

**A RESOLUTION IN SUPPORT OF ASSEMBLY CONSTITUTIONAL AMENDMENT 6
ABOUT UNIVERSITY OF CALIFORNIA LABOR STANDARDS**

Primary Sponsors:

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WHEREAS, the California Constitution Article IX section (9) paragraph (a) designates the University of California as “a public trust to be administered by the existing corporation known as ‘The Regents of the University of California,’ with full powers of organization and government, subject only to such legislative control as may be necessary”¹; and,

WHEREAS, this designation affirms the UC Board of Regents, henceforth referred to as the “Regents,” as the policymakers of the University of California (UC) and therefore exempts the UC from California state labor laws; and,

WHEREAS, UC employees being subject to UC laws and exempt from state laws allows for the establishment of unfair and substandard labor practices; and,

WHEREAS, presently, employees of the UC are exempt from state laws that dictate the following tenets of labor: equal pay standards; minimum wage; timely payment of wages; payment of overtime and standards governing the hours of work; occupational safety and health standards; meal and rest breaks; paid leave, including paid sick leave; and,

WHEREAS, this includes student employees at the Associated Students UCLA (ASUCLA), a non-profit which is the largest student-employer on campus, where 85% of its labor force identifies as a student worker;² and,

WHEREAS, presently, student employees at the UC report high rates of untimely overtime payment and subversion tactics that would be forbidden under state pay standards;³ and,

¹ https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=CONS§ionNum=SEC.%209.&article=IX

² <https://www.asucla.ucla.edu/pressreleases/join-the-asucla-job-fair-to-find-on-campus-flexible-student-jobs>

³ Per confidential student-employee testimonies

WHEREAS, The UC employs approximately 232,000 faculty, academics, and staff, making it California’s third-largest employer, and is therefore significantly responsible for economic prosperity and analogously liable for the state’s labor practices;⁴ and,

WHEREAS, Article IX of the California Constitution has not been amended since 1976, yet is still used to govern the labor of all 232,000 employees; and,

WHEREAS, California State Assemblymember Haney introduced Assembly Constitutional Amendment #6 (ACA 6), titled “A resolution to propose to the people of the State of California an amendment to the Constitution of the State, by adding subdivision (h) to Section 9 of Article IX thereof, relating to the University of California;” and,

WHEREAS, the passage of ACA 6 authorizes the Legislature to enact laws that further “basic state labor standards applicable to the Regents, or establish other health, safety, and labor protections for individuals performing work for the Regents;”⁵ and,

WHEREAS, ACA 6 specifically, as of January 1, 2025, provides the right of UC employees to be covered by California State laws that govern the following labor standards: equal pay standards; minimum wage; timely payment of wages; payment of overtime and standards governing the hours of work; occupational safety and health standards; meal and rest breaks; paid leave, including paid sick leave;⁶ and,

WHEREAS, the passage of ACA 6 and the provision of the aforementioned labor laws are a good first step towards improving the standards of labor at ASUCLA, UCLA in general, and across the UC; and,

WHEREAS, the University of California Students Association (UCSA), the appointed body representing all 280,000 UC undergraduates, is in support of ACA 6;⁷ and,

WHEREAS, numerous UC labor organizations, including University Council-AFT, AFSCME Local 3299, UNITE HERE, AFL-CIO, UAW Local 2865, UAW Local 5810, UDW/AFSCME Local 3930, support ACA 6, while the UC and UC Chancellors officially are against it;⁸ and,

WHEREAS, ACA 6 is currently held up in the Committee on Elections and Constitutional Amendments and needs a final push to be passed onto California voters in 2024; and,

⁴ <https://accountability.universityofcalifornia.edu/2022/chapters/chapter-10.html>

⁵ https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240ACA6

⁶ Ibid.

⁷ https://leginfo.legislature.ca.gov/faces/billAnalysisClient.xhtml?bill_id=202320240ACA6 (as of 8/18/23)

⁸ Ibid.

THEREFORE LET IT BE RESOLVED, that it is the official position of UCLA USAC to support ACA 6, the resolution to propose to the people of the State of California an amendment to the Constitution of the State, by adding subdivision (h) to Section 9 of Article IX thereof, relating to the University of California; and,

THEREFORE LET IT BE RESOLVED, that the University of California and the University of California Chancellors' opposition to ACA 6 is considered, by UCLA USAC, as an endorsement of unfair and substandard labor practices on their campuses; and,

THEREFORE LET IT BE FINALLY RESOLVED, that the UCLA USAC affirms the need for fair and sustainable labor practices and standards.