

Bookstore

ALL SOURCES WILL REMAIN ANONYMOUS IN FEAR OF RETALIATION

The senior manager for USC Bookstore, Butch Paredes, has numerous accusations against him– including but not limited to:

1. An open racism case in which he told a student to “lighten their complexion.”
 - a. Students have thusly reported feeling uncomfortable with him as manager and the lack of transparency regarding the case
2. Brought a student to the head of admission asking for expulsion because said student shared her employee discount with a fellow student
3. Made public comments concerning women’s bodies. Specifically (but not limited to), “Why are all these women are walking around with their boobies and ass hanging out.” This comment was made at the collesium during a game day in which women presenting persons ranged from 13-25– we are also near and on a *college campus*
 - a. It is a current belief his bias manifested in the lack of communication regarding the dress code and the forced adornment of the staff’s yellow shirts
4. Comments concerning weight loss during team huddles in relation to the empowerment of student workers
5. Gives certain folks a 40% discount (Tells students to, yet we are unable to access our own discounts without permission)
6. Yelled at student-workers
7. Has retaliated against students
8. He took a student’s water bottle without permission– said water bottle contained her medication– water bottles on the floor were banned afterward

The next set of infringements does not relate exclusively to senior management but rather to the bookstore and other malfunctions present in the setting

General Treatment

1. Students are not allowed to chew gum or slouch at work
2. Wesley, Natalie, and Butch have all publically berated workers
3. Wesley has come into conflict with customers and employees alike
4. Managers and buyers alike overextend their authority and cause miscommunication and disorganization among supervisors and student systems
5. Managers have told supervisors specific employees to keep track of and watch over
6. Certain workers have reportedly been blacklisted from the supervisor position
7. Managers have gossiped about student workers (managers are 7+ years older than majoral undergrad student workers)
8. There were rumors of police surveillance– DPS looks for students on their phones and notes who, and this info is given to the managers

- a. Rumor or not, either is permissible for a lawsuit
 - b. Charge for negligence, invasion of privacy, etc.
- 9. Students working concessions are not given seating (standing outside for 8 hours in 80+ degree weather with very little breeze in humid conditions), nor are they given cold water
 - a. A student asked if the ice was available and was told no, no more than 20 minutes later was, a jug of ice-cold water placed in front of them and their co-worker. They were told the cold water is reserved for customers only, and they are not allowed even a drop
- 10. Favoritism runs rampant throughout the scheduling process, and supervisors are not properly trained
- 11. A student was supposed to receive their full work-study amount through the bookstore (over 3,000) but received less than 500 dollars for the entirety of the school year (fall and spring semesters). There was no reason for the lack of scheduling other than it being "accidental."
- 12. Students are removed from scheduling for weeks at a time with small infractions (not saying hi to customers) or for little to no explanation. If one is given, it falls under an "accident."

Shifts and Pay

- 13. Students are not placed on work-study through the bookstore
- 14. Students regularly receive 0 hours on their schedule– though as work-study students, we are to have a guaranteed 10 hours
- 15. A student has not received pay for her SEPTEMBER 2nd gameday shift– STILL
- 16. Numerous students have not received pay for various shift
- 17. Students working concession are not given
- 18. There is no upward mobility
- 19. Certain students were not paid for months of labor as a student worker at the UPC bookstore

Other

- 1. Turnover rates are extremely high (because of unfair treatment and unprotected environment), leading to the mass hiring of students constantly
- 2. The bookstore does not have a policy book and will create rules out of thin air that will remain undocumented but enforced through word of mouth
- 3. Students are not trained properly, and new hires' first day will be a game day (they don't even know how to be at the register or what to do)
- 4. Students are not told, nor have we received protections from unwelcoming customers
- 5. Students do not feel like telling DPS because certain officers follow black and brown student workers around the store. Students thus don't feel comfortable in their presence
- 6. Student supervisors are are not given training and are all paid varying amounts

