

We Are ALL

WORKERS

FUTURE WORKERS

CURRENT WORKERS

UNEMPLOYED WORKERS

RETIRED WORKERS

WOMEN WORKERS

UNDervalUED LAB

NON-UNIONIZED

IMMIGRANT WORKERS

QUEER

STUDENT WORKERS

UNION BUSTING

LOW-WAGED WORKERS

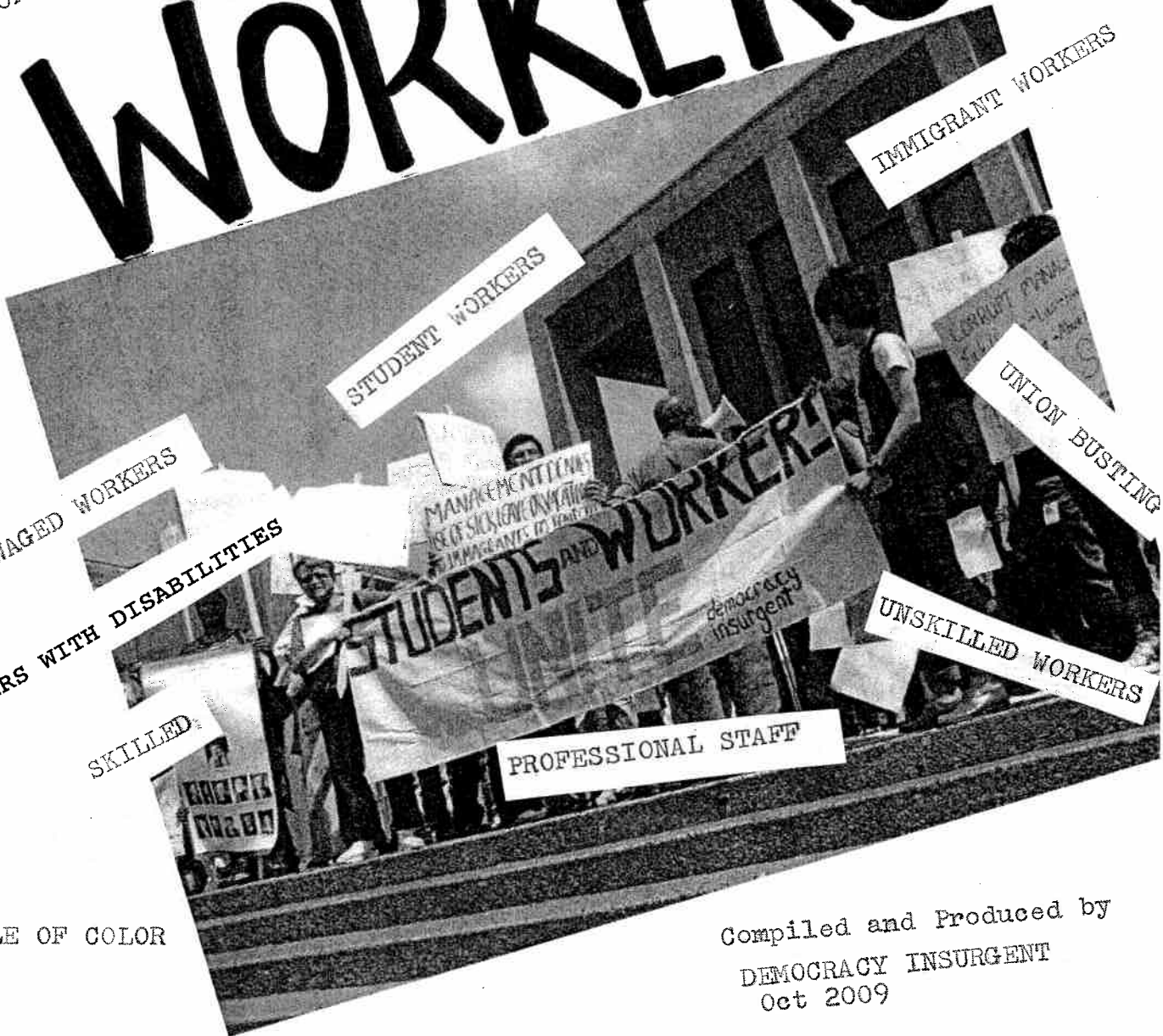
WORKERS WITH DISABILITIES

SKILLED

PROFESSIONAL STAFF

UNSKILLED WORKERS

PEOPLE OF COLOR



Compiled and Produced by
DEMOCRACY INSURGENT
Oct 2009

IN memory of



IN SOO CHUN

IN SOO CHUN was a Korean immigrant custodian at the University of Washington.

In October 2008, he self-immolated on Red Square, in front of the President's office.

He had recently been terminated from his job at the UW Custodial Services.

The news coverage of his death was minimal.

The articles suggested that he was mentally unstable.

The amount of news coverage and degree of investigation into the causes of IN SOO CHUN'S suicide was disproportionate to the severity of the issue. Why RED SQUARE? Why after a recent termination? How and under what circumstances was IN

IN SOO CHUN asked to leave the University?

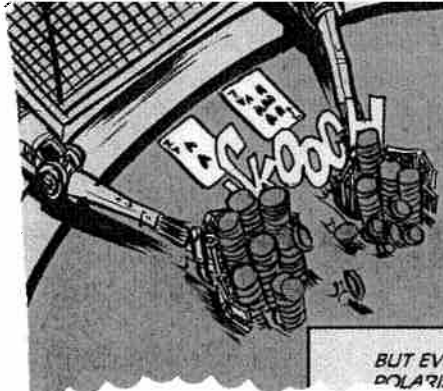
On Sept 4th 2009, 2 members of Democracy Insurgent went to interview custodians for this zine. It was immediately after we had issued a press release publicizing a rally in memory of IN SOO CHUN. That night, the 2 independent journalists and activists got arrested by the UWPD on the pretext of "trespassing." We were interviewing in the cafeteria of the Rotunda/ Health Sciences at 8:30pm.

Custodians we have talked to, tell us, "He died for us."

While the news see his death as a product of mental illness, others have claimed that it was a sign of protest, against work conditions that they themselves protest.

Was it simply a coincidence that 7 months after his death, 200 of his former co-workers would come out in protest against abusive work conditions in the University?

In this zine, we ask the question,
WHO KILLED IN SOO CHUN?



RATHER THAN TEACH POLARIS STRATEGY, WE INPUT THE BASIC RULES OF LIMIT HOLD 'EM AND GAVE IT A RANDOM STRATEGY: FOLD ONE-THIRD OF THE TIME, RAISE ONE-THIRD OF THE TIME, CALL ONE-THIRD OF THE TIME, REGARDLESS OF CARDS. AT FIRST, IT MADE SOME DUMB PLAYS.

BUT EVERY TIME POLARIS 'OST, IT

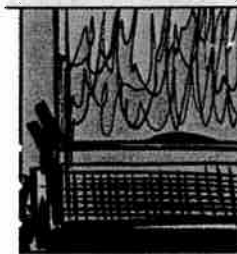
EDITORIAL



YOU DON'T JUST WANT TO WIN—YOU WANT TO WIN BIG. TO DO THAT, YOU'VE GOT TO TAKE ADVANTAGE OF YOUR OPPONENT'S WEAKNESSES. SO AFTER POLARIS LEARNED BASIC STRATEGY, WE GAVE IT VARIOUS FORMS OF



...LY, POLARIS DEVELOPED PERSONALITIES, FROM THE MOST PASSIVE—TO THE MOST AGGRESSIVE



OOPS—NOT ANYMORE! THAT TWO JUST GAVE POLARIS THREE OF A KIND AND THE EDGE IN THE HAND. IF POLARIS WEREN'T PLAYING SO AGGRESSIVELY, IT WOULD HAVE ALREADY FOLDED!



On October 30th, 2008, In Soo Chun, a recently laid off custodian and a former masters' student at the University of Washington in Political Science, publicly self-immolated on Red Square. The university and local press wrote him off as emotionally unstable. This past June, two hundred custodians and other UW workers rallied at the University Tower to protest unreasonable and inhumane managerial practices, such as arbitrary workplace reassignments and transfers, workplace speed up, and increased workloads. Rallies continued well into the summer, even as students dissipated for the summer break, with posters and chants specifically evoking the memory of In Soo Chun. This begs the question, then, of whether In Soo Chun's suicide was a product of emotional instability, as the university claimed, or whether it was a product of extra work and unreasonable management. In invoking his memory, custodians have said, "In Soo Chun has died for us." As custodians have come out to protest, the image of the university as a site of public good has been fundamentally challenged. Moreover, as the custodial struggle has progressed, many more students, teaching assistants, and other trades employees have become inspired to join in the collective struggle, providing a new conception of who the 'public' is and what the 'public good' should be.

In the process of collective struggle, the division between mental and manual labor on which the university rests, has become unwound. Students and professors are expected to engage in purely academic, intellectual work, other workers on campus are expected to be largely invisible as they perform only manual labor. By designating some as 'students' and 'intellectuals', the structure of the university system make sensitive topics like collective struggle seem distant and abstract. It also further presents workers as powerless individuals, unable to initiate and create change on their own. On the one hand, the university encourages students to study workers movements and struggles in the classroom setting as an object of analysis, yet it continues to mask from students the fact that struggles are occurring in the community right around them!

ESN'T HELP
JUTZ HOLDS
7. HIS ONLY
...ARIS OUT.



MUST THINK THAT HE CAN PUSH
POLARIS OUT OF THIS POT.



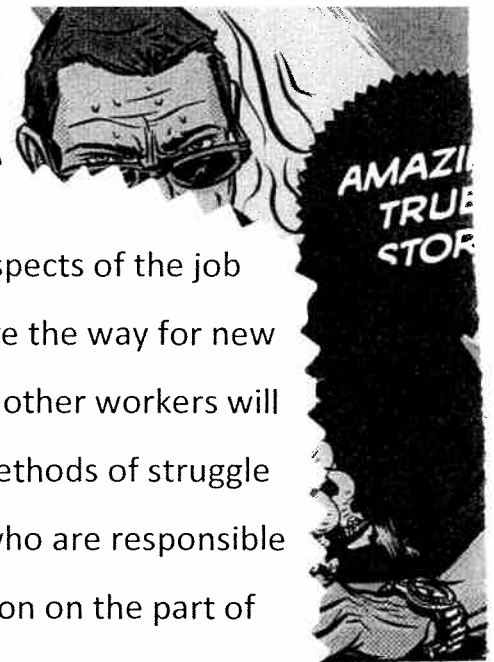
POLARIS RAISE
CHECK-RAISE
PRETENDING TO
SUCKER AN EX



As the economic crisis unfolds, the mental-manual labor divide is rapidly eroding. With a devastating 28% tuition hike for undergraduate students, the university is becoming a privilege institution for the elite. For low-income youth and youth of color, the only way to access the university is by working through college or selling their soul to the military. Through interactions at the workplace, working through college blurs the line between mental-manual laborers and allows students to identify with other manual workers who are similarly marginalized under the system. In using the "economic crisis" as a justification for sacrifices by students and workers, connections are made between the authoritarianism of the university in imposing the tuition hikes and the management of the workplace in imposing lower wages, extended workloads, speed-ups. At the same time, neither the regents of the university nor the management of the workplaces have to make sacrifices on their own. When students recognize that we are future

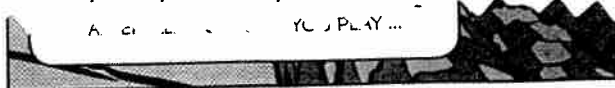
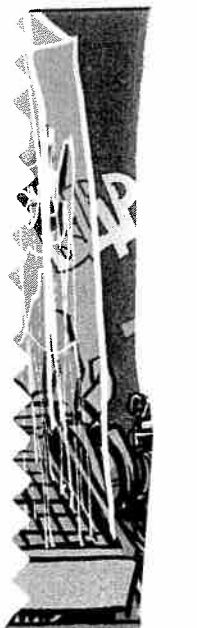


ANTE UP, HUMAN



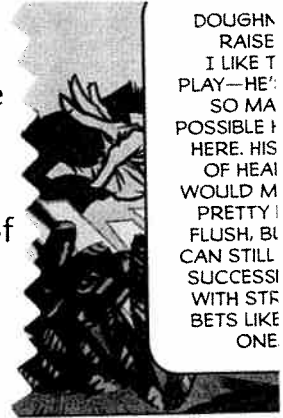
workers paying more money for less education, where the prospects of the job market remain bleak, and union busting of today's workers pave the way for new working conditions in the future, the myth of our division from other workers will be shattered. Lobbying, petitions, and friendly phonecalls as methods of struggle dont capture the urgency, and the futility of appeals to those who are responsible for instituting the policies that hurt us all. Collective, direct action on the part of future workers, current workers and unemployed workers, in a united voice, is crucial for us all to get our demands.

The university commonly projects itself as a bastion of liberal multi-culturalism isolated from tensions of society at large. By no means has this been the case. The economic crisis and the budget cuts have followed along race, class, and gender lines in both the U.S. and the university. The foreclosure crisis has disproportionately black and brown people in America, while the bailouts by the government have benefited rich capitalists and big banks. At the University of Washington, the tuition hikes have excluded black and brown people from access, reduced funding to the women's and disabilities centers, and exacerbated inhumane conditions to UW workers, while administrators and managers are enjoying their annual pay raises. Another way the U.S. government has responded to the economic crisis is by ensuring constant oil supplies throughout the world. The military budget this year has increased by 4%, in spite of the drastic decrease in spending on social services such as healthcare and education. U.S. capitalists can rebound from declining profitability from the crisis by producing technologies and weapons that are used to fight people of color abroad. Simultaneously at the UW, the only way some youth of color will be able to access the university is



through scholarships with the military. Additionally, UW has been increasingly militarized to compensate for decreased funding on education. This past year, the CIA paid the university to host an agent to teach students on how to spy on democratic insurgents at home and abroad. In June, Robert Gates, the architect of the most violent and reviled occupations in recent memory, was awarded an honorary degree for speaking for free as the commencement speaker at UW.

Our vision demands that we recognize that the global economic crisis we are facing is not because of some accident, but because of unsustainable and violent decisions made by the state and corporations, working together to increase profits at the cost of the lives and livelihoods of everyday people. In particular, this crisis disproportionately affects women, queer folks, folks of color, and folks with disabilities. The University is no exception; budget cuts disproportionately fall on our backs while squeezing profit out of us through a process of privatization that raises tuition, abuses workers with retaliation and unsafe work environments, causes work-wide speed-ups, and further marginalizes folks who built the university with their labor. Therefore, we are calling for the UW to be a *truly public institution*-- a community center for the entire city and region, an educational and intellectual resource controlled by everyday people, and in particular by those most affected by exploitation. We do NOT want UW to be a private university for the elite to reinforce oppression against ordinary people, nor do we want it to function as an arm of the state used to create "good workers" who will be docile and exploited in society during school and after graduation. This zine is a documentation of these challenges to the university and the struggles engaged by the community to make the university a truly public and democratic place.



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WHAT'S THE MAXIMUM NU.
OF RAISES THIS ROUND.
POLARIS JUST CALLS. WOW
IS SOME VERY AGGRES!
PLAY FROM POLARIS



CONTENT

- i) CUSTODIANS SPEAK OUT:
NO SPEED UP, NO EXTRA WORK!
- ii) DEMOCRACY IN THE UNIVERSITY:
WHO'S IN, WHO'S OUT?
- iii) PAYING MORE FOR LESS
WRITINGS BY STUDENTS
- iv) MONEY FOR JOBS & EDUCATION,
NOT JAILS & OCCUPATION!
- v) EXCERPT OF PUBLIC BUDGET
COMPILED BY ANTI-BUDGET CUTS COALITION
(SEE MORE AT: www.nobudgetcutsuw.blogspot.com)

Why do workers who are artists and writers,
refuse to put their name on their art?

why do workers who have important knowledge
of safety and health violations in the university
fear making this information public?



UNIVERSITY OF WASHINGTON

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FS on the Web: www.washington.edu/facilities

Vol. 2, Issue 5 September 2009 ??

And he's counting on you to be silent.

Comments (100) E-mail article Print view
UW employee given leave after talking to media
The University of Washington has placed an employee on administrative leave after she talked to the media about a controversial budget-cut absorbing method.

By Lindsay Toler
Seattle Times staff reporter
The University of Washington
about a controversial budget-cut

Marla Bradeen, an analyst
story last week about the
remaining workers. While
daytime jobs or find new

Bradeen, an analyst with the
under investigation for release
dated June 11, the same day

Bradeen answered an emphatic
sensitive information to media

Employees from UW's human

Bradeen said she met with human resources
denied, she asked the department head
that there were no allegations made

"I'd like to hear what I'm accused of"

Seattle Times was the only newspaper

THE VERDICT IS IN.

"they hire immigrants because we dont understand
english...they make us sign papers in Safety Meetings
Meetings even before we start..."
Anonymous immigrant custodian

AGAIN

Team Cleaning means I have to do floor work all the time. The chemicals are strong and I don't have any safety masks. Floor Work involves

-Stripping and Waxing:

-Laying down the chemicals, taking out the old wax, picking up all the old wax, moping, and rinsing the floor over and over again. Then I run the buffer and rinse again. After that, I wax the floor. Its easy to fall down cos its slippery. I need someone to help, especially when I am stripping floors."

"They try to find fault with you, and when they have enough, they fire you."

UW
=

Modernized Slavery?

"The chemicals used for floorwork are strong and toxic. Management only gives plain, simple masks. Clients also complain about the smell. When I told management I was having trouble, he told me to go to the doctor and pay for a special mask myself, with my own money..."

"There used to be 9 workers cleaning all of Mary Gates Hall. Now there are only 5. This is speed up."

"They are trying to isolate us by transferring us all the time, arbitrarily. They tell us not to talk to students and faculty. They want us to have few friends and less people looking out for us."

"Team Cleaning means we push each other and become each others' supervisor. It is not team work."

"A lot of the workers are immigrants. They get scared easily because they don't know the law or their rights. Some don't understand English too well so they let 'Alligator' talk to them any way she wants."

"Some workers don't know that once they have legal status, management can't threaten to send you back."

"In our building, we worked out a schedule with the building coordinator, on how we could best clean. Just as we were about to do it, Gene Woodard stopped it and said it needed his approval. It's been 3 - 4 years since. It's all about control. They don't let us decide how best to work."

At UW, most custodians are immigrants, from Eritrea, Ethiopia, the Philippines, and South Korea.

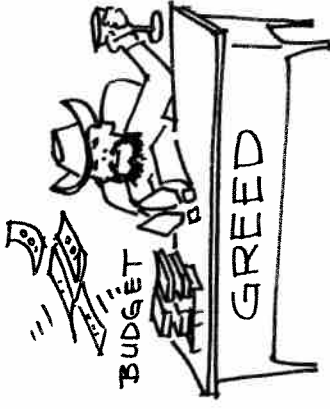
"There is supposed to be a protocol for how management should respect custodians"

"Management wants Team Cleaning so they don't have to hire more people. In the UW Tower, people fought during Team Cleaning. When custodians fight during Team Cleaning, it is good for management because they get rid of more of us!"

"UW is modernized slavery for custodians..."
EXTRA WORK, WORKPLACE INJURIES, MANAGEMENT ALWAYS TRACKING WHERE CUSTODIANS ARE, WORKERS GETTING INTO TROUBLE FOR TAKING BREAKS FROM STRONG CHEMICALS, WORKERS HARASSED BY UW POLICE IN COLLABORATION WITH MANAGEMENT.

UNITE TO FIGHT!

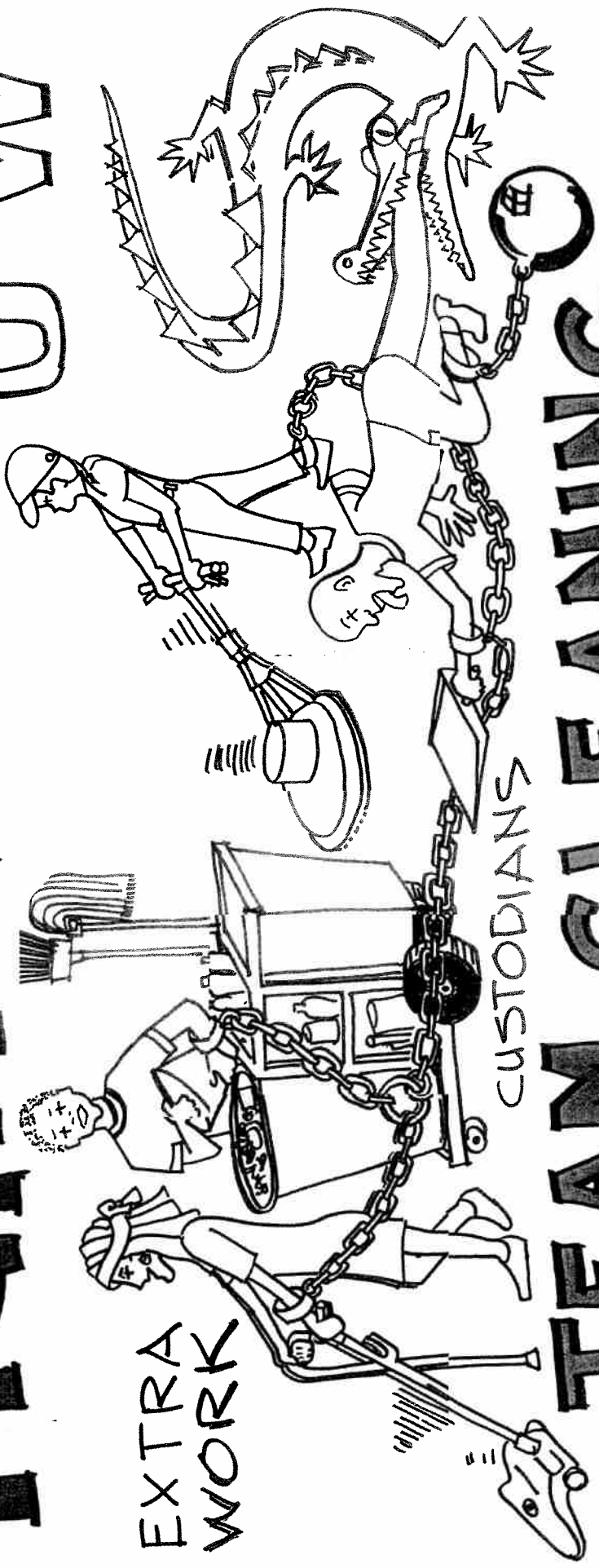
MANAGEMENT



UW

SLAVERY

EXTRA
WORK



TEAM CLEANING

ARTWORK by Anonymous UW custodian

What is team cleaning?

“Team Cleaning” rearranges how custodians have done their jobs for decades – whereas before custodians were responsible for keeping a certain area clean (such as the first floor of a building), team cleaning changes custodian work to an

‘assembly line’ version, where custodians take on certain tasks (such as stripping the floor) throughout a whole buildings and are rotated every few months.

AS “TEAM CLEANING” HAS BEEN EXPANDED, 36 CUSTODIAL POSITIONS HAVE BEEN ELIMINATED. To make up for this, custodians have to clean more square feet in less time

“TEAM CLEANING” IS A MANAGEMENT STRATEGY TO MAKE CUSTODIANS work as fast as humanly possible IN ORDER TO SAVE MONEY.

When this happens overseas we call it a

‘sweatshop.’

What do we call it when it happens on our own campus?

“Team cleaning” is responsible for in-fighting between custodians who must rotate tasks, and injuries related to repetitive motion. It disrupts the routines that custodians have developed over many years, undermines the stability of their jobs and makes their daily work extremely monotonous.

“Team cleaning” micromanages workers, and interferes with their ability to do their job as they know best; some custodians have worked at UW for over three decades!

“Team cleaning” eliminates ownership and accountability for the areas custodians clean, and disrupts the relationships between custodians and their relationships with each other and those in the buildings they clean. Team cleaning isolates custodians, making it easier for other work-related abuse to take place unchecked.

“Team cleaning” is part of larger approach across campus to save money by implementing inhumane working conditions ; T.A.’s, UW carpenters, Professors, painters, plumbers etc. are also experiencing “speed ups” in their jobs

G 25: Utility Floor/Vacuum specialist - MGH & Classrooms 066, 074, 076, 082, 082A, 251

CUSTODIAN SCHEDULE

General Duties: High-priority spaces must be serviced daily, even on "open runs." This includes restrooms, classrooms, study spaces and libraries, entrances, patient care areas, hallways, and other public spaces. Patient-care areas (such as dental clinics) must be wet-mopped where needed. Vacuuming, such as in offices, is performed as needed, with weekly complete vacuuming so that edges and corners are cleaned.

Project Cleaning: may include detail work, such as cleaning chairs, dusting all horizontal (uncluttered) surfaces, buffing or refinishing floors, deep-cleaning restrooms, etc.

Clean buildings and spaces in the order they are listed below.

Classrooms 066, 074, 076, 082, 082A, 251

0, 2, 3 floors mop/sweep/ vacuum (spot or full as needed) all floor surfaces areas (No classrooms/restrooms)

3ST (0-3FL) Southside touch up West side entrance (X 2) Touch up South end restrooms

5:00AM Clock in at Smith room 29 -Check in for assignment for the day

5:05AM check out equipment for the day -Report any problems to supervision

5:10AM clean (spot/Full as needed) Classrooms 066, 074, 076, 082, 082A, 251

6:45 MGH 131, 135, 134

8-8:30Break

8:30 MGH kitchens 100S, 120A, 174X, 191X full sweep/mop/Vacuum

9:00 Open Assignment or Project work full clean all Carpet and VCT Areas Minimum once weekly, *more often if needed.

Wet mop hallways, offices, conference areas, lunchrooms & break rooms

11-11:30 break

11:30 MGH Spot Vacuum 171, 191, 120, 174

12:15 check stairwell 3 (0-4FL) Southside touch up West side entrance (X 2) Touch up South end restrooms

1:05 clean up prep for next day (bring all flat mops dirty/clean to office)

1:20-1:30 return to Smith hall 29 Clock out

Project Works:

Mondays: sweep/mop/ vacuum offices

Tuesdays: sweep/ mop stairways

Wednesdays: deep clean restrooms

Thursday: sweep/mop entrances / wipe entry glass doors

Friday: detailed clean on elevators

⇒ 9 ROOMS need to be cleaned in LESS THAN 3 HOURS.
Average time / room ⇒ 15-20 min. IS THIS SPEED UP??

⇒ 4 ROOMS IN 30 MINS??

⇒ Vacuum 4 rooms in 45 min
Average time = 10 min / room?

Staying Healthy

To avoid catching the flu:

- Wash your hands often with soap and water or use an alcohol-based hand sanitizer.
- Get vaccinated when vaccines become available (sometime around mid-October).
- Avoid touching your eyes, nose and mouth.
- Avoid close contact with sick people. Rely on email and phone to communicate. Reduce social gatherings.
- Avoid shaking hands.
- Get plenty of rest.
- Manage stress.

To avoid spreading the flu:

- If you have the flu, stay home for at least 24 hours after your fever has gone, even if you feel better.
- Cover your cough or sneeze with your elbow, not your hand.
- Wear a mask if you have the flu.
- Wash your hands often with soap and water or use an alcohol-based hand sanitizer.

SAFE and CLEAN?

INTERVIEW WITH ANONYMOUS CUSTODIAN...

On Bathroom Cleaning...

ANON: When men use the bathrooms and they pee on the floor, the new dry mops cannot clean it all. Management is telling us now to do spot cleanings, but it's not enough. Spot cleaning can be a good idea for some areas, but for bathrooms, there needs to be the same old wet-mop and water. Now because we are not supposed to use a wet mop, I have to bend down and wet a paper towel in the sink to clean up spots in the floor. Sometimes I hit my head. They tell us it is because of budget cuts and environmentalism so we are not using water; but it is just me, I cannot leave the bathrooms that way, it is my conscience.

I don't know; a wet mop is the professional mop, spot cleaning can be fine, but we need a strong wet mop, like the old one, that doesn't break.

DI: When you tell Scott Spencer and Gene Woodard this, what do they say?

ANON: They do not listen, they do not respect us. More than 80 percent of custodians are not happy. That's just my guess, but I think it's right

SAFETY HAZARDS AT THE PRESTIGIOUS HEALTH SCIENCES?

(again ... and AGAIN ...)

Health and Safety Complaint
Addressed to the T Wing 2nd Floor Health and Safety Division
University of Washington, Seattle, Wa.
Date: Jan. 8, 2009
Complainant: [REDACTED]
Occupation: Custodian, Sector I, Swing Shift, Health Sciences

6 MONTHS
LATER



Near the end of the task, in the process of throwing one of the sharp containers into the dumpster from the platform immediately adjacent, the lid came off the said sharp container. Fortunately, it did not come off when I picked the container up by its handles. It came off in "mid-air", spewing spent syringe needles all over the bottom of the dumpster. In my 16 months in Sector I, I have never had a sharp container lid come off when either placing or tossing said containers in the J Dock Sharps dumpster. (After a great deal of effort, it was secured.) I immediately told a colleague of what had just happened Jan. 7. [REDACTED] who by chance was assisting me unloading the overflowing cart, didn't see the incident. And after its disposal, in the bowels of the dumpster, it wasn't readily visible. [REDACTED] did say he had heard complaints "many times" from another custodian that sharp container lids frequently come off in the process of handling and disposing. And at the end of shift, I orally notified one of my two bosses.

The University needs to make sure all sharp container lids are secure proof, that is the lid is unable to come off unless it turned, say, counter-clockwise. There should be zero tolerance for sharp lids coming off in the process of their disposal transport.

Health and Safety Complaint
Addressed to T Wing 2nd Floor Health and Safety Division
University of Washington, Seattle, Wa.
Date: June, 2, 2009
Complainant: [REDACTED]
Incident: **Sharp container lid comes off in mid-air during disposal at J. Dock.**
Occupation: Custodian, Sector I, Swing Shift, Health Sciences

Near the end of the task, in the process of throwing one of the sharp containers into said dumpster from a walkway immediately adjacent the dumpster, a lid came off one of the sharp containers, spewing syringe needles into the air. A few actually fell under the walkway, most, thankfully, landed with the container in the dumpster. I was spared, thank the Lord God, from being pierced. I was dressed in blue jeans and tee-shirt, having neglected to borrow a lab jacket from Comparative Medicine's 1st Floor T-Wing shower room as I frequently do when dealing with a large payload of sharps.

EXTRA WORK + SPEED UP

=
DANGEROUS, UNSAFE WORKING CONDITIONS

I admit I did not let my bosses know about this incident until the next day. The reason is that I came to the clock in station late from doing my job plus half another vacationing janitor's assignment, what is called Open Run Coverage. Once at the clock out station, I had to deal with putting back into storage supplies ordered earlier that, because of time constraints, I never was able to claim and haul back to my janitor closet. The latter was done, because that's the last thing the area's junior boss would do—actual physical work. And the Area's Big Boss Andre Vasquez was long gone by 12:50 a.m. And the two bosses rely on to Area I's heavy lifting, the senior Lead, was as tired as I was.

As your records show, a similar incident was reported on Jan. 8, 2009. There was a subsequent "discussion" with one of your representatives, myself, and Management in the form of Swing Shift Director Scott Spencer, and Area I Senior Boss Andre Vasquez. At that meeting I was told I should "gently" place said sharps in the dumpster. I explained then—as was the case June 1—that time doesn't allow that. Subsequently, I know there has been at least one other case of a lid coming off during the first-phase of transportation, or at the Autoclave level. And another where a sharp

container was so loaded with syringe needles that they were protruding through the lid. Those incidents were "tagged" by my bosses. Do you have records of such incidents? If not, why not?

Situations where lids come off sharp containers is totally unacceptable. I've noted in recent months that workers have taken placing plastic bags over sharp containers, providing an extra layer of protection. Perhaps that should be a Method of Operation University-wide, given the problems of the last few months.

Given that Open Run Coverage and proposed One Big Day Shift Team Cleaning is going to be in vogue soon in the Health Sciences because of Budget Cuts, one would hope incidences like that describe above do not become even more frequent. There is nothing worse, in my mind, than being pierced by an Autoclaved syringe used in whatever medical pursuit and having, at a minimum, weeks worth anxiety during a battery of tests to see if symptoms of disease are present like hepatitis or AIDs.

This complaint is being forwarded to my Union, Local 1488. Plus other appropriate health and safety agencies, plus campus student groups up in arms over sky-high tuition increases and accompanying budget cuts.

SORRY,
THIS AREA IS NOT AS CLEAN AS YOU WISH IT COULD BE.
UW CUSTODIANS
ARE NOT ALLOWED TO WORK AT THEIR BEST EFFICIENCY

- There are 39 fewer custodian positions and 17 layoffs as of July 6th. These vacancies have not been replaced.
- 35 swingshift custodians have been moved. This leaves 50 swingshift custodians covering the workload once shared by 85.
- Implementation of "Team Cleaning."
"Team Cleaning" is a misnomer. It is a form of **SPEED UP**. It makes custodial work more tedious, monotonous and ineffective.
- Arbitrary transfers to new locations without warning or training
- In some areas, custodians no longer empty trash cans
- Implementation of waterless cleaning. This exposes students, workers and staff to excessive chemicals.

These changes burden custodial work further and risk the safety of students, workers, faculty and staff.

- If you have complaints, questions and concerns, please contact

GENE WOODARD --- Director of Custodial Services (Annual salary: \$133,560)
(206) 543-7831 ; gwoodard@u.washington.edu

CHARLES KENNEDY --- Associate Vice President of Facilities Services
(Annual salary: \$260, 000)

(206) 685-1428; kennec@u.washington.edu

This flyer is created by Democracy Insurgent, a UW campus group, in solidarity with the UW custodians.
d.insurg@gmail.com

Tuesday

A message from the Last Man Standing

SEPTEMBER 24, 1997

EXCERPTS FROM A CUSTODIAN'S NOTEBOOK...

ANONYMOUS...

Three months have passed since the foisting upon us of the Great Swindulation, Charles Kennedy's Strategic Plan, Gene Woodard's fifteen year old contingency for so called cost effectiveness. Out of six to seven coworkers in [REDACTED] I [REDACTED] am the Last Man Standing. I have been working at the University of Washington for some thirty one years twenty four plus nine months of these as a custodian. While this was not the profession I originally desired it has of necessity been that which I must needs to endure. From the very start I have worked for this Gene Woodard and all of his dubious henchmen some of these extremely inclement and but a very few somewhat bearable. Divide and conquer, Isolate and intimidate, outright bald faced lying among other nefarious practices have been the defining attributes of the University of Washington Custodial Services Department. Corrupt managers, who through whatever means were devised, when they could not break the Union chose to buy the Union. Vested interests supporting each other in their graft until by the year 1988 the employee representation organization began to exist as such in name only. The solution sought to remediate this problem did not arise in its entirety all at once. As the workplace began its inexorable descent into the hell it is being now, so was also an effort made to preserve its original integrity, that is to say if in fact it had any such to begin with.

We once and had been protected by Civil Service, this being enshrined in 1963, not only preserved our employment but also management's right to impose their will upon us. The Good ol days? in some respects we could not easily be fired the civil service law rigidly set the parameters of the workplace and just as rigidly managerial prerogative. Herein lies the germseed of corrupt practice and into this horbed Gene Woodard in 1985 was planted about October of that year. A former hospital administrator from Oregon State University or ~~maybe~~ perhaps Good Samaritan Hospital in Portland. This man came at the behest of early privateers in the University of Washington Administration with a plan. From the get go Gene Woodard set about to restrict the use of earned sick leave and to emphasise a so called Chain of command, thus turning our workplace that had previously been quite progressive into a kind of corporate military camp. If that were not bad enough he promoted to positions of influence certain lewd men of the basest sort. Deceitful obsequious syncophants liars torturous sadists "in particular that certain Gestapo whose initials are S.S. and a previously monstrous fellow who is no longer in our workplace whose name was a transliteration of Count Dracula. These are but a few examples in Gene Woodard's gallery of rouses that by the year became all the more noisome as he added to it from without in order to further mutate the already banal corporate culture.

Worse still the arbiters of corruption had ones
even more perverse than themselves in the state house in Olympia
As early as October of 1967 representative Eugene Prince
was complaining of the state employees of Washington as having
"a Roll Royce Health Plan" from this time forward we paid
more and more for less and less health care. Together with
this we began to see a privatization push in the legislature
to contract out state provided services in part or in full.
From 1989 to 2002 almost yearly. The Union fought
to contain the nibblers in suits in the House and Senate of
Washington State however on the workplace floor their
presence was all but nonexistent. The Women's for an the
activists of their time middle seventies to the first two
years of the Eighties were in decline. In the workplace
evil begin to incrementally assert itself and every worker had
to face this menace alone until Gene Woodard in early

TO BE CONTINUED...

CLASSIC SILHOUETTE. A BOXY JACKET
ATOP A SLIM PENCIL SKIRT.

Michael Kors wool skirt (\$795), Tarnish wool hat (\$158), and DKNY hose (\$15).
Nordstrom. 3.1 Phillip Lim wool jacket (\$625), Mario's Fringe scarf (\$15), H &
M, LD Tuttle leather bootie heels (\$452), Lambs Ear.

Are you just feeling down?

FACILITIES SERVICES CARRYOVER MONEY

2005-2007 ---- 1.72 million

2007-2009 ---- 2.31 million

WHERE DID THIS MONEY GO???

Facilities Services
05-07 Carryover Status
As of May 31, 2009

05-07 Carryover	Allocation	Amount Expended
AVP Facilities Services	17,250	17,250
Plumbing Support (PPOB) - Premium for Campus Operations	8,940	8,940
Installation of Automatic Door Opener	1,050	1,850
Design Fee for Room 107 Remodeling	10,150	10,150
Consulting Fee for Employee Survey	37,857	37,857
All Staff Meeting 2008	56,200	50,561
Architecture Hall Research Assistant and Equipment	3,355	3,355
Balanced Scorecard Seminar Travel - Linda Tennant	1,420	1,420
Paint Office in PPOB Room 113.	1,695	1,695
Peter Dewey's APPA Training	9,660	9,660
FS Professional Staff Salary Study	10,920	10,920
Signage Design Fees for UW Medical Tower	55,448	12,871
Heffron Consulting Svcs for Trans Strategy and Technical Assist	19,546	19,546
FS BBQ - Recognition	5,390	5,390
FS ID Badges	180,000	176,446
Remodel PPOB rooms 100D, 122 and 126 (WR 200467 + Design Services)	13,000	13,000
Employee Settlement	2,275	2,275
Repair Wall and Paint in PPOB Room 201 (WR 216556)	15,000	12,959
Install Omni Locking System in PPOB (WR 216559)	14,000	14,000
Seattle Campus Signage & Wayfinding (CPO 202352)	2,262	2,262
Balanced Scorecard Seminar Travel - Karen Zaugg	7,056	7,056
Temporary Help for GIS	3,785	3,785
Re-Templating Web Services	476,859	423,048
Sub-Total		
Custodial Services	55,555	55,555
Custodial Services Equipment (Allocated in 05-07 and Paid in 07-09)	4,300	4,300
Manager Training - Travel	5,020	5,020
Employee Recognition at UW Club	33,199	33,199
Two Large Washers and Dryer	98,074	98,074
Sub-Total		

ARE THESE EXPENDITURES WORTH MORE THAN KEEPING EMPLOYEES JOBS??

A DAY IN THE MIND OF FACILITIES SERVICES

MANAGEMENT

anonymous

W of 603-665-7524 jctf.com

19 at New York Davis Convention Center

International

Facilities Services management. That's who we are. It's our job to decide how to handle this budget cut. We'll do it though we're really underpaid for this type of work.

Let's start at the bottom. Everyone down there is expendable. Look at that, we can save \$25,000 if we lay off this custodian. If we laid off ten, we'd save \$250,000. Fantastic! That should be enough to remodel our building. We'd hate to have to scrap that plan because of budget problems. We can renege on promised pay increases to the skilled trades too. Oh, and we can move these people to day shift.

Now we'll have to tell everyone what we're doing. We hate this part. After all, we don't really care about these people's opinions. But let's pretend to be sympathetic. We'll need those people to work twice as hard once they hear how we're handling the budget cuts. Oh, and we can distract them with a \$100 contest to rename our brand new conference rooms! People love contests.

What? They want us to take pay cuts? Don't they know how important we are? Look at the problems we have to deal with! Our mailboxes are stuffed full of grievances. Don't they realize we should really be getting pay *raises*? If we hadn't gotten so many salary increases during the past couple years we might be walking out this second.

Oh great, now they're rallying with a bunch of students. This is getting out of hand. Do they think we like budget cuts? Don't they realize our new receptionist position is frozen? Can't they see we're on a travel ban? We're suffering too!

Wait, the night custodians want to give up their shift differential to stay on swing shift? We didn't expect that. What kind of person would volunteer part of their pay? We just don't understand this. But we can't give in or next they'll be bothering us for training and better equipment. Maybe they'll go away if we refuse to negotiate.

Damn, they're not going away. And now some other employees are complaining about what we're doing. Didn't they read about the contest? Ingrates! Too bad it's too late to lay them off too. What'll we do now?

Wait, we have an idea! We'll move this person over here. And we can put this person over in this obscure section. That should keep them separated from their allies. We can put this person on administrative leave. Maybe we can find something to get rid of her. Let's make up some new policies that we can apply to the troublemakers too.

What? They're complaining about retaliation. We're really getting tired of this. Let's tell them it's not retaliation. We'll call it... restructuring! That's a good word.

Now they're walking around with protest signs and yelling. These people don't quit! We'll just have to start harassing them. Maybe then they'll be quiet. We'll threaten these people. They aren't aware of their rights. We'll have to be more subtle with this group. They know English.

Wait, what's this? A new publication from that radical student group who's been bugging us? Damn. We really should be making more money.

MORE MANAGERS, LESS WORKERS, AND AN EXPANDING UNIVERSITY

EXTRA WORK AND SPEED UP (otherwise known as TEAM CLEANING)

Custodial Department

7-9-08

and hearing life

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While the number of UW custodians has decreased since the eighties, Custodial management has increased:

In the eighties there was 1 manager, 1 payroll officer and 2 supervisors for a workforce of approximately 400 custodians. Today there are ten managers and three directors for a workforce of 237 custodians

Meanwhile, UW's campus has been expanding. All this means that fewer custodians do more work:

In the seventies, two custodians cleaned each floor of Oddegaard Library. Today, all 22 floors of UW Tower are cleaned by only five custodians.

Number of square feet each UW Custodian must clean on average;

1988-1998	19,000-25,000 sq.foot
1999-2007	25,000-30,000 sq. foot
Since the economic crises	30,000-40,000 ++ sq. ft.*

It is common for custodians to be assigned extra work (or "run s) on top of their daily 34,000 sq feet. This can be used to target specific workers as a form of RETALIATION/INTIMIDATION, as well we as the result of MASSIVE SPEED UPS in Custodial Department

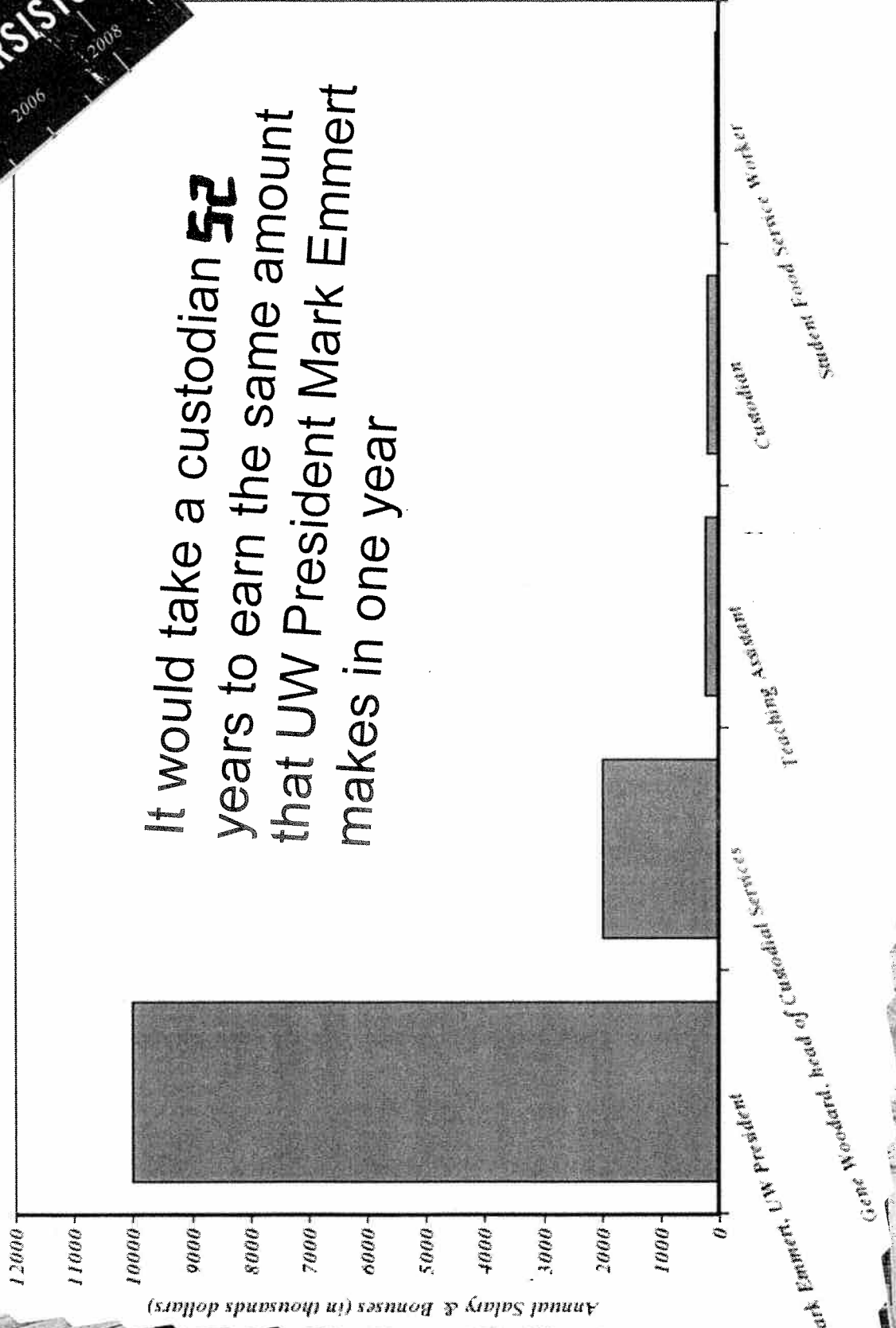
Today some custodians are responsible for a full run (34 000 sq feet) & half a full run = 51, 000 sq feet

From a faux mountain rising in Copenhagen to a latter-day fortress taking root near Amsterdam, our tour of new and noteworthy

WAGE GAP PERSISTS

2006 2008

Comparing Average Salaries at UW



It would take a custodian 52 years to earn the same amount that UW President Mark Emmert makes in one year

LOOK,

Dirt has nowhere to hide.

Gene Woodard

Comparing Ten Years of Annual Salaries: UW Custodian vs. Gene Woodard

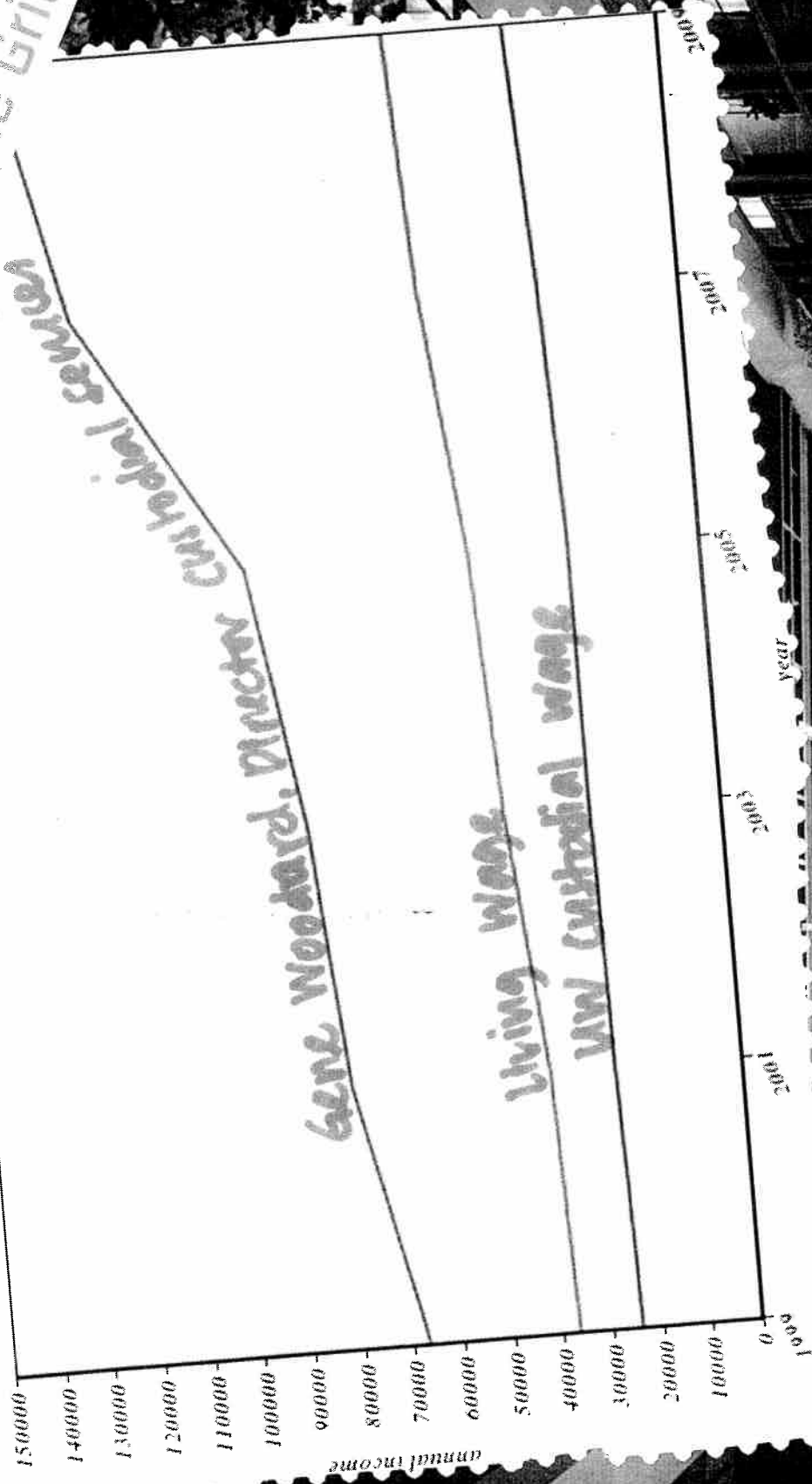
■ Gene Woodard, Director of Custodial Services

■ Living Wage ■ UW Custodial Wage

Off the Grid

Gene Woodard, Director Custodial Services

Living Wage
UW Custodial wage



TUITION INCREASE =28% over 2 y ears

WORKERS ABUSE

PAYING MORE



DIRTY, UNSAFE CLASSROOMS?

NO ADVISORS

FOR LESS

NO Writing Centers

An 8% college inflation rate means that the cost of college doubles every nine years. For a baby born today, this means that college costs will be more than three times current rates when the child matriculates in college.

362 www.agpsla.com
98.2021 www.agps.ch
Stewart Hilder
enmaier

PHOTO BY SARAH ANNE WARD

FROM A RECENT GRADUATE...

LEELA YELLESETTY, MLIS 08:
International Socialist Organization

I AM A RECENT UNIVERSITY OF WASHINGTON ALUM. A FEW YEARS BACK, HAVING DISCOVERED THAT A BACHELOR'S DEGREE ONLY QUALIFIED ME FOR LOW WAGE SERVICE JOBS, I DECIDED TO GO BACK TO SCHOOL FOR A PROFESSIONAL DEGREE IN A FIELD THAT HAS LONG BEEN CLOSE TO MY HEART: LIBRARIES.

AFTER APPLYING ALONG WITH MY \$50 FEE (NOW PROJECTED TO GO UP TO \$75) I WAS DELIGHTED TO LEARN THAT I WAS ACCEPTED INTO THE MASTERS IN LIBRARY & INFORMATION SCIENCE AT THE UWS INFORMATION SCHOOL-- CONSIDERED ONE OF THE BEST PROGRAMS OF ITS KIND IN THE COUNTRY. (THE INFORMATION SCHOOL NOW FACES A 12% ACROSS THE BOARD CUT.)

NOT ONLY THAT, BUT THANKS TO THE GRADUATE OPPORTUNITY-MINORITY ACHIEVEMENT PROGRAM (GO-MAP), WHICH SEEKS TO DIVERSIFY THE GRADUATE STUDENT BODY, I WAS OFFERED A GRADUATE RESEARCH ASSISTANTSHIP. IN EXCHANGE FOR WORKING 20 HOURS PER WEEK I RECEIVED A STIPEND, HEALTHCARE BENEFITS AND BEST OF ALL FREE TUITION-- WHICH MEANT I GRADUATED WITH NO ADDITIONAL DEBT. (THE UW IS NOW SET TO ELIMINATE APPROXIMATELY 23 RESEARCH ASSISTANTSHIP QUARTER HOURS FROM GO-MAP, ENOUGH FUNDS TO RECRUIT ABOUT 9-12 NEW GRADUATE STUDENTS OF COLOR EACH YEAR.)

ALL IN ALL I WAS EXTREMELY LUCKY IN MY CAREER AT UW, FAR LUCKIER THAN STUDENTS STARTING OUT TODAY. THE TROUBLE FOR ME CAME WHEN I HAPPENED TO GRADUATE ON THE EVE OF A GLOBAL ECONOMIC DOWNTURN. UNEMPLOYMENT FOR RECENT COLLEGE GRADUATES HAS NEARLY DOUBLED SINCE A YEAR AGO TO 4.7%--

Clockwise from top left: We Like the Bloom Sport a hand-painted flower for a ring awakening (\$28, www.twiststyle.com). Just Bought a Cadillac Sweet rings are made of keys (\$90, www.kielmead.com/ringsstyles.html). Give 'Em the Now even straight-edge gals can enjoy

BETTER THAN FOR THOSE WITHOUT A DEGREE, BUT YOU MUST REMEMBER FACTOR IN THE CRIPPLING LEVELS OF DEBT. AND IT'S ONLY GETTING WORSE. *ACCORDING TO THE NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS, EMPLOYERS EXPECT TO HIRE 22% FEWER GRADUATES FROM THE CLASS OF 2009 THAN THEY HIRED FROM THE CLASS OF 2008.*

NOT TO MENTION I CLEARLY CHOSE THE WRONG FIELD TO GO INTO. HERE AT THE UW THREE LIBRARIES ARE CLOSING, 30 STAFF POSITIONS WILL BE ELIMINATED, AND HOURS OF ACCESS WILL BE REDUCED. THE \$1.48 MILLION REDUCTION TO THE ANNUAL LIBRARY MATERIALS BUDGET WILL MEAN THAT AT A SUPPOSEDLY WORLD-CLASS RESEARCH INSTITUTION, SCHOLARS WILL BE DENIED ACCESS TO JOURNAL ARTICLES WHICH MAY BE VITAL TO THEIR RESEARCH.

THINGS AREN'T MUCH BETTER IN PUBLIC LIBRARIES, WHERE I'D ALWAYS PLANNED TO WORK. I WAS LUCKY ENOUGH TO GET INTO THE HIRING POOL AT SEATTLE PUBLIC LIBRARY (CLOSED TO THIS YEAR'S GRADUATES), BUT THERE HAVEN'T BEEN ENOUGH OPEN POSITIONS. OLDER LIBRARIANS ARE AFRAID TO RETIRE BECAUSE THEIR 401KS WERE WIPED OUT, AND IF THEY DO RETIRE THERE'S A GOOD CHANCE THEY SIMPLY WON'T BE REPLACED (A LOT EASIER THAN LAYING SOMEONE OFF AFTER ALL.) EVERYWHERE IT'S THE SAME STORY: BUDGET CUTS, HIRING FREEZES, FURLOUGHS.

THE IRONY OF ALL THIS IS THAT LIBRARIES ARE NEEDED NOW MORE THAN EVER. DESPITE THE LACK OF OPENINGS, FRIENDS OF MINE WHO WORK IN PUBLIC LIBRARIES COMPLAIN THAT THEY ARE OVERWORKED AND UNDERSTAFFED. IT'S A TRUTH DEMONSTRATED TIME AND AGAIN IN OUR HISTORY: WHEN THE ECONOMY DROOPS, LIBRARY USAGE SOARS. PEOPLE TAKE ADVANTAGE OF THE FREE BOOKS, MOVIES AND MUSIC, FREE CLASSES AND STORYTIMES, AND PERHAPS MOST IMPORTANTLY, FREE INTERNET ACCESS.

A STUDY JUST RELEASED BY THE AMERICAN LIBRARY ASSOCIATION REPORTED THAT LIBRARIES ACROSS THE COUNTRY ARE FILLING UP WITH JOB SEEKERS, OFTEN WAITING IN LONG LINES TO USE A

COMPUTER. THIS AT THE SAME TIME THAT 22 STATES HAVE CUT LIBRARY BUDGETS.

CLEARLY THERE IS A GREAT NEED FOR MORE LIBRARY FUNDING AND POLLS HAVE SHOWN CONSISTENT PUBLIC SUPPORT FOR IT. HIRING MORE LIBRARIANS MEANS MORE DECENT UNIONIZED JOBS, THE LIKES OF WHICH ARE INCREASINGLY HARD TO FIND FOR THOSE IN MY GENERATION. BEYOND THAT NUMEROUS STUDIES HAVE SHOWN THAT INVESTING IN LIBRARIES ACTUALLY IMPROVES THE ECONOMIC HEALTH OF THE WHOLE COMMUNITY-- SOME ESTIMATING AS MUCH AS \$5 RETURN FOR EVERY DOLLAR IN INVESTMENT IN LIBRARIES.

YET FROM THE POLITICIANS THE MANTRA IS ALWAYS "THE MONEY ISN'T THERE." FUNNY HOW THERE'S NEVER ANY MONEY WHEN IT COMES TO EDUCATION OR LIBRARIES OR ANY PROGRAMS DESIGNED TO HELP PEOPLE IMPROVE THEIR LIVES. BUT WHEN IT COMES TO BAILING OUT THE BANKS, OR WAGING WARS, OR HIRING MORE POLICE AND BUILDING MORE JAILS, SUDDENLY MONEY IS NO OBJECT.

THERE'S ALSO ALL THAT MONEY WHICH IS THERE BUT ISN'T COUNTED-- IE THE BILLIONS OF DOLLARS OF UNTAXED PROFITS MADE BY CORPORATIONS OFF THE BACKS OF WORKERS IN THIS STATE. A FAIR INCOME TAX STRUCTURE WOULD SOLVE THESE BUDGET PROBLEMS OVERNIGHT, BUT IT'S NOT EVEN BEING CONSIDERED IN OLYMPIA. INSTEAD THE RICH KEEP THEIR SPOILS FROM THE GOOD TIMES AND THE REST OF US GET TO SUFFER EVEN MORE WHEN TIMES GET TOUGH.

THE MONEY IS THERE FOR THOSE WITH THE POWER TO CONTROL IT. IT'S TIME WE USE OUR COLLECTIVE POWER TO DEMAND A DIFFERENT SET OF PRIORITIES.

Adam Dela Cruz

Notes from a Student Worker at HFS...

For over two years I have worked for the Housing and Food Services for UW. HFS is one of the UW programs that are privatized with profits going out to the contractors. Despite such conditions and having high prices on the products we sold, HFS student workers are some of the lowest paid workers in the Seattle area. While most workers in other places (including other campus jobs) generally start around \$9-\$10 per hour plus tips, HFS student workers start at minimum wage with no tips. Furthermore, we are capped on our hours to 19.5 hours per week and are generally left without work during breaks.



The only major benefit we had was a cost of living increase we were suppose to get each quarter. Though we were poorly paid, this made it tolerable to some degree since if we stayed around and worked long enough we can get an ok wage eventually. The state of Washington, in an attempt to save some money off the budget, froze all cost of living costs for state workers (HFS workers are still state workers despite being privatized) preventing anyone from taking a raise the next two years. This was absolutely brutal for me and others who found our hard work disappear due to the rapid living costs increase that came this year. After working over a year to get a credible wage for my position, it was gone in just a short time.

Furthermore, there is other problems student workers face when dealing with HF\$. Getting enough hours is sometimes a fight since HF\$ seems to hire more students than needed. Despite working nearly a year, I still was assigned fewer hours than desired and often to pick up the least wanted shifts so I can make ends meet during the year. During one quarter, I had to work until 2:00 am closing on weekdays when I had an 8:20 am class.



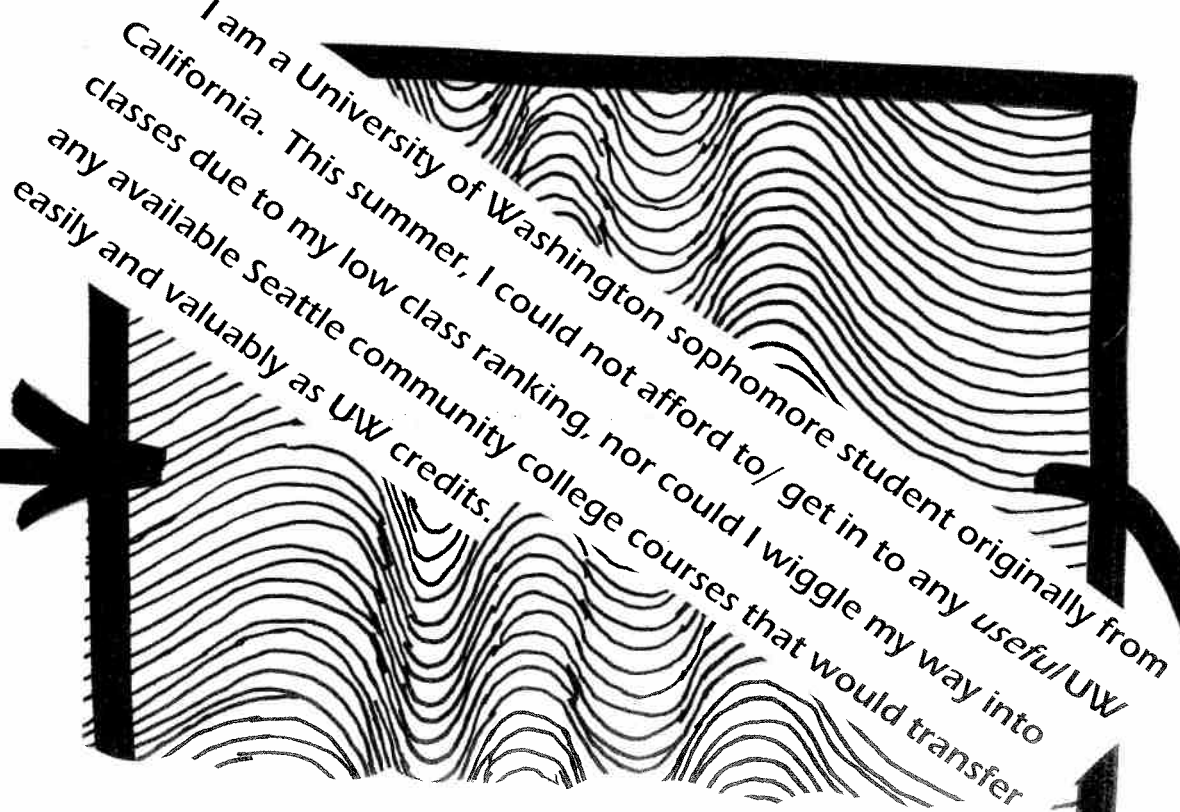
New workers are almost never trained and are expected to jump in and work, causing frustration for both the workers and our customers. We are rarely told about new policies or issues until it comes up normally through a mistake. It also feels like that sometimes management played favorites with certain students when it came to promotions and hours, causing frustration for those who worked longer and were not getting anywhere



Frankly, I have no clue how UW expects HF\$ student workers are going to survive under these conditions. The U-District was already an expensive place to live in. Finding a place that costs under \$600 to live in is considered a great deal. Under \$500 and you either found a miracle or living in a cramped basement. And it's getting worse since nearly all the new construction is creating expensive apartments that only the most well off students can even think of living in. The raise of tuition is making it impossible to work for HF\$ and going to school at the same time. I come from a poor background, with a disabled single mother who can't get a job. How does UW expect students like me to deal with this? Sure, I was a Husky Promise Student which meant I got my tuition covered for free, but that still does not cut it. Living around UW is expensive, and I often have to work not only to help let me live but also to support my mom. Even then, I know there are other students who are worse off than me right now.

At least I don't have to worry about my tuition; I know other working students who not only go through almost all the problems I have but are also looking into debt of over \$50,000 and they often work two jobs.

Out of State and Out of Space:



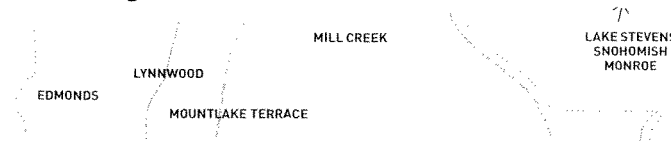
I am a University of Washington sophomore student originally from California. This summer, I could not afford to/ get in to any useful/UW classes due to my low class ranking, nor could I wiggle my way into any available Seattle community college courses that would transfer easily and valuably as UW credits.

Reduced College Courses

Samantha Ryder

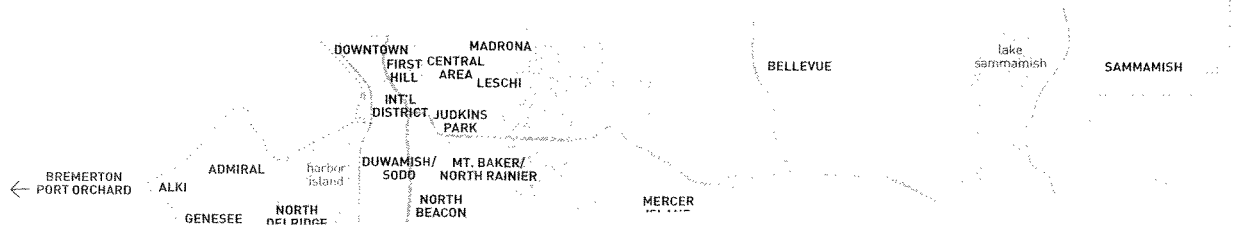
So as a way to save on housing and food costs, and to take some cheaper classes, I returned home this summer to live with my parents. My plan was to continue working my jobs as a Certified Nurse Assistant (CNA) in the two nursing homes I was employed at through high school, and to take an EMT or First Responder class offered at a local Coastline Regional Occupation Program (ROP) site offered in Southern California.

Courses through this occupational training facility have offered high school students and adults who cannot afford higher education a place to learn trades and to receive education that immediately prepare them for the job market. It was through one of these ROP



facilities that I originally was able to receive my CNA license, and was able to start working (at least over-the-table) by age 16.

Though the training is usually for lower paid work, such as back and front office assistant, CNA, auto mechanic, bank teller, and other minimal training minimum wage earning professions, the programs offered have provided many immigrants and kids of low-income families in my community with jobs in a matter of weeks, and at \$40 a class.



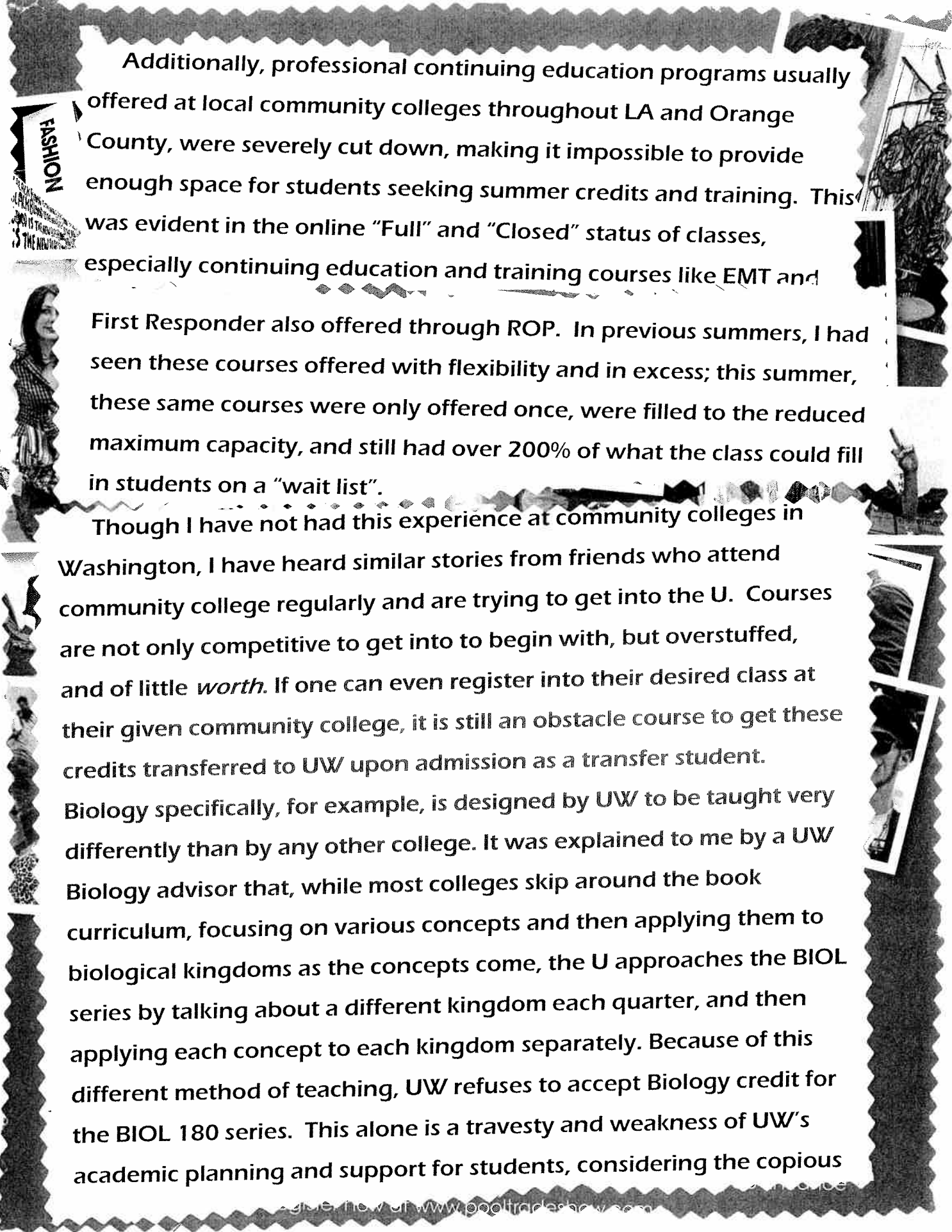
Unfortunately for many students who graduated this year in 2009 (a popular crowd among the ROP classes) and many laid off adults trying to get by in the changing economic climate, all five of the ROP sites, which feed into over 27 communities and schools around Orange and Los Angeles County, closed for this entire summer 2009. Though I myself take advantage of ROP courses to further my education and interests, and not necessarily because I *need* to train for a career to make a living, I was extremely discontented by the fact that a facility that functions as catalyst for so many prospective employees without access to many other forms of education, was inconveniently shut down for an entire summer due to state budget cuts.

Additionally, professional continuing education programs usually offered at local community colleges throughout LA and Orange County, were severely cut down, making it impossible to provide enough space for students seeking summer credits and training. This was evident in the online "Full" and "Closed" status of classes, especially continuing education and training courses like EMT and

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First Responder also offered through ROP. In previous summers, I had seen these courses offered with flexibility and in excess; this summer, these same courses were only offered once, were filled to the reduced maximum capacity, and still had over 200% of what the class could fill in students on a "wait list".

Though I have not had this experience at community colleges in Washington, I have heard similar stories from friends who attend community college regularly and are trying to get into the U. Courses are not only competitive to get into to begin with, but overstuffed, and of little *worth*. If one can even register into their desired class at their given community college, it is still an obstacle course to get these credits transferred to UW upon admission as a transfer student. Biology specifically, for example, is designed by UW to be taught very differently than by any other college. It was explained to me by a UW Biology advisor that, while most colleges skip around the book curriculum, focusing on various concepts and then applying them to biological kingdoms as the concepts come, the U approaches the BIOL series by talking about a different kingdom each quarter, and then applying each concept to each kingdom separately. Because of this different method of teaching, UW refuses to accept Biology credit for the BIOL 180 series. This alone is a travesty and weakness of UW's academic planning and support for students, considering the copious

amount of students who are pre-health professionals who *have* to take this series for their major, and even more so, considering that UW has recently turned its 350 student BIOL 180 lecture into an over 700 student BIOL 180 lecture. Just try to make nice with your professor now, if you can even see him at the far bottom front of the lecture hall.

It seems that from observation, classes from Universities, colleges and education centers, throughout the west coast at least, are cutting special programs, combining classes, and putting continuing education curriculum on hold. This is leaving many students and adults trying to get by in the dust, as they place their lives on hold *waiting* for an economy to shape up, and waiting for an educational institution to change it's agenda from making a profit, to purely providing education (though making money, I believe is safe to say, has never not been the agenda of education providing institutions). It is unfortunate that education facilities designed specifically for its community members to attend, like Coastline ROP, end up completely shut down due to unforeseen budget difficulties. Even more tragic is that these budget difficulties were unforeseen, and *therefore* unpreventable.

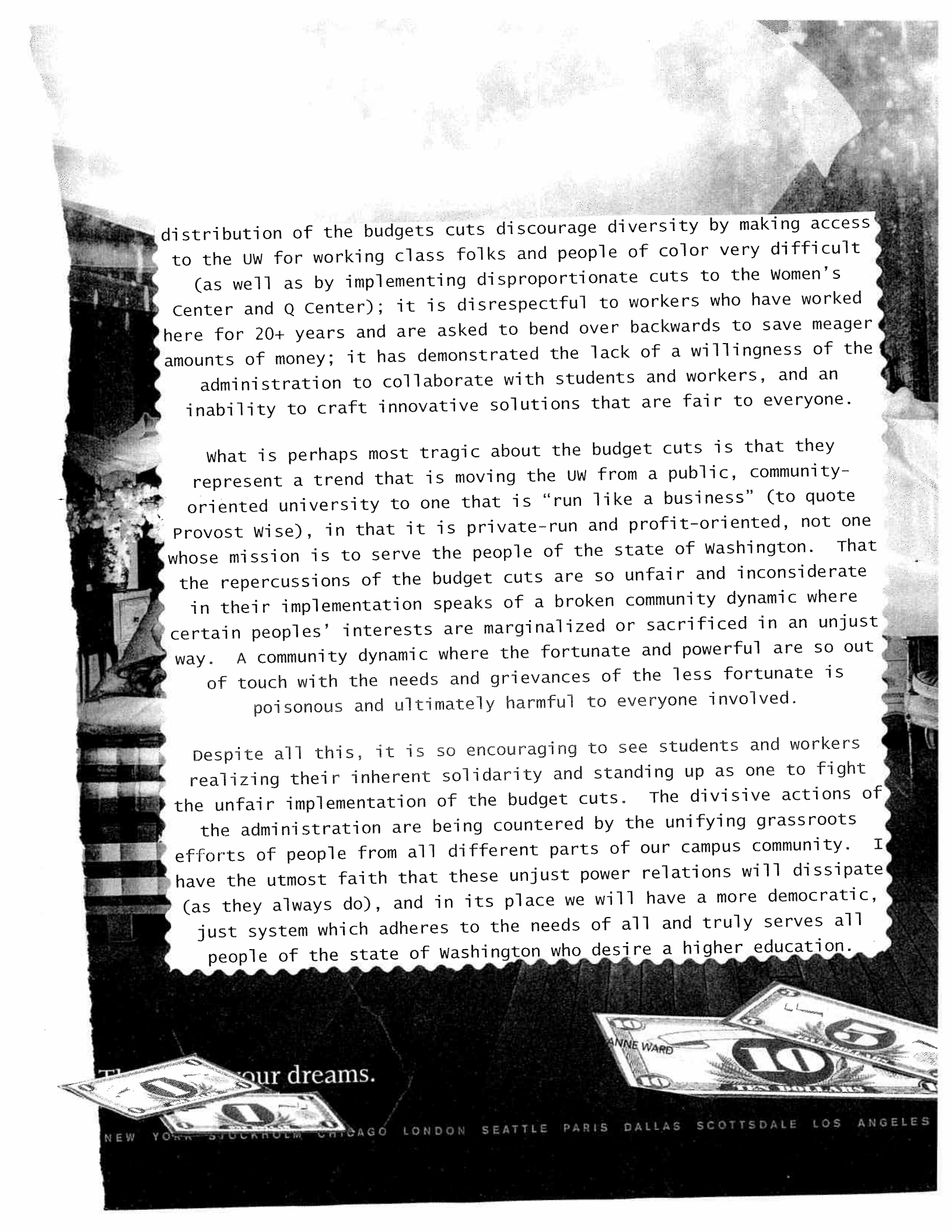
I am not optimistic that any changes to prevention of cutting programs and courses in schools will occur in the near future. It may be that students and continuing education seekers just roll with the punches, and *wait* for better. At least, these are my thoughts as an *observer* of the reactions of current educational institutions to our current economic and political situation.



I write this essay as a member of the fortunate minority of people that have not yet been subject to the tangible effects of the budget cuts. My parents pay for my out of state tuition and housing and, though I work on campus, it is not out of necessity. However, I have friends and peers that are immigrants, working class, or come from marginalized backgrounds—and that is part of what I love about the UW: so many people from different backgrounds and cultures come together to form a community based on learning and building a foundation for better opportunities. The communal vocation of a public university would dictate that in these tough times, the university would take the necessary steps to ensure that these setbacks would not affect the university's accessibility and ethical treatment of those less fortunate in our community and in the state of Washington. However, even as a privileged undergraduate, I feel that the repercussions that students are forced to live with are unjust. Furthermore, as a proud member of the UW community, I am heartbroken that the administration has decided to impose the hardest burden on those workers who can least afford more hardship, and make higher education less accessible for people and communities that need it the most. The disparity between the rhetoric of the administration and its actions is alarming, and the oppressive nature of its actions will continue to cloud our fractured sense of community until students and workers come together to overcome these divisive budget cuts as one.

As an undergraduate liberal arts major, I'm concerned that the elimination of quiz sections and the drastic increase of class sizes will make direct, discussion-oriented professor/student interaction less available to students. The dearth of opportunities for teacher's assistants, the strained educational experience for undergraduates, and the increased workload (without increased pay) for our professors corrodes the student-teacher relationship, which is the backbone of the educational operations of our university. It makes no sense that the UW would undermine the very essence of what makes it an institution of learning, and surely there are alternative solutions that can ensure that the quality of education for undergraduates is not compromised.

Even though the administration has written off these cuts as "inevitable", it invokes rhetoric that flagrantly contradicts the nature of its actions. At her townhall meeting in May, Provost Wise presented the "core values" that the university adheres to, including integrity, diversity, respect, collaboration, and innovation, among others. The University's response to and distribution of the budget cuts completely violates every single one of these principles. The



distribution of the budgets cuts discourage diversity by making access to the UW for working class folks and people of color very difficult (as well as by implementing disproportionate cuts to the Women's Center and Q Center); it is disrespectful to workers who have worked here for 20+ years and are asked to bend over backwards to save meager amounts of money; it has demonstrated the lack of a willingness of the administration to collaborate with students and workers, and an inability to craft innovative solutions that are fair to everyone.

What is perhaps most tragic about the budget cuts is that they represent a trend that is moving the UW from a public, community-oriented university to one that is "run like a business" (to quote Provost Wise), in that it is private-run and profit-oriented, not one whose mission is to serve the people of the state of Washington. That the repercussions of the budget cuts are so unfair and inconsiderate in their implementation speaks of a broken community dynamic where certain peoples' interests are marginalized or sacrificed in an unjust way. A community dynamic where the fortunate and powerful are so out of touch with the needs and grievances of the less fortunate is poisonous and ultimately harmful to everyone involved.

Despite all this, it is so encouraging to see students and workers realizing their inherent solidarity and standing up as one to fight the unfair implementation of the budget cuts. The divisive actions of the administration are being countered by the unifying grassroots efforts of people from all different parts of our campus community. I have the utmost faith that these unjust power relations will dissipate (as they always do), and in its place we will have a more democratic, just system which adheres to the needs of all and truly serves all people of the state of Washington who desire a higher education.



our dreams.

NEW YORK STOCKHOLM CHICAGO LONDON SEATTLE PARIS DALLAS SCOTTSDALE LOS ANGELES

Democracy ⁱⁿ University



WHO'S
IN
AND
WHO'S
OUT?!

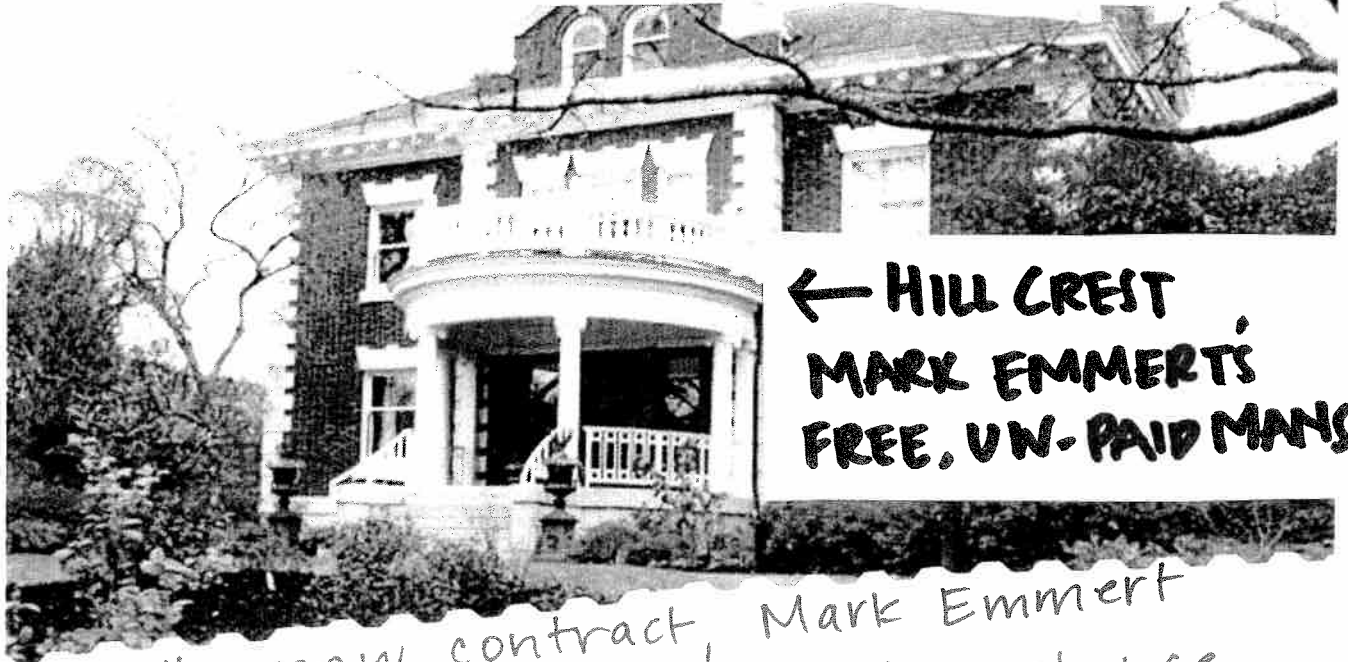
who says budget cuts have nothing to do with queerness?
the boss says so because the very structure that's
benefiting them is about keeping the heteronormative
nuclear family and erasing any survival possibility of
our desire, our relationship, our body, our queerness.



they do not think about the fact that when an individual is
exploited, it's never just the individual, but his/her whole
family is exploited. and when queer folks are exploited,
those whom have often been denied, rejected, and attacked
by our own biological family, the alternative family we've
built that is essential to our survival is also threatened.

WELCOME TO THE FAST CLASS.

UW decided to eliminate or cut back 700 staff positions of custodians, office workers, ground keepers, librarians etc. and cut the number of TAs and classes as well as raise student tuition 14% each year for two years. all this while none of the top administrators take even a dime in salary cuts!



← HILL CREST
MARK EMMERT'S
FREE, UN-PAID MANSION

"Under the new contract, Mark Emmert is locked in until 2014, with a clause that would require the UW to pay him a lump sum of between about \$1 million & \$2 million should the regents choose to fire him without cause. The regents also reserve the right to BUMP up his pay as early as next year (2010)"
Seattle Times Sept 2009.

UW POLICE TARGET ACTIVISTS ON CAMPUS →

a history of repression??

9/14 STATEMENT BY D.I. regarding arrests of 2 activists

"On Sept 4th 2009, 2 members of DI were arrested by the UW Police for meeting with the custodians at Health Sciences building during their breaktime. We have reason to believe that the arrests were politically targeted because we were taken right when the break ended, and the police knew exactly who we were when they arrested us.

It is also an uncanny coincidence that the **selective enforcement** of the building policy took place right on the day that we distributed a press release publicizing the suicide of former UW custodian, In Soo Chun. In Soo Chun had self immolated himself on Red Square in Oct last year and his former co-workers were planning to organize a rally in his memory.

The first thing the police officer said when she saw us, was to call us **"terrorists."** It is not a coincidence that the 2 activists were **women of color.**

Most importantly, we see the arrests as an attempt by a desperate and guilty management to **SCARE immigrant custodians from organizing**. The next workday after the arrest, UWPD and Custodial Services managers were harassing workers who were trying to meet during their break time. It is clear to us that the arrest of our members is tied closely to the continual intimidation and harassment of immigrant custodians who are organizing against speed up and extra work."

IN THEIR OWN WORDS: UW POLICE History

(from <http://www.washington.edu/admin/police/about/history.html>)

The UWPD was formed specifically to counter student anti-war activism. It is no surprise that they continue that legacy today:

"It was during this time that the University became a focus for Vietnam War demonstrations. The late 1960s and early 1970s saw many changes in society which impacted the University Safety and Security Division as it evolved into the University of Washington Police Department. Repeatedly the department was mobilized to counteract the tens of thousands of Vietnam War demonstrators who descended upon the University. Across the nation, university and college campuses lost their protected status as learning centers to become magnets to political discussions and activism, and occasionally to violence. The University Police were awakened to this first hand as the Administration Building was bombed once, Clark Hall (ROTC) was bombed twice, and a second ROTC building set on fire. This was the situation when Michael G. Shanahan became Chief of Police in 1971."

It must be rough! University of Washington President Mark Emmert hasn't received a raise in 2 years! He has to "get by" on his 2007 salary of \$906,500 per year plus perks (free mansion, \$12,000 per year car allowance etc.) (Seattle Times, Sept. 4). But he can take comfort in the \$340,000 per year he gets for sitting on corporate boards. He can also feel better about himself knowing that he is the second highest paid public university president in the U.S.

The UW Board of Regents took pity on poor Mr. Emmert. They decided that giving him a raise in this time of economic crisis and budget cuts would be a PR nightmare--so instead they gave him an extra sabbatical worth nearly ½ million dollars! They also extended his contract for 5 years, retroactive to August 21, and left open the possibility of a raise next year.

THE BLOCKADE



THEATER OF OPERATIONS

It's nice that Emmert is making such a "sacrifice" to stay at the UW. And it's fitting, since he is making his employees and students sacrifice as well. Due to state budget crisis and the failure of the Democrat controlled state legislature to raise taxes on the rich, the UW got hit with a \$73 million cut in the 2009-2010 fiscal year. The President and Board of Regents decided not to cut top administrative salaries or dip into their endowment. Instead they cut 700 positions (janitors, office workers, etc.) as well as reducing the number of TAs, and raising tuition 14% each of the next two years.

This situation is truly outrageous! Instead of cutting the overpaid deadwood at the top of the administration, the Board of Regents chose to lay off those who do the actual work at the UW—including TAs who teach many of the classes. They chose to cut library access and subscriptions. They chose to force janitors to change shifts and make students go deeper into debt.

The Anti-Budget Cuts Coalition proposed an alternative budget, which would have saved millions by capping top administrative salaries and using that money to stop the cuts of programs etc. The Regents were forced to listen to those proposals at a public forum but only modified their plans slightly.

The budget cuts at the UW are a microcosm of what is happening all over in response to the economic crisis. While bankers are bailed out and there is still plenty of money for the wars that are destroying Iraq and Afghanistan, ordinary people go without jobs, their houses are foreclosed, and 50 million people in the U.S. have no health insurance.

Organizing against the budget cuts will continue at UW this Fall. It has never been more needed!

LAYOFFS...

WHO DECIDES, AND WHO GETS THE HIT?

Anonymous

I have worked in my job for over 21 years. In that time I have handled purchasing , payroll, curriculum (setting up classes, ordering books, registering students, finding rooms etc) , hiring of TAs and RAs, setting up hourly appointments and many other miscellaneous tasks. This position has been a core position in the dept. for well over 20 years. It has been a 100% position for all that time. During the last 21 years, it has gotten progressively more involved and complex, with new systems added regularly. While holding this position I have gotten generally good reviews from supervisors and often lots of gratitude from faculty , staff and students for solving problems they faced. I could get full retirement from the UW in less than two years.

In spite of all this, in July , the Chair and Administrator of the dept. told me that my position would be cut from 100% to 50% as of Oct. 1. At that time , they weren't sure where all my current work would go. Since then they have had to change where some of the work will go a couple times. In the latest plan, much of my curriculum work will go to a professional staff

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ARE YOU CONSUMING TEN TIMES MORE THAN YOU...

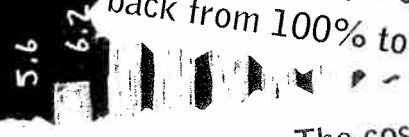
person who is already working 100%. Other parts of my job will go to a Secretary who is also already 100%.

This illustrates one of the worst aspects of layoffs---it doesn't just affect the person laid off. It also vastly increases the workload of those who are left---reducing the quality of their work life, making it harder for them to perform their jobs well and massively increasing stress. This overwork can lead to disciplinary action against the people who can't keep up with the newly increased workload.

annual tons of per person

In my case, under the union contract I have the right to "bump" another employee in another dept. out of her job, so that I can continue to work 100%. This is another very unfortunate part of layoffs. Bumping is important and necessary to preserve seniority, but it also severely disrupts the lives of people being bumped.

Besides me, 2 other employees in this dept. are being cut back from 100% to 50%.



All this is entirely unnecessary. The cost to keep us all in our current positions rather than cutting us 50% would be about \$5000 per month. The chair of our dept. makes \$18,000 per month! He could keep us all fully employed and still make about \$150,000 a year. Of course the Chair has refused to even consider this option.

print per person

This is just one example of the priorities of the UW administration. It decided to eliminate or cut back 700 staff positions of custodians, office workers, grounds keepers, librarians etc. and cut the number of TAs and classes as well as raise student tuition 14% each year for two years. All this while none of the top administrators take even a dime in salary cuts!

ve a new kind of life, become
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a single human lifetime.

The fight to change the priorities of the UW will continue!

Who says budget cuts have absolutely nothing to do with queerness?!



Wen Liu

***Here's how it goes:* the UW administration and management sit on their heteronormative table with perfect nutrition balanced sandwiches and diet cokes, deciding who gets the leftover of their fat salary pockets and exploiting folks who have already been oppressed even more with the excuse of economic crisis.**

They chat about their wives and husbands and their overachiever kids and congratulate some corporate owner who just got married, while deciding who and whose family get to be fucked over this time. *How cheerful.*

The tuition is increasing by 14%. *Fantastic.* The UW administration says they are providing larger financial aid packages to compensate for the tuition hike. But the truth is, this model only further eliminates minority and low-income students' access to education and increases student debt. As an immigrant of color who has no biological family in the states and been financially threatened by my very own biological family because of my queerness, this nation-wide cuts on education severely impacts my future survival means as a student and a worker. Unlike folks from upper-middle class families whose education is promised and paid for, my partner and I have to figure out alternatives and seek material and emotional support from folks in our community who often already don't have enough for themselves because of being immigrant, of color, working-class, and queer. Queer, immigrant, working-class folks alike, our families deviate from the heteronormative nuclear family in which the wife stays home and take care of kids and the bread-winner husband works 9 to 5 and provides all the financial needs. We often have to be the care-taker and the bread-winner at the same time and have to share resources outside of marriage and bloodline.



When the administration and management are attacking us, they are attacking our community based survival methods and breaking us apart.

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When the administration and management are attacking us, they are attacking our community based survival methods and breaking us apart. They pit us compete against one another for the ever limited resources-- who is the poster person of color that swallows racism in the class or at work and oppresses other people of color to get on top, who is the most hard-working immigrant that doesn't complain, who is the model minority student that follows everything the white man says so eventually s/he could feel white, who is the least threatening queer that only cares about looking fabulous and gives a damn about challenging the fundamental structure of family--during the budget cuts crisis, these are the people who think they can benefit temporarily from not joining the struggle. And they are wrong. The cuts will eventually affect every single of us, and that's exactly why we should stick together and fight against the administration and management that want to screw us up, one by one.

We don't want to see that the only kind of queerness survives is the *Will & Grace* or the *L Word* kind of queerness that has nothing to do with class struggle. We don't want to remain silent when the alternative form of family we have built is neglected or denied, while the rigid heteronormative nuclear family is living and breathing and being perpetuated by our oppression. That's why we as queer folks stand side by side with immigrants and workers to fight against the cuts and exploitation. This movement is not just about begging for money but about challenging the very fundamentals of the structure that keeps us apart.

**Towards what
kind of future
are we being
led by savage,
fanatical
capitalism?**

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UW to borrow from private financial model

Meanwhile, the UW regents are expected to approve a 14 percent tuition increase for each of the next two years. Factoring in the tuition spike and \$24.7 million in federal stimulus money, the university's biennial funding cut would total 12 percent.

"A larger share of costs is being borne by students and their families, instead of by the state," Emmert said.



Money for

Jobs & education

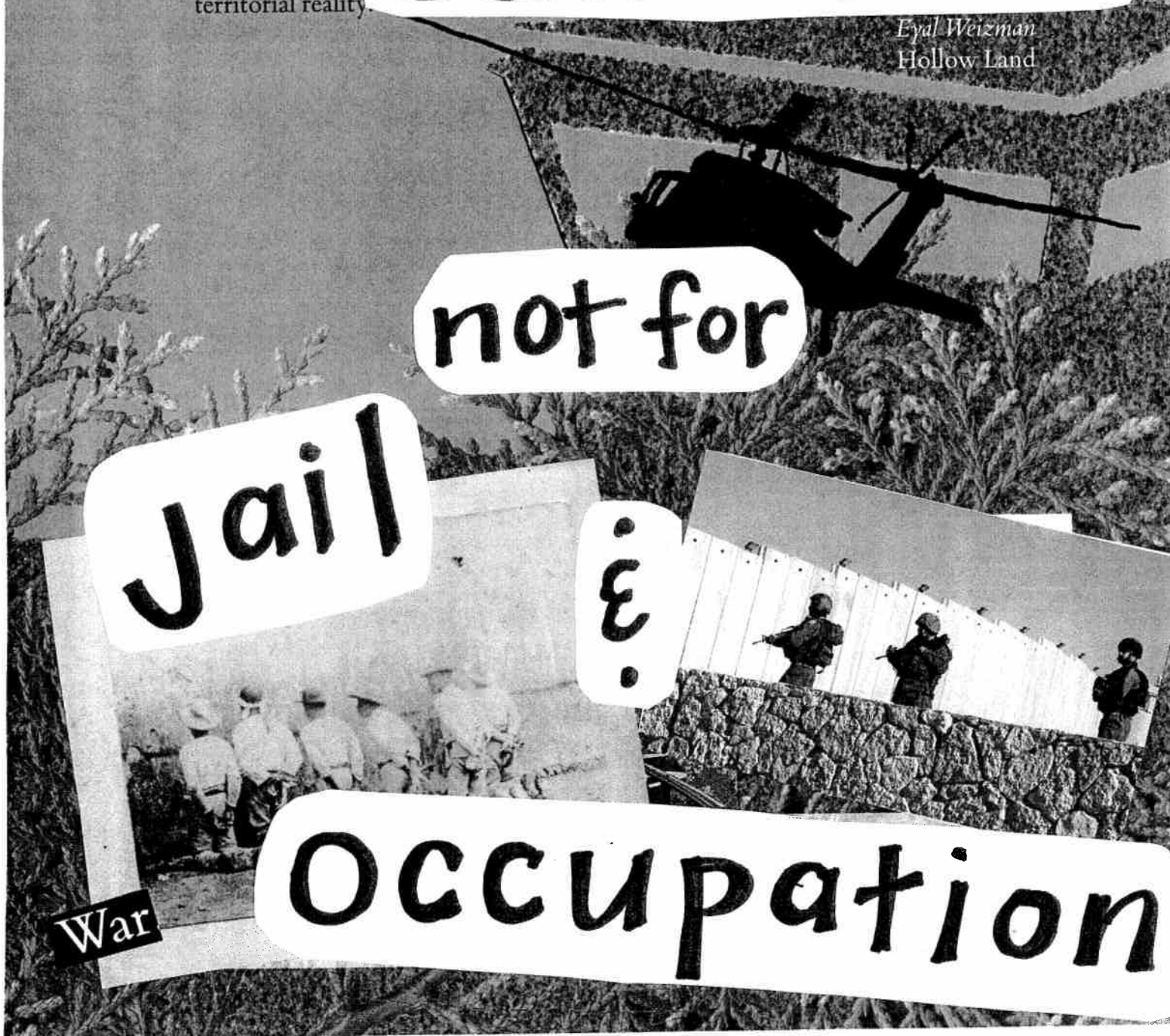
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not for

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&

Occupation



War

**DEALING DRUGS
AND STEALING
ARE NO LONGER**



**ALTERNATIVE
LIFESTYLES**

DO

Shared Smoke

There's nothing better than a smoke after sex.

BUT

awless shadow . . . almost too good to be true.

**ARE BECOMING
STREET JOBS.**

RONALD ARTHUR

Youth are being targeted to go to prison rather than to college...

Money should also be going into education.

Dewayne Hurd

With the rising cost of tuition and the rise of unemployment, attending college is becoming a huge burden on youth and their families. All we're told is to work hard, stay in school and reap the benefits at the end. Instead, waiting for you is a pile of debt and with the high unemployment rate, there are no jobs and no money.

There is an increase in crime around the city which is a result of the increase of unemployment. The unemployment rate in the Seattle area is 9.3. Because of the lack of jobs people are finding alternative ways to make money. Working class lives don't stop because of the Wall Street bankers. Hit hardest by the economic crisis is the youth.

**\$ MONEY For
EDUCATION — NOT
Jail + Occupation!**

People still have to support

themselves and their families.

Jobs that are more commonly filled by youth are being filled by older adults with more job experience or the jobs aren't there at all. Dealing drugs and stealing are no longer alternative lifestyles but are becoming street jobs. And this will only get worse if something isn't done about it. Money needs to be spent on creating jobs. A jail in Seattle would do this but would it really create jobs for the youth in the community?

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spot.com

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corporate control,
SMASH

People who promote more prisons and jails argue that because of high dropout rates more youth will end up incarcerated. Creating jobs is necessary to education because without a job at the end going through school would seem like a waste of time. Many people, even after graduating from college, are left unemployed with loans to pay, raising the question if college is really worth it. Schools also need to be better funded so they can offer more support. Counselors should be used for more than just picking out classes. Especially during this time of high unemployment families are struggling and youth have problems to deal with that their parents can't always relate to. Also what's being taught in schools is not relevant to most people's lives.

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Fewer students would drop out if they could go to school and learn something they could use in life for everyday like work skills, history and personal choice classes. Coming out of these classes students would know their history, where they are at now and how they got here. Also they could build their resumes in school for better jobs when they graduate.

Approximately \$200,000,000 may be spent on building a new jail when public school teachers are being laid off and schools for years have been struggling to afford

supplies. More money is going to building jails rather than funding education. Youth are being targeted to go to prison rather than to college. Is building another jail really the answer to these problems? The right response is not to just lock them up. Money should also be going into education.

With more education and more jobs the number of youth going to prison would directly decrease. Universities like UW should be making access to schooling easier, not raising tuition and making it harder for working class people to attend.

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Story from a kid that was basically all by himself
by Anh Nguyen

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Waking up in the morning I always seem to think is school worth going to? Is school the right place for me at this moment? My motivation for school has been long gone and I'm very surprised I lasted this long in school. My goals in life look like they are coming to an end. Going home everyday it always come down to me getting yelled at by stupid people I call family. They say I was basically going downhill, everything I did was fucking up my life. And this is coming from people who said high school was easy to pass and they end up dropping out getting a G.E.D. and working at a nail salon. They shouldn't be able to say anything to me about school because they gave up on it. I'm planning on going to an alternative school and starting my life once again, but this time they won't support me and they want me to go to some Job Corps bullshit which I went to for a day and outsmarted five of their best students and three of their teachers that said I can't win in a debate. The looks on their faces still amuse me when they were shocked that an alternative student just kicked their ass in a little debate over a small subject that I've been learning at Southwest Education Center. Now that a new school year has started, I'm very shocked about how much I improved since 2008 until now. I see more in myself, more confidence.

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The reason why I want to go to UW is because I see that this campus is where I can really prove myself. High school to me is basically useless. You barely learn anything that you're going to learn in college. At UW I see myself rapidly improving my skills in reading, writing, and communication because you have to pass and know what you're doing to pass your class and not waste 12,000 for tuition. The thing that is stopping me from going to UW is probably the lack of support from my family. They don't want me to go to college because they think it's a waste of time and money. I tell them if I don't go to college I'll be living off a day by day job. Which I really don't want to have. I want a career not a job. The budget cuts that are going on right now are really going to hurt me when I do get accepted to UW - and yes, I'm very confident that I will get in UW - because the tuition money is being raised 14 percent every year. By the time I get in the cost of attending class will increase 28% or even more. I really don't want to pay twice as much when people in the past paid less.

2006- Cormic Burst chandeliers

2000

A way I think we can fight back is to find people that have the same intention as me. People that are not scared of the "man" and help me fight against people who live off 150,000 income a year and quickly increase how much we pay for tuition.

20

My whole experience started the first protest I attended against the budget cuts and the custodian job cuts. Late May, myself and other students took the bus all the way to the University District. We met up with workers and fellow UW students and we marched to Gene Woodard's office to demand the hours for custodians on night shift, because they take care of their family during the day. There were probably 100+ people marching toward Gene Woodard's office and when we arrived he didn't want to face all of the workers. That's when I noticed if people of color do come together we are able to let Gene Woodard know we are fighting back.

TEACHING HISTORY BY MAKING IT TOGETHER

Matt Hamilton

I am a high school social studies and language arts teacher and an activist with Democracy Insurgent. For several years I lived in inner city west Seattle and for the past year I've worked at a small program there designed to help youth who fell behind in credits turn their education around. At times, commuting to UW to organize with my friends, who are students there, felt like entering another world. But as the economy

shattered, provoking new waves of protest on campus and across the city, I have found these two parts of my life coming together in dynamic and unexpected ways.

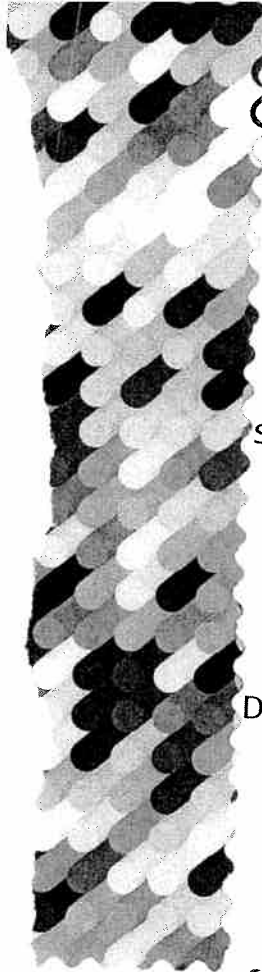
Early in the spring, my students and I joined a rally against school closures. For weeks we had studied the debates brewing in the city over cuts to education; we had watched footage of the local head of the NAACP getting thrown out of a school board meeting for challenging the board's plan to close 5 schools and 8 programs, most of them in majority working class people of color neighborhoods like ours. We made hand drawn posters and took a field trip, joining the march from Garfield High to the Federal Building. My students got on the megaphone and infused the crowd with militancy, anger, and hope that we can actually fight back.

For many of my students, cuts are a personal issue--some are graduates of African American Academy, which was one of the programs that was cut. Many students are rightfully angry that working class folks and people of color are losing our schools while the county plans to spend \$200 million on a new jail.

These city-wide developments really put into context the budget cuts at UW. The UW cuts are not an isolated case; they're part of a broad-based attack on public education that is going on across the country.

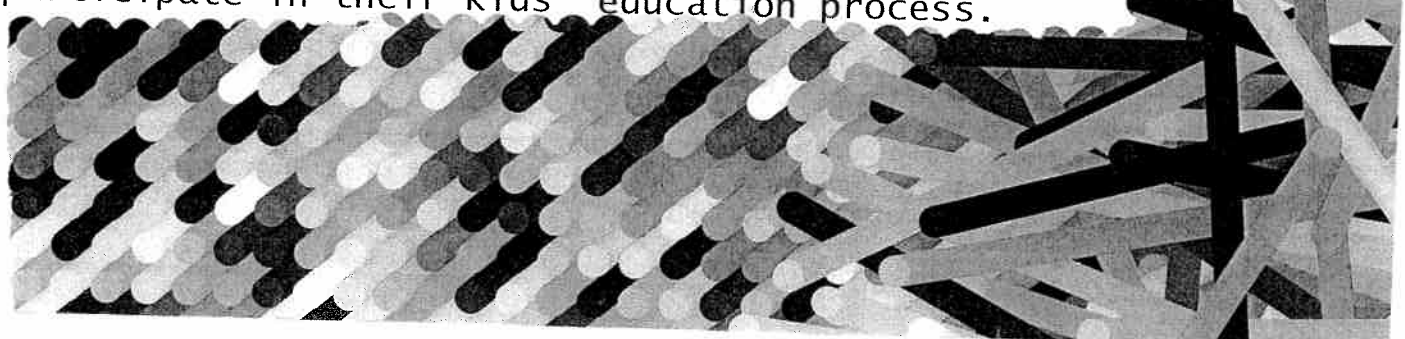
whether through state-capitalist planned "public" high schools or privatized charter schools, corporate interests have dominated the American education system. But now administrators and officials are using the budget cuts as an excuse to break the will of teachers, parents, and students who resist. They are trying to impose high stakes standardized testing, unbearably crowded classrooms, inhumanely long teacher work hours, increasingly militarized, racist classrooms and hallways, and tracking systems where some students enter selective high school programs that prepare them for schools like UW while many of my students get tracked towards institutions like the proposed new prison.

And yet people's wills are not broken. Teacher job actions like the recently successful Kent school district strike against large class sizes offer hope that resistance to this restructuring is possible.



...y dream is that these kinds of high-school based actions can both inspire and draw inspiration from campus-based student and worker organizing at UW. When Democracy Insurgent helped initiate the large protests against budget cuts at UW last in the spring, I showed my students the media coverage from the rallies and facilitated discussions about it. Some of them asked if they could get involved and they came with me to several actions and events, developing their organizing skills and reflecting on their participation as we moved forward with the struggle. Most of them were outraged by the tuition hike because it makes UW less accessible and less affordable to folks like them. Dewayne Hurd and Anh Nguyen share their own thoughts on this in their pieces in this zine. They were also moved by the militancy and courage of the largely immigrant workforce who took a stand against racist management practices.

As an alternative school teacher, I was also inspired by the UW custodians who took a stand to maintain their positions on the swingshift so they would be able to take care of their kids during the day. I spoke with many custodians who live in communities like the one I teach in, and they said that they were literally fighting to keep the UW administration from destroying their kids future. They worried that their bosses would take them away from their families, leaving their kids more vulnerable to getting involved in gangs as they grow up. In a way, the custodians were struggling to be teachers in their own right - to carve out time to participate in their kids' education process.

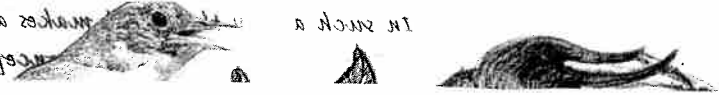


And that struggle is deeply linked to my own struggles on the job to resist overwork and burnout. My coworkers and I often talk about how we can't be miracle workers; we are expected to do an impossible job with little support. No matter how well we teach, the classroom itself cannot compensate for all of the problems that our students bring in from their homes, workplaces, and streets every time they enter the room. The classroom is not some neutral safe haven separate from the rest of society - last year one of my students was shot, nearly fatally, and couldn't finish the semester. As teachers we often talk about the need to go beyond the classroom, to address these other issues, to support our students and their parents. But most teachers have trouble imagining how to do this. We either end up pitying working class parents or blaming them for their supposed negligence. This is because we don't know how to build solidarity between our own labor struggles as education workers and the working class struggles our students and their parents face. In other words, we can't imagine finding our own place as equals within a broad-based working class movement that can defend not only our jobs but the possibilities of a truly free and just education system for all.

Working with Democracy Insurgent gave me a chance to do to this. I was able to team up and work with working class parents to fight against the forces that prevent them from providing support for their children. I was able to stand shoulder to shoulder with the custodians, organizing with them as a fellow worker and community member concerned about the young people in our neighborhoods. I remember at one point sharing bread and soup with custodians in one of the swing-shift break rooms. One custodian who had worked the day



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shift earlier brought his family and I met his son. We all talked about our visions for education and how this struggle is not just a narrow fight for better treatment in one workplace. In fact, it is part of a broad struggle of the entire working class to make sure that our youth will be able to survive and grow. More recently, I've started to think about how I can support my students' and former student's own labor struggles. I am getting tired to lecturing over and over again how my students should stay in school so they can eventually graduate and get a good job. They know better than that, and as an activist so do I. We all know that the unemployment rate is skyrocketing, and it is 2-3 times higher for Black folks than for white folks. For youth of color who have rap sheets, their prospects for finding jobs are not great, especially as budget cuts lead to hiring freezes that block them out of union jobs like the custodian workforce at UW. Because of layoffs and hiring freezes, custodians, painters, maintenance workers, etc. are all facing inhuman speed up, as the pages of this zine attest, while my students and formers are shut out from work, expected to sit at the gas station all day waiting for a bed in that new county prison. This is total barbarism and it can't last long before rank and file workers start teeming up with unemployed youth to do something about it. Democracy Insurgent is trying to help speed up that process. More and more I am seeing that I need to teach my students not only how to get a job but how to fight for a job. This year when I teach the great depression it will not simply be history, it will be a lesson in how the unemployed back then organized and struggled to keep themselves alive, with the obvious aim of figuring out how we can do that today as well.



I am very lucky to teach in an alternative program that prides itself on making the histories, cultures, and struggles of people of color central to our entire mission. But for my coworkers and I, this doesn't just mean celebrating great heroes like Malcolm X or appreciating the complexity and artistic depth of the Harlem Renaissance. It means learning how working class people of color have struggled to be self governing, how they built organizations, and how they resisted the kind of oppression created and reinforced by unjust budget cuts. In class I showed interviews from the Seattle Civil Rights and Labor History project and facilitated discussions on how the Black Student Union occupied UW administration buildings to demand more access for students of color. The BSU worked side by side with high school students who fought discrimination in their schools using similar tactics. Now folks like Mark Emmert and Seattle Public Schools superintendent Maria Goodloe Johnson (sp?) are taking away many of these gains using budget cuts as an excuse. And now, ironically, now one of the former campus leaders of the BSU sits on the King County Council which is building the new prison and cutting its own funding for education. At a town hall meeting on budget cuts I warned him that if these cuts continue we might just have to revive the kinds of struggles he used to be a part of. What that means is teaching ethnic studies can no longer be about celebrating the past - it needs to be about helping nurture the future leaders of mass movements.

As my former student and fellow Democracy Insurgent member Dewayne Hurd just reminded me, "all this historical research is great but it's time that we start making our own history."

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II. PUSHING FOR STATE ALTERNATIVES TO BUDGET CUTS

Washington State is known to have the most regressive tax system in the country, with a heavy reliance on sales tax and property tax for revenue. This places a heavy burden on low-income households.

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Check out the PUBLIC BUDGET
by ANTI-BUDGET CUTS COALITION
www.nobudgetcutsuw.blogspot.com

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Mark Emmert and the Board of Regents need to follow the precedent set by Central Washington University's Board of Regents member, Sanford Kinzer, who resigned to protest the imposition of tuition hikes as a way to balance the university budget. Emmert and the Regents need to publicly reject the 25% budget cuts imposed by the state. They need to show that their concerns are not in becoming CEOs of the university, and are instead for the interests of students and workers.

III. BUDGET FOR A PUBLIC UNIVERSITY

We are told that drastic tuition increases and staff layoffs—along with the closure of writing centers, libraries, and programs—are the only solution to the state's budget cuts. This is not true. While the administration can and should do much more to pressure Olympia (for an income tax, to divert money from Husky stadium and tourist projects to UW education), we believe that there are also solutions to the budget crisis within the current financial model of the university. **We need a Public Budget that protects our staff, faculty, and students and privileges education for all students over protecting high administration salaries and pet projects like Husky Stadium or the football team!**

1.) Cut From the Top

To make up for the budget cuts, students are being taxed with higher tuition costs, staff workers are facing layoffs or job speed-ups, and libraries are being closed. While the "administration" portion of the university is taking a 16% reduction, salary reductions of those making over \$150,000 per year—a more than generous salary, compared to wages of university staff, un-tenured faculty, and graduate students—yields a vast amount of funds that could be diverted to save jobs, libraries, and programs.

Using public salary data from 2007,⁷ with "administration" not including identifiable library staff, doctors, pharmacists, researchers, engineers, or instructors, but including coaches as well as athletics administrators, funds yielded with a salary cap are:

- * Salary cap at those making over \$150,000: save \$3.6 million (150 people affected)
- * Salary cap at \$200,000: save \$1.59 million (50 people affected)
- * Salary cap at \$250,000 (the income tax threshold as put forward to the state legislature by Lisa Brown): save \$714,000 (20 people affected)

⁶ William H Gates, *Tax Alternatives for Washington State: A Report to the Legislature*, November 2002, http://dor.wa.gov/Content/AboutUs/StatisticsAndReports/WAtaxstudy/Chapter_4.pdf

⁷ 2007 personnel detail, University of Washington, Office of Financial Management of Washington State, <http://www.ofm.wa.gov/>.

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Democracy Insurgent

WE ARE A UW CAMPUS GROUP
consisting of students, workers &
unemployed workers.

WE ARE ANIMATED BY PRINCIPLES OF
ANTI-RACISM, ANTI-IMPERIALISM,
THIRD WORLD FEMINISM, QUEER LIBERATION,
AND
WORKERS POWER.

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