

UC Investment Portfolio Divestment

Resolution to the 2024 ASE Bargaining Convention, UAW 4811

Workplace Rights and Benefits

Authors: Faith Bennett (UCD), Ethan Custodio (UCM), Connor Luellen (UCB)

Issue Summary: Through our labor and retirement fund contributions, Academic Student Employees are harmed by and implicated in the UC's practice of investing billions of dollars in weapons manufacturing and other industries that support and benefit from war crimes and systematic violations of human rights.

WHEREAS under the current contract, ASEs are eligible for membership in the retirement savings program (UCRSP), which consists of multiple contribution plans, each of which states that "the provisions of [this] Plan are subject to collective bargaining for represented employees".

WHEREAS under the current contract, the UC is obliged "not [to] discriminate against...any ASE on the basis of race, national origin, ancestry [or] ethnicity" (Article 21) and maintain a work environment "free of...pervasive conduct in the workplace that denies, adversely limits, or interferes with an employee's participation in or benefit from University employment" (Article 25).

WHEREAS the aforementioned investments, and their influence on ASEs' work environment and opportunities therein, constitute acute, discriminatory harm or moral injury to affected workers, particularly Palestinian and Arab workers, in violation of our current contract.

WHEREAS negotiating for UC's divestment from the aforementioned industries aligns with our union's commitment to stand with the oppressed and working classes around the world. Moreover, divestment of the endowment as well as *all* retirement funds would constitute bargaining for the common good, as it would shift our employer's investments away from these industries and combat the contemporary tendency of American universities to seek exponential asset growth over the well-being of students, staff, faculty, and community members.

THEREFORE BE IT RESOLVED, we commit to prioritizing the severance of all financial ties with entities that support or profit from the violation of international human rights law by demanding in 2025 ASE Bargaining that the UC:

- 1. Both liquidate its current holdings in weapons manufacturers, military contractors, and other companies profiting from Israel's illegal occupation of and war on Palestine and neighboring territories, *and* implement a ban on any further such investments, including holdings through the endowment—the General Endowment Pool (GEP) and the Blue and Gold Pool—and the retirement funds—the retirement plan (UCRP) and retirement savings plan (UCRSP).**
- 2. Create a custom fund(s) that meets the above stipulations and establish that fund as the *default* investment option for UCRSP and UCRP.**
- 3. Publicly disclose its full investment portfolio through a publicly accessible, detailed, and regularly updated database.**
- 4. Establish a new policy whereby UC campus foundations seeking to invest in the General Endowment Pool must first disclose their holdings and donation history and commit to the above stipulations concerning divestment.**

Signatories

Delegates

1. Adrián Alejandro García
2. Adriana Rizzo
3. Alexander Ferrer
4. Alicia Zeng
5. Allison Baker
6. Andrea Lara-Garcia
7. Ashkaan Kashani
8. Brett Hu
9. Brooke Benson
10. Caleb Fairchild
11. Caleb Farrow
12. Carrie Hamilton
13. Cecille de Laurentis
14. Christina Yeo
15. Clara Kaul
16. Conner Winkeljohn
17. David Kanj
18. David Kurkovskiy
19. De SouzaOton
20. Ethan Custodio
21. Eujan Doo
22. Faith Bennett
23. Felicia Cruz-Fernandez
24. Felix Li
25. Gregory B. Hutchins
26. Hannah Lippard
27. Isabel Kain
28. Ivan Biggs
29. Jamie Li Damonti
30. Jazmyn Lu
31. Jess Fournier
32. Jordan Peck
33. Julian de Gortari
34. Julianna Porter
35. JuliAnne Rach
36. Justin Foster
37. Kase Wheatley
38. Kayne Andrew Doughty
39. Kevin Su
40. Kye Shi
41. Lindsay Margaret Miller

42. Luis Sotillo
43. Maia Southwick
44. Mia Clapp
45. Michael Purello
46. Michaela Anang
47. Mingxuan "Gary" Ge
48. Nazek Queder
49. Nicholas Hu
50. Olive Patton
51. Paul Wintz
52. Pooyan Goodarzi
53. Quinn Cao
54. Rebecca Eliscu
55. Rebecca Gross
56. Regina Zhou
57. Sahiba Sindhu
58. Sarina Rodriguez
59. Shahd Fahoum
60. Siddharth Jasthi
61. Skye Austin
62. Spence Norwood
63. Stephen Eyman
64. Summer Sullivan
65. Tito Abbo
66. Tracie Hayes
67. Tyler Cohen
68. Vanessa Sanchez
69. Vinz Angelo Madrigal
70. William Mol
71. Yağmur Ali Coşkun

General Membership

1. "Ben" Concepcion
2. Aaron Benedetti
3. Aaron Goodwin
4. Abhinandan Banerjee
5. Abinaya Sushana
6. Abraham James Mata
7. Adam Leif
8. Adam Lubitz
9. Adam Moore
10. Aisha Zaman
11. Alba Rodriguez Juan
12. Aleksandra Karapetrova

13. Alex Torrez
14. Alexander Ward
15. Alexandra Korotneva
16. Alexandra Wood
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35. augusta funk
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54. Christine imperial
55. Christopher de Firmian
56. Christopher Geary

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93. Githmi Rabel
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96. Hani Abramson
97. Hannah Martinez
98. Havyn Ancelin
99. Heather Ringo
100. Hero Ashman

101. Hunter Hill
102. Hunter Sagaskie
103. Ingrid Sub Cuc
104. irem aydemir
105. Ísis Higino Silva
106. Isaac Warren
107. Isheeta Sharma
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136. Julian Kaptanian
137. Justin Germain
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139. Kaia Smith
140. Katherine Drorbaugh
141. Katherine Lauck
142. Kendra Chilson
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144. Kevin Korczyk

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146. Khang Nguyen
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158. Leila Ullmann
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160. levi craske
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162. Liam Seeley
163. Lian Verdeflor
164. Ling Tsiang
165. Lisa Johnston
166. Liz Arnold
167. Liza Wemakor
168. Lor Martin
169. Loren Barbour
170. Luis Palacios
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175. Malak Silmi
176. Malsha Amugoda
177. Marina Youngblood
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179. Mary Tucker
180. Mason McClay
181. Mati Castillo
182. Matthew Hing
183. Megan Davey
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187. Meriam Salem
188. Michael Buse

189. Michael Mazzacane
190. Michael Mirer
191. Mirella G Deniz-Zaragoza
192. Monique Mangum
193. Muhammad Yousuf
194. Naima Karczmar
195. Natalie Bernstien
196. Natalie Robertson
197. Navaira Sherwani
198. Ngozi Harrison
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200. Nicholas Villarreal
201. Nick Robertson
202. Nicola Chávez Courtright
203. Noorhan Rahmatullah
204. Norman Chen
205. Omari Averette-Phillips
206. Pasqualena Breitenfeld
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210. Peter Toma
211. Porter Harrast
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213. Rachel Kaufman
214. Racquel Bernard
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217. Rebecca de Frates
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224. Roy Chamorro Pinel
225. Ryan Pesak
226. Sadaf Maleki
227. Sakshi Singh
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231. Samreen Khan
232. Samyak Modi

233. Samyuktha Comandur
234. Sara Hussein
235. Sarah Abusaa
236. Sarah Babar
237. Saul Ivan Quintero
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239. Shreya Banerjee
240. Sienna Ruiz
241. Sierra Hansen
242. Sindy Li
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244. Sofia Yazpik
245. Soofia Lateef
246. Sophia Lencioni
247. Sophia Sambrano
248. Sophie Capobianco
249. Srihari Nageswaran
250. Stephanie salas
251. Sujoy Ghosh
252. Summer Lilyan Lopez Colorado
253. Sungwon Heo
254. Sunny Chen
255. Surya Kumar
256. Suryansu
257. Sydney Triola
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267. Victoria Tran
268. Vivian Hernandez
269. Vivienne Muller
270. Whitné Moussan
271. Willa Smart
272. William Lampman
273. Yasmin Mendoza
274. Zachary
275. Ziv Plotnik