



**Resolution:** 3

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**Supporters:** USC Student Bar Association  
National Lawyers Guild at USC Gould  
Price Graduate Policy Administration Community  
Associated Students of Planning and Development  
Price Asian Pacific Islander Caucus  
Price for an Equitable Los Angeles  
Price Social Innovation  
Price Society of Black Students  
Price Queer Caucus  
Price Latino Student Association  
Price Women and Allies  
Students of Color and Allies Policy Forum  
USG Asian Pacific American Student Assembly  
USG Black Student Assembly  
USG Latinx Student Assembly  
USG International Student Assembly  
USG Student Assembly for Gender Empowerment  
USG Queer and Ally Student Assembly  
USG Service Student Assembly  
USG Academic Culture Assembly  
USG Environmental Student Assembly  
USG Political Student Assembly

**Date:** April 10th, 2018

**RE:** Resolution on the Inclusion and Treatment of Custodial Staff

WHEREAS, the custodians dedicate their vocation to provide a clean, welcoming, environment for students to cultivate and enrich the human mind and spirit, and;

WHEREAS, USC's custodial staff, who deserve adequate compensation and recognition for their work, represent integral parts of our Trojan Family, and;

WHEREAS, USC's role and mission statement boasts: "An extraordinary closeness and willingness to help one another are evident among USC students, alumni, faculty, and staff; indeed, for those within its compass the Trojan Family is a genuinely supportive community,"<sup>1</sup> and;

WHEREAS, creating an environment of mutual care represents a unified goal among custodians, administration, and students, and;

WHEREAS, USC first enlisted a subcontractor, ServiceMaster, in 1996 to hire custodial staff, resulting in a "dramatic decline in wages, benefits and working conditions," a loss of "rights to tuition remission for their children," and "intimidation and harassment."<sup>2</sup> Little has changed as stated by a custodial staff member of 11 years: "Our children are unable to study here [they have been denied the right of tuition remission for their children]. That benefit is not available to us. We don't understand why it isn't available to us if we are a part of the USC family,"<sup>2</sup> and;

WHEREAS, custodial staff overwhelmingly voted to unionize in 1997 to better advocate for themselves and their rights,<sup>3</sup> and;

WHEREAS, USC changed subcontractors to Aramark in 2001, a company which has repeatedly failed to address the injustices that workers face, despite protests surrounding similar demands in 2009, 2012, 2015, and 2018,<sup>4</sup> and;

WHEREAS, USC custodial staff face stagnating wages, escalating costs of healthcare, and must bear the burden of out of pocket costs, in addition to other unaddressed grievances,<sup>4</sup> and;

WHEREAS, a USC custodial staff member of 24 years, whose name is redacted to protect their privacy, and is from the South Central community, has "seen the workload burden that has been placed on [his] fellow co-workers," which "has led to many co-workers getting sick" and "develop[ing] a lot of stress and increased high blood pressure,"<sup>4</sup> and;

WHEREAS, USC students, staff, faculty, and other allies have demonstrated support through 116 signatures in solidarity with the USC custodial staff fight for a fair contract,<sup>5</sup> and;

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<sup>1</sup> <https://about.usc.edu/policies/mission-statement/>

<sup>2</sup> <https://dailytrojan.com/2015/09/28/janitors-speak-about-their-fight-for-wages-benefits/>

<sup>3</sup> <https://dailytrojan.com/2015/09/28/janitors-speak-about-their-fight-for-wages-benefits/>

<sup>4</sup> <https://dailytrojan.com/2015/09/28/janitors-speak-about-their-fight-for-wages-benefits/>

<sup>5</sup> <https://dailytrojan.com/2018/03/27/usc-custodians-march-for-fair-wages-and-benefits/>

WHEREAS more than 100 USC custodians, students and professors marched along Trousdale Parkway and into USC Village on Monday March 26 to protest for better wages and benefits,<sup>6</sup> and;

WHEREAS, students continued to voice their solidarity by attending a bargaining meeting with the USC custodial staff, their labor union Service Employees International Union (SEIU), and with their subcontractor Aramark,<sup>6</sup> and;

WHEREAS, the USC administration has not intervened to ensure that Aramark remains accountable and transparent through the contracting period and treats custodians as full members of the Trojan Family, and;

WHEREAS, April 20 represents the end of the contract negotiations, therefore;

BE IT RESOLVED, that GSG stands in solidarity with custodians and staff members and formally recognizes and supports their efforts in supporting themselves and their families, and;

BE IT FURTHER RESOLVED, that GSG formally recognizes the right of USC custodians to strike and encourages the USC administration to acknowledge the same, and;

BE IT FURTHER RESOLVED, that GSG encourages the USC administration to advocate for the asks of custodial works in the negotiations between Aramark and the custodial union, including but not limited to raising wages to a parity level with USC employees in other locations and cutting out-of-pocket health care costs from 7% to 6% of wages, and;

BE IT FINALLY RESOLVED, that this resolution be delivered to President C.L. Max Nikias; Provost and Senior Vice President of Academic Affairs Michael Quick; Vice President and Executive Director of Capital Construction and Facilities Management Lloyd Silberstein; Associate Vice President for Facilities Management Services John Welsh; and Senior Vice President of Finance and Chief Financial Officer James Staten.

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<sup>6</sup><https://dailytrojan.com/2018/03/27/usc-custodians-march-for-fair-wages-and-benefits/>