



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

July 24, 2020

(via email: chancellor@ucsf.edu)

Chancellor Hawgood
University of California, San Francisco
Office of the Chancellor
550 16th St.
San Francisco, Ca. 94143

Dear Chancellor Hawgood:

I am Jason Rabinowitz, the Secretary-Treasurer and Principal Officer of Teamsters Local 2010. We represent nearly 1,800 CX-Unit workers at UCSF. We are also engaged in organizing unrepresented employees at UCSF.

I am writing to you regarding the confluence of Black Lives Matter and the institutional racism I believe you were referring to in your moving words at the public UCSF Town Hall meeting on July 5, 2020. To date, it appears from our knowledge, that African Americans are being disproportionately laid off at UCSF. I am suggesting to you a possible mitigation of the hardship ahead for these individuals.

Our CX contract gives our bargaining unit preferential rehire and recall rights. These can be significantly important rights, particularly to individuals who have longevity at UCSF and equity in UCRP. The way PPSM (Personnel Policies for Staff Members) works is that there is a general policy established at UCOP that allows a campus to customize it according to their needs. UCOP allows for preferential rehire and recall rights, **but UCSF specifically denies them.** The UCOP policy also gives Chancellors the right to change campus policy. As such, due to the unprecedented situation with COVID-19 and the recognized institutional racism acknowledged by you on July 5, I am asking you to grant preferential rehire and recall rights to the unrepresented employees at UCSF. I ask this on their behalf.

I want to remind you of your words on July 5th that were particularly moving:

“So let us rise to the challenges by examining our own individual and institutional biases and to do the hard work to address them.” And, finally, “The confluence of civil unrest and the COVID-19 global pandemic shines a very bright light on the growing disparities amongst us. These widening divisions threaten the very heart and soul of our society and humanity.”

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Please exercise your authority by granting preferential rehire and recall rights to those who will be suffering economic hardship due to this confluence, especially those African Americans who may have been victims of a pattern of institutional racism at UCSF.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Rabinowitz". The signature is written in a cursive, flowing style.

Jason Rabinowitz
Secretary-Treasurer / Principal Officer