THE 2019 STRIKE AND ITS IMPACT ON THE FUTURE OF THE MEXICAN UAM

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Abstract

The strike that started on February 1, 2019 and that has lasted more than 48 days at the Mexican Universidad Autónoma Metropolitana (UAM) [1] might greatly impact its future. There are two demands of the UAM syndicate (SITUAM) of administrative staff and faculty: one such demand is related to the salaries of the SITUAM administrative staff and part-time faculty and the other claim is concerning violations to the Collective Bargaining Agreement (CBA) between the SITUAM and the UAM (the employer). The SITUAM is asking for an increment of 20% to the salaries of the administrative workers and part-time faculty. The second set of demands are the violations to the CBA which includes that the UAM hires extra personnel of confidence as part of its administrative staff and with higher wages than those of the unionized workers and that the UAM has not created 400 new job positions agreed in former negotiations. To settle the lengthy strike the UAM authorities have proposed, on the salary side, an increment of 3.35% to the salaries of the SITUAM administrative workers and part-time faculty as well as an increment of 3% to the salaries of administrative workers by upgrading the wages of current job positions (job reclassification). On the violations to the CBA the UAM offers the creation of 93 new staff positions for the SITUAM. The federal government has increased the 2019 budget of the UAM by 3.39% and most of the strikes this year in Mexican universities have settled with increments of 3.35% to the salaries. What the SITUAM claims during this long strike is that at UAM the personnel of confidence obtains disproportional economic bonuses and incentives. The SITUAM workers ask as part of the solutions to settle the strike that the personnel of confidence reduces its economic bonuses and incentives and transfer that amount to their salaries. The authorities refuse. The difference in wages between a directive and a SITUAM worker is abysmal. At UAM there are 3882 administrative workers (47%), 1262 personnel of confidence (15%) and 3090 faculty (38%). However, the salary budget is distributed as follows, 29.37 million US dollars (21%) for the administrative workers, 42.60 (31%) for personnel of confidence and 65.92 (48%) for faculty. This shows a great income inequality because the personnel of confidence are the 15% of the UAM working force and obtain 31% of the salary budget, while the administrative workers who are the 47% of the working force obtain only 21% of the salary budget [2]. Also, the last report on salaries at UAM of the year 2018, shows that there are 85 persons who earn more than the Mexican President (net 5572 US dollars monthly): 52 are tenured professors and 33 are personnel of confidence. As the federal budgets allocated for the next few years might increase only by inflation, the UAM has to drastically reengineer its budge to secure its future. In this paper the causes, outcomes and long-term effects of the strike for the UAM future are analyzed.

Keywords: Higher education, policies, salaries, inequality.

1 INTRODUCTION

The Universidad Autónoma Metropolitana [1] is a Mexican federal university which was created in the year of 1973 and which started classes in the year of 1974. In the year of 1974 the university had three campuses: Azcapotzalco, Iztapalapa and Xochimilco. These three campuses have an enrollment of approximately 15 thousands students each and are located in Mexico City. The campus Cuajimalpa was created in April 2005 and the newest campus Lerma in 2009. Cuajimalpa has an enrollment of 3006 students and Lerma of only 868. Lerma is the only campus located outside Mexico City, in Lerma County, State of Mexico [1].

Each campus has a President, a Campus Secretary and three Division Directors. At UAM, there is one General President, five Campus Presidents and fifteen Division Directors. There is a UAM General Secretary, four General Coordinators, Advisors and a General Lawyer at the Office of the UAM General President. Each of these functionaries’ offices has its own staff, which may include coordinators and lawyers. This group is part of the personnel of confidence and most of them are among the highest paid in all UAM. Besides their salaries, compensations and stimuli the UAM provides to a lot of them with...
automobiles and chauffeurs. The cost of fuel they consume in those automobiles is charged to the UAM. Their economic stimuli and compensations are free of tax as they are paid by the university.

In most of the three Academic Divisions of each campus there are 5 Academic Departments. The Heads of the Departments are the authorities who are the professors' bosses; however, not all the Heads are in the group of the highest paid functionaries of the UAM, although some of them are. The authorities at UAM are the Presidents, the Division Directors and the Heads of the Departments. In each Academic Division of each campus there are also academic coordinators. All of these functionaries are also personnel of confidence.

There are other authorities at UAM, but they are collegial. They are the Directive Board (Junta Directiva), the Board of Trustees (Patronato), the UAM Academic Council (Colegio Académico), the five Campuses Academic Councils (Consejos Académicos) and the fifteen Divisional Councils (Consejos Divisionales). In the UAM Academic Council participate the UAM General President, the UAM General Secretary, the five Campuses Presidents, fifteen Division Directors, fifteen professors (three for each campus), fifteen students (three for each campus) and five administrative workers. Thus, authorities, professors, students and administrative workers are represented in the Colegio Académico. However the authorities have a majority among the four sectors because they have 37% of the seats. Most of the important issues of the whole UAM are resolved in the Colegio Académico.

On February 1 of 2019, the independent workers union of the UAM (SITUAM, for its Spanish acronyms) decided to start a strike in the UAM, one of the demands was an increment of 20% to the workers with less salaries [2]. The SITUAM [3] proposed that the funding for the increment, based on some studies, could be obtained by cutting the stimuli and compensations of middle and senior management and transferring them to the salaries of the administrative workers and some professors.

In this paper we analyze the salary inequality, the net monthly economic pay of all the UAM personnel, identify the sector of the staff which earns more, discuss the causes of the strike, point out problems which could arise in the future for the finances of the university and finally state some conclusions.

2 SALARIES OF PUBLIC SERVANTS

In Mexico, the new Mexican President proposed that the 127 article of the Mexican Constitution be abided. This article imposes that every public servant earns at the most what the Mexican President is paid, which is $108656 pesos per month [4] ($1 American dollar = $19.50 Mexican pesos). He established that there should not be a wealthy government ruling poor people. So far, the UAM General President has not complied with that requirement although the General President of the Universidad Nacional Autónoma de México (UNAM) and the General Director of the Instituto Politécnico Nacional (IPN) promptly abided. Thus, the UAM General President as well as another 32 members of the personnel of confidence earn more than the Mexican President. In the November 2018 payroll of the UAM, there are also 52 tenured professors (51 full professors and one associate professor) who earn more than the Mexican President. One of these tenured professors is the former UAM General President and some of the others have been Campus Presidents, Division Directors and Heads of Departments because they are paid two more years after they leave their four-year appointments. Among the professors who earn more than the Mexican President are some of the distinguished professors who receive a perpetual extra stimulus monthly. In the year 2017 there were 60 distinguished professors and 52 of them were receiving 60 thousand pesos monthly or $720000 pesos a year (a total of $37440000 pesos in that year for all of them).

The salaries of professors and all other workers at UAM increase every year in 2% after 5 years of working for the UAM and in 2.5% after 20 years. That is why, some of the highest paid personnel are professors or functionaries who have been working for more than 20 years at UAM. 86% of the faculty have master or doctoral degrees [1]. The average age of the faculty is of 58 years [1]. 67% of teachers have more than 20 years of seniority [1]. The tenured professors have three categories: full (the highest), associate and assistant.

The total number of students enrolled at UAM is of 57167 (53989 undergraduate students and 3178 graduate students). Currently, the tenured faculty of the UAM is of 3072 professors. There are 2633 full-time, 404 associate and 35 assistant professors. So, 85.75% of the tenured faculty are full-time professors. All these are official data for the year of 2017 [1].

In the UAM system there are three eleven week trimesters in one calendar year: winter, spring and fall. Usually, the winter trimester stars in January, the spring trimester in May and the fall trimester in
September. The calendar year in Mexico is the same as the fiscal year (January to December). The federal budget is ready to be spent starting January each year.

The three main missions and activities of the UAM are [5]: teaching, scientific research and preservation and diffusion of culture. By UAM legislation each tenured or temporary professor should carry out the three substantial activities at UAM, that is, none of the professors could only teach or perform only scientific research.

The faculty consists of full time professors (forty working hours a week), half-time professors (twenty working hours a week) and partial time professors (at the most 15 working hours a week). These professors can be tenured or temporary. The temporary professors can have contracts for a whole year as in the case of visiting professors (in which professors occupying a cathedra are included). Thus, the temporary visiting professors including those occupying a cathedra are full time professors. However, the vast majority of the temporary professors are not hired for a full year neither are full time professors. Currently, since the 11/2018 UAM General President Resolution [6] most of the temporary professors are half-time or partial time.

Each professor at UAM receives a taxable salary. A lot of the professors besides their salaries receive economic stimuli and grants free of tax. For a large percentage of the professors their income from the stimuli and grants is as much as two thirds of their total income (and in some cases more than that). However, there is a periodic peer evaluation of the professors to maintain their stimuli and grants, and some of the professors can lose periodically some of them or even all of them. However, there is not a similar evaluation for the highest ranks of the personnel of confidence to maintain their stimuli and compensations. The pensions for retiring professors are only based on their salaries, therefore a lot of the professors do not accumulate enough money for retirement, that is why some of them work until their very last years.

The SITUAM is an organization with 5400 members: 4138 administrative workers (office secretaries, cleaning workers, chauffeurs, cafeteria workers, vigilantes, library workers and many others) and 1262 professors [6]. All the administrative workers are affiliated to the SITUAM, but not all the faculty. In most cases, all the economic achievements and rights obtained by the SITUAM in bargaining with the authorities of the UAM are extended to all the professors, notwithstanding if they are not members of the SITUAM.

The personal of confidence are the authorities, others already identified above and many others listed in the UAM-SITUAM Collective Bargaining Agreement [7]; for example, their private office secretaries and persons who carry out confidential tasks for them. The regular workers (trabajadores de base) are those who are not personal of confidence [7]. Thus, the regular workers are the administrative workers, professors and others (professors’ assistants, academic technicians, etcetera) [7].

The 2019 SITUAM demand for a salary increment for faculty was only for half-time and partial time professors not for full time professors. No salary increment for tenured professors was demanded, because the income of full time tenured professors is considered high due to the tax free economic stimuli and grants.

### 3 FUNDING FROM THE GOVERNMENT TO THE UAM

The original budget allocated by the Federal Government for the UAM for the years 2013, 2014, 2015, 2016, 2017, 2018 and 2019 has been in current million pesos: 5445, 5774, 6499, 6602, 6640, 6978 and 7035 respectively [8]. However, in constant million 2010 pesos, the budget for those years has been: 4871, 4962, 5469, 5375, 5063, 5092 and 4936 respectively [8]; that is, since the year of 2013 the increment to the budget allocated by the federal government has been of only 1.33%. The inflation rate estimated for 2018 was of 4.5% and for 2019 of 4%. However, the inflation for 2018 was of 4.83%, that is, higher than the estimate by the UAM.

The university spends 81.2% of all its federal budget to pay for the personal services (which include salaries, grants, stimuli, compensations and prizes) [8].

The Colegio carries over the final review and approval of the budget made up from the proposals of the research areas, academic departments, coordination offices, academic divisions, offices of the campuses Presidents, the office of the General President and others.

If the federal budget in constant pesos for the UAM does not increase and: a) continue high stimuli, grants and compensations for middle and senior management, b) continue the payment of those high

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stimuli, grants and compensations to the functionaries for two more years after they conclude their assignments, c) the number of personal of confidence increases instead of hiring unionized workers, c) the compensations for years of service continue as they are (2% annually after 5 years of service and 2.5% after 20 years of service), d) increase the number of distinguished professors with high stimuli, e) increase the cost of services that the university acquires (utility services, water, internet, etc.) and increase the prices of the goods that buys (stationary items, etc.), the budget must be urgently distributed in a different way, otherwise the university will fall in a grave financial crisis.

For the year of 2019 the university has allocated $233.823 million pesos for the major medical insurance, not allocated by the Ministry of Finance and Public Credit (SHCP, for its acronyms in Spanish). Therefore, the UAM authorities necessarily took away some funding from other budget lines.

4 CAUSES OF THE STRIKE

There were several causes for the strike in the UAM, among them are:

1. The salaries of the administrative workers are very low.
2. The authorities of the UAM irregularly hire personal of confidence violating the Collective Bargaining Agreement (CBA).
3. The new federal government encouraged the strike by ruling an increment to the minimum wage of 16% in all the country and of 100% in the northern border.
4. The lack of sensitivity by the Colegio in approving the UAM 2019 budget. In its session of the 20th of December of 2018 ignored the recommendation of some students and one administrative worker to reduce the pay of the authorities. The authorities have 37% of the seats in the Colegio and therefore can pass their decisions very easily.
5. The temporary professors had had contracts up to 40 hours per week but since the publication of the 11/2018 UAM General President Resolution they only get at the most 20 hours a week contracts, which severely cuts their incomes. Even worse, some temporary professors are hired only for 9 or 10 weeks, that is, when classes have already started and before a trimester ends. Furthermore, with 20 hours a week contracts they have no time to carry over the 3 substantial activities they are obligated to perform. The 11/2018 General President Resolution made their economic situation more precarious.
6. The loss of purchasing power in the last 30 years, measured from the Basic Food Basket (CAR for its Spanish acronyms) is of 80.8 percent [9]. In the year of 2018 the UAM authorities promised to the SITUAM in order to end the 64 days strike to search for funding to increase the salaries of the administrative workers; but it turned out to be a disguise. The SITUAM did not trust the UAM authorities anymore and claimed that would continue the strike until its demands were met.
7. The authorities have violated the CBA flagrant and constantly.

5 THE HIGHEST PAID AT THE UAM

The General President receives stimuli and compensations which are 368% of his salary (which is of 27676.20 pesos) [2]. For the General Secretary his compensations and stimuli are 266% of his salary [2]. For the General President his stimuli and compensations are the 79% of his total economic income.

The gross monthly salary of all middle and senior managers is the same, $27676.2 pesos. However, the stimuli and compensations are much higher for the General President than for a Division Director. At UAM there are one General President, one General Secretary, one General Attorney, one General Treasurer, five campuses Presidents, five campuses Secretaries and fifteen Division Directors, so that they jointly earn $2224782.0 pesos monthly [2]. That is, 29 functionaries make $26697383.8 pesos yearly [2]. But that is not their total income, because there is also a Christmas bonus, a vacation premium, recognition for the university work and a food voucher, among other payments. This is why the monthly net economic income in November 2018 payroll was of $122435.97 [10] for the General President, $145542.44 for the General Secretary and $109925.64 for the General Attorney. Moreover, the university pays for their automobiles, chauffer, cellular telephones, gasoline and other expenses [2].

The SITUAM argued that at the UAM work 3882 administrative workers (47%), 1262 personal of confidence (15%) and 3090 professors (38%) [2]. A total of 8234 employees is reported in reference [2]. However, the salary budget is distributed as follows, 572.8 million pesos (21%) for the administrative
workers, 830.7 million pesos (31%) for the personal of confidence and 1285.4 million pesos (48%) for the professors. This shows great inequality because the personal of confidence are the 15% of the labor force and obtain the 31% of the salary budget, while the administrative workers are the 47% of the employees and obtain only the 21% of the salary budget [2]. The administrative workers claim that their precarious salaries finance the high salaries of the 1262 personal of confidence [2]. That is, the inequality is due in great part to the disproportionate economic income of the high-ranking bureaucracy, which the administrative workers nickname the golden bureaucracy.

6 ANALYSIS OF THE PAYROLL DATABASE OF NOVEMBER OF 2018

The payroll database of November of 2018 was obtained from the transparency web portal of the Universidad Autónoma Metropolitana (UAM) [10] and contains the gross and net payments of all the personal who works at UAM. The database contains the name of each employee, his/her job position and his/her place of work. This is the most recent published monthly payroll database. The published information obeys the guidelines mandated in the article 31 of the Mexican General Law of Transparency and Access to Public Information, and was updated the 31 of January of 2019.

The database contains 10003 registers of employees [10] with the gross and net payments of the month of November of 2018. In reference [2] it is reported that the number of employees is of 8234, which are less than the reported in November of 2018. The database of November of 2018 contains the records of 3167 professors (31.66%), 1908 functionaries (19.07%) and 4928 “workers plus others” (49.27%). In “workers plus others” we include people who are neither professors nor personal of confidence, that is, administrative workers, professors’ assistants, academic technicians and others. The net payments to them were $146,568,0375 million pesos for professors (56.40%), $70,605,00767 million pesos for personal of confidence (27.17%) and $42,708,82916 million pesos for “workers plus others” (16.43%). The net pays total in the month of November of 2018 was of $259,882,340.58. So, the November 2018 payroll confirms the salary inequality because the 49.27% which are the “workers plus others” earned only 16.43% of all the payments, while the 19.07% who are the personal of confidence earned the 27.17% of all the net payments. The average of all the payments to all the personal was of $259,880.44, its median of $119,633.36 and its standard deviation of $276,159.87. These data are reported in table 1.

Table 1. Some statistics variables of the net incomes of the professors, personal of confidence and “workers plus others” at UAM.

<table>
<thead>
<tr>
<th></th>
<th>Professors</th>
<th>Workers + Others</th>
<th>Personal of Confidence</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>$46,279.92</td>
<td>$8,666.56</td>
<td>$37,004.72</td>
<td>$25,980.44</td>
</tr>
<tr>
<td>Median</td>
<td>$49,315.34</td>
<td>$7,501.18</td>
<td>$28,215.84</td>
<td>$11,963.36</td>
</tr>
<tr>
<td>Standard Deviation</td>
<td>$30,702.72</td>
<td>$5,581.66</td>
<td>$27,809.63</td>
<td>$27,617.35</td>
</tr>
<tr>
<td>Number</td>
<td>3167</td>
<td>4928</td>
<td>1908</td>
<td>10003</td>
</tr>
<tr>
<td>Proportion</td>
<td>31.66%</td>
<td>49.27%</td>
<td>19.07%</td>
<td>100.00%</td>
</tr>
<tr>
<td>Total $</td>
<td>$146,568,50375</td>
<td>$42,708,82916</td>
<td>$70,605,00767</td>
<td>$259,882,340.58</td>
</tr>
<tr>
<td>Proportion $</td>
<td>56.40%</td>
<td>16.43%</td>
<td>27.17%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

However, the number of job positions that the SHCP allocated to the UAM for the year of 2019 was of 11110. There is a difference of 1107 with the number reported by the UAM in November of 2018 (10003) because the UAM hires temporary employees who are not hired the whole year. The UAM should explain the difference between the number of hired personal each month and the number of places allocated by the SHCP. On top of that, the UAM should publish its monthly spending [11], to have a better transparency. Every month the number of hired personal can be different because there are people who are hired or quit. Besides that, the UAM irregularly hires many of their personal of confidence and does not report them clearly. The lack of transparency in the reports of the university causes that different numbers for the hired employees are published.

Fig. 1 shows in the X axis the net monthly incomes of the personal. The Y axis refers to the number of personal of confidence, professors and “workers plus others” who earn those payments. The personal of confidence earn a net monthly average of $370,047.2 pesos, the professors earn a net monthly average of $462,799.92 pesos and the “workers plus others” earn a net monthly average of $866,666.56 pesos.
Figure 1. Distribution of net monthly pays to professors, functionaries and "workers plus others".

Fig. 2 shows in the Y axis the net monthly pays versus job positions in the UAM obtained from the November 2018 payroll database. In the figure each integer (from 1 to 222) in the X axis represents a job position (vigilante, professor, division director, campus president, etc.). There are 222 job positions reported in the database. The present net monthly income of the Mexican President ($108656 pesos) and that of the UAM General President ($122435.97) in November 2018 are marked with horizontal lines. There is also a horizontal line for the median of all the pays to the personal of the UAM. The highest net monthly pay paid by the UAM was of $251287.36 pesos.

The number of people, 85, who earned more than $108656 per job position resulted from: 51 (full professor), 1 (associate professor), 5 (coordinator of studies), 5 (general coordinator), 5 (campus secretary), 4 (campus president), 3 (area head), 3 (division director), 1 (academic department head), 1 (administrative department head), 1 (coordinator of laboratory studies), 1 (academic division secretary), 1 (general president), 1 (general secretary) and 1 (administrative general attorney).

The people who earned more than $108656 pesos in the UAM in November 2018 were full professors who are not functionaries, although some of them are ex-functionaries who ended their assignments less than 2 years ago and that were receiving payments as if they still continue in those positions, as it is the case of the person who earned the most in the UAM that month. She was a full professor but ex-campus secretary, with a net monthly payment of $251287.36. Also, there was an associate professor who earned more than $108656 pesos net monthly and the rest, 33, were functionaries. Some of the 85 persons who earned more than $108656, will not continue earning those pays for more than a year and some others will continue with those payments for less than a year; but others will come to replace those places. The figures show a great inequality in the economic income of the personnel.

The person who had the highest net monthly payment ($251287.36), earned 2.31 times what the Mexican President does nowadays; earned 40.86 times what a cleaning worker with a few years of service did ($6150.06 pesos monthly) and 1230.71 times what the lowest paid person made in the UAM. The person who earned the lowest monthly payment ($204.18) was a temporal administrative worker (vigilante) who probably worked only for a few days in the UAM. Their names are in the database.

In Fig. 3, it is shown the number of professors (52) and personal of confidence (33) who earned more than $108656 pesos in the month of November of 2018. There are 85 persons who earned more than $108656. Some of the professors who are in this group are distinguished, have many years of service or both.

On February 1, 2019, the General President earned a net monthly payment of $145000 pesos; after the strike is over his income will be updated in the database. This information was established by the authorities in the bargaining table in the Secretariat of Labor and Social Security (STPS, for his Spanish Acronyms) between the SITUAM and the authorities of the UAM). The General President had an increment of 18.80% between November 2018 and February 1, 2019, much more than the 3.35% of salary ceiling that he established for the workers for the year of 2019. To resolve the strike, the SITUAM workers initially demanded an increment (20%) as high as what the UAM General President got. It is possible that such increase in the net monthly pay to the General President carries also increments in some of his compensations, and therefore it is very probable than he is getting an effective increment larger than the 18.80%.
Half (5001) of all the personal made less than $11964 pesos net monthly (which is slightly above the median of the payments), that is, $399 pesos per day in average. The UNAM reported on January 12 of 2018 that the cost of the CAR (for two adults, one youngster and one child), was of 245 pesos [8], which did not include rent, clothing, footwear, education for the children or air time for prepaid cell phones. A cleaning worker with a few years of service earned $6150.06 net monthly in November of 2018, in average $205.002 pesos per day; therefore, with that payment he or she was not able to afford the CAR. If that person obtained an increment of 3.35% to his/her net monthly income, his/her daily pay would increase in $6.86 pesos with which could buy a one-way trip in the metrobus or in the Mexico City metro system or 0.5 kilograms of tortillas (1 kg of tortillas has a price of $13 pesos approximately).

The 1001 persons at the bottom of the payments in November 2018 were those whose net monthly pays were less than $4885.96 and the total of their incomes was of $4462175.71. On the other hand, the 1001 persons who earned the most in November of 2018 had a minimum net monthly income of $72460.08 pesos and the total sum of their net monthly pays is of $86447394.82 pesos. Therefore, these last persons made 19.373373 times what the 1001 who earned the lowest. The 1001 persons who made the least earned at the most $162.87 pesos per day, very far from being able to feed adequately a family of 4 persons.

In November 2018 there were 85 persons who earned more than $108656 (net monthly payment of the Mexican President). In that month there were 34 persons who made more than $138,000 pesos net monthly. The sum of net monthly incomes larger than 108656 is $ 11.70198057 million pesos. If we multiply by 12, the result is of $140.42376684 million pesos.

If the sum of all the administrative workers’ salaries is $572.8 million pesos [2] and the $140.42376684 million pesos of the total pays which exceed the Mexican President income is transferred to a salary increment, the administrative workers could obtain an increment of 24.5%. This would imply the
redistribution of the pays not only of 33 functionaries but also of 52 professors. This is only an estimate of the surplus of one year from the payments greater than $108656 because the accurate figure should be obtained examining all the months of last year from January to December. In this paper the estimate is based only on one month because the authorities have not published the payroll of the month of December of 2018 in the UAM web site or elsewhere, that is why the payroll of all that year is unknown. There is not yet information for the year 2019.

Some functionaries claim that the ceiling for the net monthly pay should be $138000. The sum of the surplus of the pays larger than $138000 pesos net monthly is $5603044.28 pesos, if that amount is multiplied by 12 the result is of $67236531.36. If the total annual net income of the administrative workers is of $572.8 million pesos [2] and the surplus is transferred for an increment to them, they could obtain an increment of 11.74%.

If there were an upper limit to the payments of the functionaries and professors who make more than the Mexican President there would be enough funding to give an increment to the salaries of the administrative workers, or a lower increment to the administrative workers and professors but larger than what the authorities offered.

In the UAM there were 52 distinguished professors who in the year of 2017 obtained $720000 pesos net monthly each of them besides their salary, stimuli and grants [12]. These payments amount to a total of $37.440 million pesos per year. If the distinguished professors had proposed to reduce their special distinguished professor stimuli to half of what they get and the surplus had been transferred to resolve the strike, the administrative workers could have obtained a salary increment of 3.27%.

Because an increment in the salary implies another job benefits, the workers would obtain lower increments than the estimates in order to cover them. These are examples to show that there were funding sources to resolve the strike in favor of the workers.

What the SITUAM proposed at the bargaining table was not to touch the economic payments of the professors but only to take a fraction of the stimuli and compensations of the middle and senior management. In this way the SITUAM could not obtain the 20% sought but it claimed that would negotiate a lower increment but higher than the initial offer of the authorities. Since April 13 of 2019, the SITUAM reduced their claims. There could be several ways of a possible redistribution of the budget, but there should be according to the Mexican laws and the university procedures. A budget redistribution would be easier if the Federal Law or Remuneration of the Public Servants (Ley Federal de Remuneraciones de los Servidores Públicos) [13] promoted by the Mexican President were applied, because it is still in court due to the 1599 amparos of the 25000 persons who work in government organizations different from the UAM who refuse to earn payments less or equal to the one of the Mexican President [14].

If there is not a redistribution of the budget sooner or later the UAM will have financial problems if the federal funding does not increase in constant pesos. The problems will arise because of the higher up bureaucracy disproportional stimuli and compensations, the payments to those people for another extra two years, the compensations for years of service, the number of distinguished professors if it increases, besides that services and goods bought by the university become more expensive, the major medical services, and if the UAM continues paying for incentives for the old professors to retire. The authorities could have redistributed part of the disproportionate stimuli and compensations of the middle and upper management to promptly resolve the strike.

7 RECOMMENDATIONS

This strike has irrefutably demonstrated that there is a salary inequality in the UAM. The strikers have demonstrated that it is necessary to perform a budget redistribution as it is the case in many other higher education institutions. Therefore the strike will impact many organizations in the country. This strike was important because it was questioning the labor policies of the Mexican governments of the last 30 years. In Mexico, the salaries have not increased above inflation and the outsourcing has caused the loss of permanent jobs and benefits of the workers. In the UAM the payments are concentrated in 85 persons of 10003 (0.09%). The workers have suffered the effects of the economic crises in the country and authorities have not.

The UAM finances could be damaged if there is not a redistribution of the budget considering that the federal government funding for the university could not increase in the next few years. Among the claims that the SITUAM professors wanted to have resolved are [3]: a) 20% of salary increment and 20% of
8 CONCLUSIONS

If the UAM budget is redistributed could be enough to increase the salaries of the workers, such distribution should be observing the labor rights of all the personal. The SITUAM proposed to only cut the high stimuli and compensations of the middle and senior management. The authorities should abrogate the General President 11/2018 Resolution and explain the use of the savings obtained for the implementation of it. The UAM should explain how the SHCP provides stimuli and compensations for the authorities but these obtain much higher net payments, that is, the allocated funding by the federal government does not agree with what is reported by the UAM [10].

Many things will change at UAM if its federal budget increases only by inflation and the higher up functionaries do not reduce their stimuli and compensations, for example, the authorities could terminate the major medical insurance for all employees, and also reduce the compensation for years of service to those who have worked for more than 20 years, or to reduce the stimuli and grants to the full time professors, or to reduce the special stimuli to the distinguished professors. Maybe the less painful for the majority in order to reduce the salary inequality is to cut the stimuli and compensations of the golden bureaucracy and that their individual net monthly payments do not surpass $108,656. This will be a fact if the Federal Law or Remuneration of the Public Servants overcomes the many amparos filed in court. The result of this strike will impact many other higher education institutions of the country. The claim to reduce the salary inequality in the UAM through a strike was only a matter of time because it would have arisen sooner or later.

The strike lasted 93 days, it ended on May 5, 2019. The SITUAM took the initial offer of the authorities. The UAM budget has not been redistributed.

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