

Dear Ravi, Charmaine, Irene, and Kiara,

This is an email on behalf of CalArts United-UAW membership, sharing the letter below, which has been signed by 82 faculty and staff. Thank you.

We're Ready to Stand Up for a Fair Contract and Better CalArts

We can no longer wait. Staff and faculty cannot endure another academic year without a strong and fair first contract. We, the workers, continue to carry the burden of correcting institutional financial and structural deficits, and it is urgent that we come to a fair agreement to protect our community, our work, our students, and our livelihoods. We must move together into a future CalArts, in agreement, to better serve our present students and the legacy of the Institution. We know that a future CalArts does not exist without its workers and a fair contract.

We are disappointed but not surprised that CalArts did not pick up the pace and do what it takes to reach full agreements this academic year. We demand that you bargain intensively and in good faith to **reach a fair contract by August 1** that reflects the enormous contributions of the staff and faculty who are organizing to protect the integrity of the pedagogical and artistic vision of CalArts.

Should the parties not reach an agreement by August 1 that makes significant improvements to our compensation, job security, benefits, and rights, we, the undersigned staff and faculty from departments across CalArts, will **publicly ask our Bargaining Team to call for a strike authorization vote and commit to organizing our colleagues towards this end.**

Offices and schools across CalArts are already coordinating in preparation for next steps.

Because our efforts to reach a fair agreement through bargaining have not been met with the urgency required, this process will include broader public communication with the media, alumni, and the wider CalArts community.

We continue to grow in solidarity and support from our unit members. Since voting to form our union by overwhelming percentages (99% of Special Faculty, 89% of Regular and Technical Faculty, and 87% of Staff all voted yes to form a union), staff and faculty have taken numerous steps to make progress towards a fair agreement:

- Joined to uncover and understand internal issues within CalArts and worked together to present creative and direct actions and solutions to address such problems to the administration

- Filled out bargaining surveys, voted on a bargaining platform, and rallied with hundreds of our coworkers to make progress on our core issues
- Filed an unfair labor practice charge over unlawful changes to our healthcare plans

Despite this consistent, broad, majority support, CalArts continues to change the goalpost and timeline for reaching a full agreement, all the while making cuts and changes to our livelihoods. We want CalArts to flourish and ensure its continued viability. We therefore urge you to agree to our demands above and reach a fair agreement that allows us to better serve our students **by August 1st**. A fair contract would include:

Fair Compensation and Affordable Benefits

CalArts has historically underpaid its workers, has not kept raises in step with cost of living, and has delivered pay cuts in the form of rising healthcare premiums and loss of ancillary benefits. The livelihoods of CalArts workers will continue to degrade should we not reach an agreement before the next academic year. We deserve fair compensation and affordable benefits, especially health insurance, that balances CalArts's continued financial viability with the needs of our union members.

Reliable Schedules, Courseloads, and Fair Workloads

We deserve fair workloads and predictable schedules, commensurate with seniority and experience, that enable staff and faculty to work consistent hours while balancing work-life. Restructuring at CalArts and loss of over 20% of our workforce has forced us to work over our capacities. We have a right to complete our work to the best of our abilities, sustain our ongoing professional and creative practice, and earn a living that makes it possible to remain and work at CalArts while supporting ourselves and our families.

Job Security

Administrative bloat is a chronic and documented problem across higher education and CalArts is no exception. Staff and faculty have disproportionately been burdened with solving the financial deficit through astounding workforce reductions. Because of this and to ensure future job security, staff and faculty need protections against layoffs and unjust discipline and discharge, which will empower us with the academic freedom necessary to provide quality education to the next generation of storytellers.

Solidarity,

CalArts United-UAW

Sam Crawford, Library
Harry Dodge, School of Art
Darryl King, Community Arts Partnership
Sam Wentz, School of Dance
Amy Basen, Library
Tim Feeney, School of Music
Amanda Beech, School of Critical Studies
Jeffrey Teeter, School of Theater
Suanne Spoke, School of Film/Video
Andrew McIntosh, School of Music
Amy Yao, School of Art
John Mandel, School of Art
Josephine Shetty, School of Music
Alexandra Svab, School of Art
Donna Marie Sergi, School of Art
Bethany Elmer, School of Art
Aaron Jonker, Information Technology
Clara Lopez Menendez, School of Art
Thomas Lawson, School of Art
Giselle Boustani-Fontenele, Office of the
Provost
Danielle Gibson, School of Theater
James Waterman, Community Arts
Partnership
Alma Catalan Montiel, Community Arts
Partnership
Sharon Lockhart, School of Art
Sami Perez, School of Music
Dave Thomas, School of Film/Video
Laurita Cortese, School of Art
Dakota Schwab, Advancement
Michael Ned Holte, School of Art
Michele DeJesus, School of Music
Ashley Hunt, School of Art
Fran Krause, School of Film/Video
Gary Mairs, School of Film/Video

Norman Klein, School of Critical Studies
Kaucyila Brooke, School of Art
Janie Geiser, School of Theater
Andrew Culp, School of Critical Studies
Claire Phillips, School of Critical Studies
Julie Tolentino, School of Art
Matias Viegner, School of Critical Studies
Westley Garcia-Encines, School of Theater
Rodrigo Arruda, Office of Admissions
Elizabeth Franks, Office of Admissions
Jennifer Grascel, Student Affairs
Kat Kosmala, School of Film/Video
Gabrielle Civil, School of Critical Studies
Monica Ekabutr, School of Film/Video
Alex Broadwell, Library
Emily Lytle-Painter, Marketing and
Communication
Muriel Leung, School of Critical Studies
Charlotte Lipman, School of Film/Video
Jacques Bourdeau, REDCAT
Brian Evenson, School of Critical Studies
Jheanelle Brown, School of Film/Video
Martín Plot, School of Critical Studies
Jonah Primiano, School of Film/Video
Gloria Galvez, School of Art
Abigail Whitman, School of Music
Dylan Marx, School of Dance
Valeria Tizol Vivas, School of Art
Alejandra Molina Rios, School of Film/Video
A.V. Linton, School of Art
Mads Falcone, School of Music
Julie Bour, School of Dance
Lee Anne Schmitt, School of Film/Video
Ernest Marrero, School of Film/Video
Lina Christie, Extended Studies
Nicole Panter Dailey, School of Film/Video

Henry Harris, Library
Brent Kuszyk, Student Affairs
Ilana Coleman, School of Film/Video
Ryan Meinecke, Facilities
Amelia Bande, School of Art
Perwana Nazif, School of Art
Maria Garibay, Facilities
Stephen Chiodo, School of Film/Video

Rosanna Tavarez, School of Dance
Aidan Reynolds, School of Film/Video
Miranda Stewart, School of Film/Video
Beck Stafford, School of Film/Video
Michael Robinson, School of Film/Video
Pia Borg, School of Film/Video

