

**Resolution on AP Organizing for UPTE Convention, January 2017**

Whereas the AP unit [Student Services – 4000, IT – 2000, Analysts/Miscellaneous—12,000] is the last at UC to not have collective bargaining rights

Whereas AP activists and UPTE staff have made progress this past year to increase numbers of activists on 6 campuses UCSD, UCR, UCLA, UCSC, UCB, UCSF and engage with activists who have already been identified; of the 3000 APs who signed authorization cards/petitions, 600 have EITHER talked union w co-workers and assessed them [217] or have promised to do so—but this progress has not been enough

Whereas although the AP organizing committee last year proposed that we begin card collection in July 2016 depending on our ability to activate 500 APs systemwide, in conversation with CWA national we agreed that we were not in a strong enough position to begin collecting cards

Whereas at the present rate of progress we are not confident in setting a new timeline for card collection of the entire AP unit

Whereas IT titles that make up a significant part of the AP campaign will likely be joining the TX unit instead [IT workers = 2000]

Whereas successfully organizing a new, smaller Student Services unit is more feasible and success could give us the confidence and credibility to organize the remaining APs [12,000] in the future

Whereas Student Services titles are a smaller (4,000 vs 20,000) and more supportive (11% net in favor of unions versus 1% in opposition) unit [as per CWA survey, 2014]

Whereas there is already precedent for a student services unit at California State University system

Whereas Student Services employees perform similar student-directed advising and administrative functions and belong to a highly cohesive, easily identifiable profession; are interconnected both within and across UC campuses because they work with the same or a similar student population; can attend continuing education programs especially designed for their profession (i.e., UC training programs which are offered throughout the academic year and graduate education programs); can attend an annual UC-wide Advising Conference—UCAAC-- which exists to foster professional development; and many UC Student Services employees join a national organization NACADA (National Academic Advising Association);

Whereas Student Services employees tend to be clustered in groups within academic departments which makes accessibility less of a challenge

Whereas UPTE was specifically formed to organize the unorganized at UC;

We therefore resolve to:

Turn toward organizing the Student Services unit

Begin with a focus on developing Student Services-centered Organizing Committees through: education on the issues facing the group as a whole and organizing skills.

Student Services Organizing Committees will be established at the following five campuses: UCSD, UCR, UCLA, UCSC, and UCB. Each Campus Organizing Committee will choose a representative to the statewide Organizing Committee.

Continue developing our other AP leaders through their participation in this campaign

Work closely with UPTE leadership and seek CWA support to ensure a successful card collection campaign, with the goal of collecting more than 51% of cards, which would unionize Student Services APs without an election, or, alternatively, to collect enough cards to ensure a win in an election.

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