

Tom Hintze – International Union, UAW

Good morning Madame Chair and Members, my name is Tom Hinze (for the record T O M H I N T Z E) and I am commenting on behalf of UAW Region 6 in support of AB 191.

The International Union, UAW represents over 1 million active and retired workers nationwide, including over 120,000 workers in higher education.

In the Western States, this includes academic workers at the University of Alaska, the University of California, the University of Washington, the University of Oregon, the Cal State System, Washington State, USC, Caltech, the Rand Institute, and more.

Academic workers face many of the same challenges in their workplaces as all other workers: the high cost of living, job security, and benefits for themselves and their families.

Academic workers face additional challenges associated with their industry. For example, according to a 2018 report published by the National Academies of Sciences, Engineering, and Medicine, academia ranked second only to the military in the prevalence of sexual harassment.

The single biggest contributor to harassment and discrimination are the power disparities that exist between employees and their employers. UAW-represented workers have bargained for protections against harassment and discrimination that have transformed their workplace cultures, improved recruitment and retention, and raised standards for the industry, making their workplaces more competitive for top talent and funding.

As a union with deep roots in Nevada, our members want our State's public higher education system to live up to its potential as an engine of social mobility which also respects the dignity and rights of its employees.

AB 191 will help us achieve this goal by enshrining a fair process for union recognition and bargaining into State law. We respectfully ask for your "aye" vote.