

**A RESOLUTION OF THE ASSOCIATED STUDENTS
OF WESTERN WASHINGTON UNIVERSITY
Sen. J.Res. 2023/24-02**

“Recognize and Negotiate with WAWU Operational Student Employees”

WHEREAS, operational student employees – custodians, clerks, program support staff, resident advisors, photographers, laborers, and others who do similar work – do critical work across Western Washington University from keeping students safe to keeping facilities running to maintaining programs and services; and

WHEREAS, a majority of operational student employees (OSEs) working for Western Washington University have authorized Western Academic Workers United / United Auto Workers (WAWU-UAW) to represent them in collective bargaining [1]; and

WHEREAS, WAWU-UAW has filed a representation petition with the Public Employment Relations Commission [2]; and

WHEREAS, WAWU-UAW has requested that Western Washington University voluntarily recognize the OSE bargaining unit [1]; and

WHEREAS, every on-campus union – WFSE Local 1381, PSE of WWU / SEIU Local 1948, UFWW / WEA/AFT Local 2084, and WAWU / UAW Local 4121 – has demanded that Western Washington University recognizes the OSE bargaining unit [3]; and

WHEREAS, Western Washington University is capable of voluntarily recognizing the OSE bargaining unit; and

WHEREAS, Western Washington University is capable of negotiating over OSE working conditions; and

WHEREAS, Western Washington University already has a relationship with WAWU-UAW; and

WHEREAS, the Western Washington University Board of Trustees approved the Western Washington University Strategic Plan for 2018 through 2025 [4]; and

WHEREAS, within this strategic plan, the Board of Trustees asserts its plan to advance Western by “Improving climate and working conditions for student employees, staff, and faculty at all

39 locations” and “Providing competitive compensation and professional development for student
40 employees, staff, and faculty” [4]; and

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42 **WHEREAS**, historical improvements to the compensation and working conditions for employees
43 have been spearheaded by collective bargaining [5, 6]; and

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45 **WHEREAS**, collective bargaining would bring clarity to the rights and responsibilities of OSEs and
46 Western Washington University; and

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48 **WHEREAS**, despite this, Western Washington University has declined to recognize the OSE
49 bargaining unit [7].

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51 **NOW, THEREFORE BE IT RESOLVED BY THE ASSOCIATED STUDENTS OF WESTERN WASHINGTON**
52 **UNIVERSITY**

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54 **THAT**, the voluntary recognition of the OSE bargaining unit is in the best interest of Western
55 Washington University, OSEs, the membership of the ASWWU, and the public; and

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57 **THAT**, the ASWWU requests that Western Washington University

- 58 1. respects the wishes of its faculty and staff,
- 59 2. acts in accordance with its strategic plan,
- 60 3. immediately recognizes the OSE bargaining unit,
- 61 4. begins negotiating with WAWU-UAW OSEs, and
- 62 5. formally responds to the ASWWU’s above requests.

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64 *Introduced Jan. 10, 2023, in the Student Senate.*

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69 cc: Marcy Hammer, Director of Employee and Labor Relations
70 Sabah Randhawa, President
71 Kerena Higgins, Assistant Attorney General
72 WWU Students, Staff, and Faculty
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- [1] K. Thomas, E. Magarro, L. McAteer, M. Nichols, I. Houston, E. Kessler, M. Schaffer, A. Mathews, N. Ramos, S. Tello, E. Newborn, A. Knapp, E. Martez, K. Bacon, Z. Cowan, E. Ehrhart, A. Miller and Coll, "Letter from WAWU OSEs to Sabah Randhawa and Liz Parkes," 13 December 2023. [Online].
- [2] WAWU/International Union United Automobile, Aerospace and Agricultural Implement Workers of America, "Representation Petition," 13 December 2023. [Online].
- [3] WFSE Local 1381, PSE of WWU-SEIU, UFWW-AFT, and WAWU-UAW, "Letter from Campus Unions to Sabah Randhawa and the Board of Trustees," 13 December 2023. [Online].
- [4] Western Washington University, "Strategic Plan 2018-2025," 13 April 2018. [Online]. Available: <https://provost.wwu.edu/strategic-plan-2018-2025>.
- [5] M. Walters and L. Mishel, "How unions help all workers," Economic Policy Institute, 26 August 2003. [Online]. Available: https://www.epi.org/publication/briefingpapers_bp143/.
- [6] D. Baker, "Labor Unions: The Folks Who Gave You the Weekend," Huffpost, 7 September 2015. [Online]. Available: https://www.huffpost.com/entry/labor-unions-the-folks-wh_b_8101242.
- [7] M. Hammer, "Letter Responding to WAWU-UAW," 27 December 2023. [Online].

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