider Elsevier, the largest scholarly publisher, whose 37% profit margin stands in sharp contrast to the rising fees, expanding student loan debt and poverty-level wages for adjunct faculty. Elsevier owns some of the largest databases of academic material, which are licensed at prices so scandalously high that even Harvard, the richest university of the global north, has complained that it cannot afford them any longer... journal articles are priced such that they prohibit access to science to many academics - and all non-academics - across the world, and render it a token of privilege.<sup>3</sup>"

"We have the means and methods to make knowledge accessible to everyone, with no economic barrier to access and at a much lower cost to society. But closed access's monopoly over academic publishing, its spectacular profits and its central role in the allocation of academic prestige trump the public interest. Commercial publishers effectively impede open access, criminalize us, prosecute our heroes and heroines, and destroy our libraries, again and again. Before Science Hub and Library Genesis there was Library.nu or Gigapedia; before Gigapedia there was textz.com; before textz.com there was little; and before there was little there was nothing. That's what they want: to reduce most of us back to nothing. And they have the full support of the courts and law to do exactly that.<sup>2</sup>"



- Library Genesis:
  - <https://libgen.me>
  - <https://libgen.is>
- Z Library:
  - <https://z-lib.org>
- Book FI:
  - <https://en.bookfi.net>
- Marxist Library:
  - [www.marxists.org](http://www.marxists.org)
- Seattle Civil Rights & Labor History Project
  - <https://depts.washington.edu/civilr>
- UW Libraries:
  - [www.lib.washington.edu](http://www.lib.washington.edu)
- Seattle Public Library:
  - [www.spl.org](http://www.spl.org)

# STUDENT GROUPS, ORGS, & CENTERS

**American Indian Student Commission (AISC)** - The AISC is a University of Washington Inter-Tribal organization which exists to promote Native culture, education and Native students' interests, needs and welfare. AISC supplements and complements the formal education of Native students at the University

**Asian Student Commission** - The Asian Student Commission is one of 9 diversity commissions established by the Associated Students of the University of Washington. In their mission to advocate for Asian/Asian American issues on campus, they are dedicated to cultivating a strong sense of community among constituents

**Bean Basket** - The Student Food Co-op's bulk food store, located in ASUW+ in the HUB

**Black Student Commission** - The mission of the black Student Commission is to provide students of Black/African heritage with a cohesive community at the University of Washington, while creating and maintaining a positive environment with resources for the students to achieve academic success

**Black Student Union (BSU)**

**Campus Animal Rights Educators (CARE)** - An intersectional, anti-capitalist animal liberation group on campus

**First Nations at UW** - "First nations is an undergraduate Native American RSO. We focus on having a strong balance of both cultural learning and the cultivation of welcoming, supportive, and fun community. Furthermore, we are here to be a Native voice on campus and inspire people to seek higher education. We are also the largest Native undergraduate student group on the University of Washington Seattle campus"

**La Raza Student Commission** - "The overarching goals of La Raza Commission are to promote the following: Cultural empowerment, educating others about Latinx/Chicanx culture and histories, educating and providing avenues of discussion about diverse intersecting identities within the Latinx/Chicanx community, promoting higher education to Latinx/Chicanx youth, recognizing and honoring Latinx/Chicanx elders, striving for socio-economic justice; addressing political/social issues within the Latinx/Chicanx community, recognizing and combating gender inequalities"

**MEChA** - The Chican@ activists on campus, stands for "Movimiento Estudiantil Chicano de Aztlán"

**Middle Eastern Student Commission (MESC)** - "ASUW MESC is committed to serving, celebrating, and advocating for Middle Eastern Students at UW, as well as creating a safe space for students who need physical or emotional support both on and off campus"

**National Abortion Rights Action League (NARAL)** - "We are the leading action-oriented feminist group at the University of Washington. Our RSO meets weekly to discuss issues around reproductive justice, to plan events, and to take action."

**Pacific Islander Student Commission** - "The ASUW PISC exists to empower, support, and bring together the Pacific Islander student population at the University of Washington. Through programming, advocacy, and cultural celebration, the Pacific Islander Student Commission strives to create a spirit of home thousands of miles away from our roots in Polynesia, Micronesia, Melanesia, and the Philippines"

**Q Center** - The University of Washington Q Center is a fierce, primarily student run resource center dedicated to serving LGBTQ+ students, staff, faculty, alums, and community members

**Queer Student Commission** - One of ASUW's 9 diversity commissions - a student-run organization that aims to empower the queer and trans community at the university

**Sexual Assault and Relationships Violence Activists (SARVA)** - SARVA is a group of student volunteers committed to ending sexual assault and relationship violence through activism and education. We serve the UW community by providing programs and events that facilitate open discussion surrounding these issues

**Student Disability Commission** - "We are a student-run, student-lead organization committed to the needs of disabled student of the UW. Our goal is to foster an environment that is not only accepting, but celebratory of disabled people through social, educational, and cultural programming. SDC is committed to disability issues and liberation"

**Student Food Cooperative (SFC)** - A commission of UW which organizes events and services for students to address food-related issues

**Students United for Palestinian Equal Rights (SUPER)** - A student-led group made up of students, faculty, and community members around the University of Washington in Seattle, working to educate students and the broader community about the struggle for Palestinian equal rights

**United Students Against Sweatshops (USAS)** - An RSO which focuses primarily on workers' rights and solidarity, whether that be on-campus, nationally, and abroad. The UW chapter was founded in 1997

**Uprooted and Rising (UNR)** - formerly "Huskies for Food Justice" - An RSO which also operates in Seattle more broadly. UNR is a food justice collective which has frequently led campaigns against the presence/hegemony of big food corporations, both at UW and elsewhere

**Women's Action Commission (WAC)** - The ASUW Womxn's Action Commission is one of 9 diversity commissions founded by the Associated Students of the University of Washington. Each commission has a mandate to put

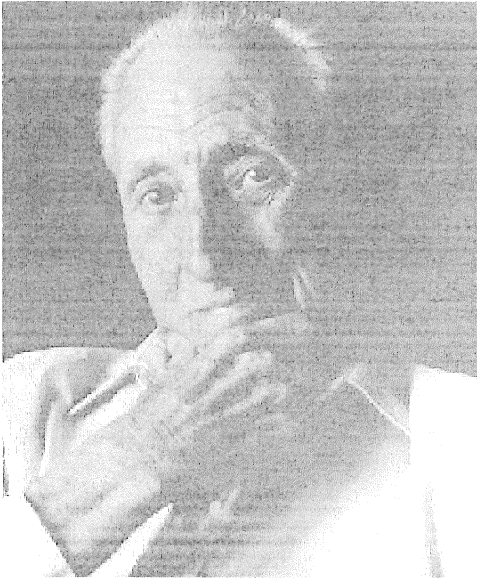
on educational programs each quarter, as well as serve and advocate for its constituency within the student government and the administration. The WAC seeks a social justice framework that recognizes and affirms the multiple and intersecting identities held by womxn-identified and/or female-assigned-at-birth constituents

**Women's Center** - Established in 1909. The Vision of the Women's Center is to be a vital place where women and men collaborate to build a culture of gender equity campus-wide, locally, and globally. They are housed in Cunningham Hall

WE WANT TO HEAR FROM YOU...  
<https://forms.gle/NaEYSANKSYNRYXEV9>

# The Harry Bridges Center for Labor Studies

The Harry Bridges Center for Labor Studies (HBCLS) is currently housed in the Political Science department at the University of Washington. The Chair and Center honor the legacy of one of the most prominent labor leaders in the U.S., the late Harry Bridges - outstanding founder and leader of the International Longshore and Warehouse Union (ILWU) for over 40 years.



**Harry Bridges**

As a tribute to Harry Bridges' memory, over one thousand contributors, spearheaded by current and retired members of the ILWU, raised the funds necessary to endow a faculty chair in his name in 1992. Harry Bridges' unique combination of pragmatic organizing ability, democratic unionism, commitment to racial desegregation, and outspoken engagement with issues of social justice continues to serve as the touchstone of the Center's mission.

Supporting research, teaching, and community outreach, the Center focuses on labor's contribution to society and promotes the study of labor in all of its facets. Their mission is to develop labor studies, broadly conceived to include workers everywhere, as a central concern in higher education. Presently, the Center also offers a Labor Studies minor to undergrad students.

The Center continues to expand its work of coordinating the efforts of faculty members throughout the University of Washington, to develop and expand labor-related components of the University's curriculum. They also provide encouragement, assistance, and scholarships to young scholars studying work and workers. The Center provides a meeting place where people from the academic world, the labor movement, and the community can exchange ideas and insights. They also sponsor activities in the community in order to bring issues of concern to the widest possible audience.

The Center is currently located on the Mezzanine Floor of Smith Hall in the Quad, room M266.

Their office hours are Mon-Fri, 9am-4pm.