CGT–UPC Candidacy: For a university for the working class!

Elections to the Works Council of Labor PDI (2026)

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Our union branch. CGT at UPC and in Catalonia

The **CGT union branch** **at the Universitat Politècnica de Catalunya (UPC)** is part of the Education Federation of **CGT Catalunya**, an **anarcho-syndicalist, class-conscious, feminist, assembly-based, internationalist, and anti-capitalist** organization that, across our country and in our public universities (UB, UAB, UOC, UdL...), seeks to consolidate itself as a benchmark of uncompromising unionism **against cuts and the commercialization and privatization** of Catalan higher education.

At UPC, our trajectory is defined by **everyday grassroots work, mutual aid, and an uncompromising fight** against fraud in workforce hiring. Rejecting professionalized, corporatist, and compromise-oriented unionism, we have aimed to always be on the front lines, **standing in direct opposition to regressive collective agreement reforms** rushed through by universities (which sought to gloss over the associate faculty employment fraud or introduce blatantly precarious figures like substitute teachers), and promoting internationalist solidarity from campuses, such as support for the **University Network for Palestine (RUxP)** and the campaign ***"No es normal empezar con normalidad"***. We are not here to manage the misery offered to us, but to **transform the rules of the game, from the bottom up**.

Let's build another unionism! For a class-conscious, anti-capitalist, assembly-based, and combative organization of university workers

At CGT, we do not view union representation as bureaucratic misery management, nor as behind-the-scenes deal-making. Confronting the demobilization and corporatism of mainstream unions, we defend a **class-based unionism, rooted in workers' assemblies as the ultimate decision-making body of the workforce**.

For us, university representative bodies, as in any other organization, must be seen as oversight tools from which we must demand total transparency to uncover opacity in the allocation of positions, credits, and teaching loads. The real strength of workers, however, lies in **their self-organization capacity and class tools, such as collective complaints to the Labor Inspectorate, mobilization, and strikes,** essential instruments when standing up to university management and privatization agents in public education.

- ★ **Against institutional compromise:** facing the passivity and corporatism of mainstream unions, let's build a **class-conscious unionism based on mutual aid**.
- ★ **The assembly as the axis:** despite the usefulness of works councils as tools for reporting and oversight, **the real power of the workforce always lies in the workers' assemblies themselves.**
- ★ **Mobilization and strikes:** let's prioritize direct action, mobilization, **complaints to the Labor Inspectorate, and active strikes** over institutional, closed, and opaque collective bargaining tables with university management.

★ **Transparency and self-defense:** let's audit all selection and hiring processes, **providing legal and collective support** for all cases of abuse of power or repression by UPC.

No more precariat! Let's demand dignity and stability for all PDI at UPC and Catalan public universities

The **neoliberal Catalan university** has historically rested on hierarchical and clientelistic structures, condemning the most vulnerable teaching and research staff to chain **consecutive temporary contracts** and receive **indecent and insufficient salaries** amidst the current cost of living.

Therefore, we demand the **immediate regularising of all associate professors performing structural functions** at the university through direct provision of stable, permanent, full-time positions, maximum wage parity, and an end to the abusive objective dismissal of associate staff upon losing external employment—unfairly required for this position.

At the same time, we demand **truly dignified working and wage conditions for substitute teaching staff,** rejecting their use as cheap labor by UPC departments, abusing a precarious figure from its inception, unilaterally imposed by Catalan public university rectorates to cut costs at the expense of their own employees.

Our struggle must also include research staff in training and assistant professors (profesorado lector): we defend **full application of the EPIF Statute,** requiring guaranteed fourth-year contract renewal and real teaching limits, as well as an **unobstructed academic career for assistant professors,** eliminating punitive evaluation processes and counting all prior seniority from temporary stages.

These are **our immediate demands to UPC** regarding the most precarious figures among **labor PDI and researchers in training:**

★ **Associate Professors:**
  - ➳ **Immediate regularisation** of illegal contracting through stable, full-time positions (applying the Transitional Provision of the LOSU).
  - ➳ **Maximum salary parity (category A4)** and recognition of teaching five-year increments (quinquenios).
  - ➳ **End of objective dismissal** due to loss of external employment and fraudulent use to cover substitutions.

★ **Substitute Teachers:**
  - ➳ **Contractual and salary dignity:** no more cheap labor with reduced salaries and fragmented contracts.
  - ➳ **Coverage for the full academic year** (including resits and grade finalization) and transparent criteria in candidate pools.

★ **Trainee Research Staff (Predocs):**
  - ➳ **Full implementation of the Statute (EPIF)**, including the right to fourth-year contract renewal.

    - ➳ **Strict limits on teaching load,** structural teaching, and an end to uncredited and unpaid tasks.
- ★ **Assistant Professors (Lectoras):**
    - ➳ **Real guarantees of continuity and stabilization** without punitive evaluation processes.
    - ➳ **Teaching load reduction to 18 credits**, right to six-year research bonuses (sexenios), and counting of prior seniority in previous positions (such as associate or substitute).

Let's burst the university bubble! Let's unite with other labor struggles to create a class-conscious and anti-fascist union front

Labor precariat inside classrooms is inseparable from the oppressions and conflicts traversing our society. Therefore, we demand that UPC abandon any false neutrality and **actively stand against the genocide of the Palestinian people**, effectively severing all institutional, academic, or business ties with the State of Israel.

On the other hand, we denounce that **our precarious salaries make a dignified life impossible, especially given the brutal rise in housing costs**, which is why we fight to unite our wage demands with the housing rights movement and the defense of public services for all workers.

We also champion a **radically public, feminist, anti-racist, and diverse university**, demanding effective protocols against all sexist and LGTBQ-phobic violence faced daily by university workers and students, as well as the eradication of abuses of power and real work-life balance measures placing care and life at the center, over the dominant commercial productivity criteria at UPC.

In summary, these are **our immediate demands to UPC** regarding cross-cutting struggles affecting us as solidary and precarious workers:

- ★ **Against genocide in Palestine:** we demand UPC abandon false neutrality, **break all institutional, academic, or business agreements with the State of Israel**, and actively support the academic boycott of its universities.
- ★ **For the right to decent housing:** as long as our precarious wages remain incompatible with the cost of living and housing access, we will continue advocating and supporting all **mobilizations and general strikes for housing** and purchasing power recovery.
- ★ **For class-conscious and combative feminism:**
    - ➳ **We demand zero tolerance for sexual and gender-based harassment**, with effective and protective protocols.
    - ➳ **We demand co-responsibility and real work-life balance measures**, adapting academic evaluation criteria to caregiving and parenting time.
    - ➳ **We demand the eradication of gender pay gaps** and active defense of LGBTQ+ and racialized people's rights in our university community.

Let's fight for a public university at the service of working people!

Vote for the CGT candidacy in the Labor PDI Works Council elections!