

Welcome to (y)our union!



Harvard Graduate Students Union
(HGSU-UAW Local 5118)

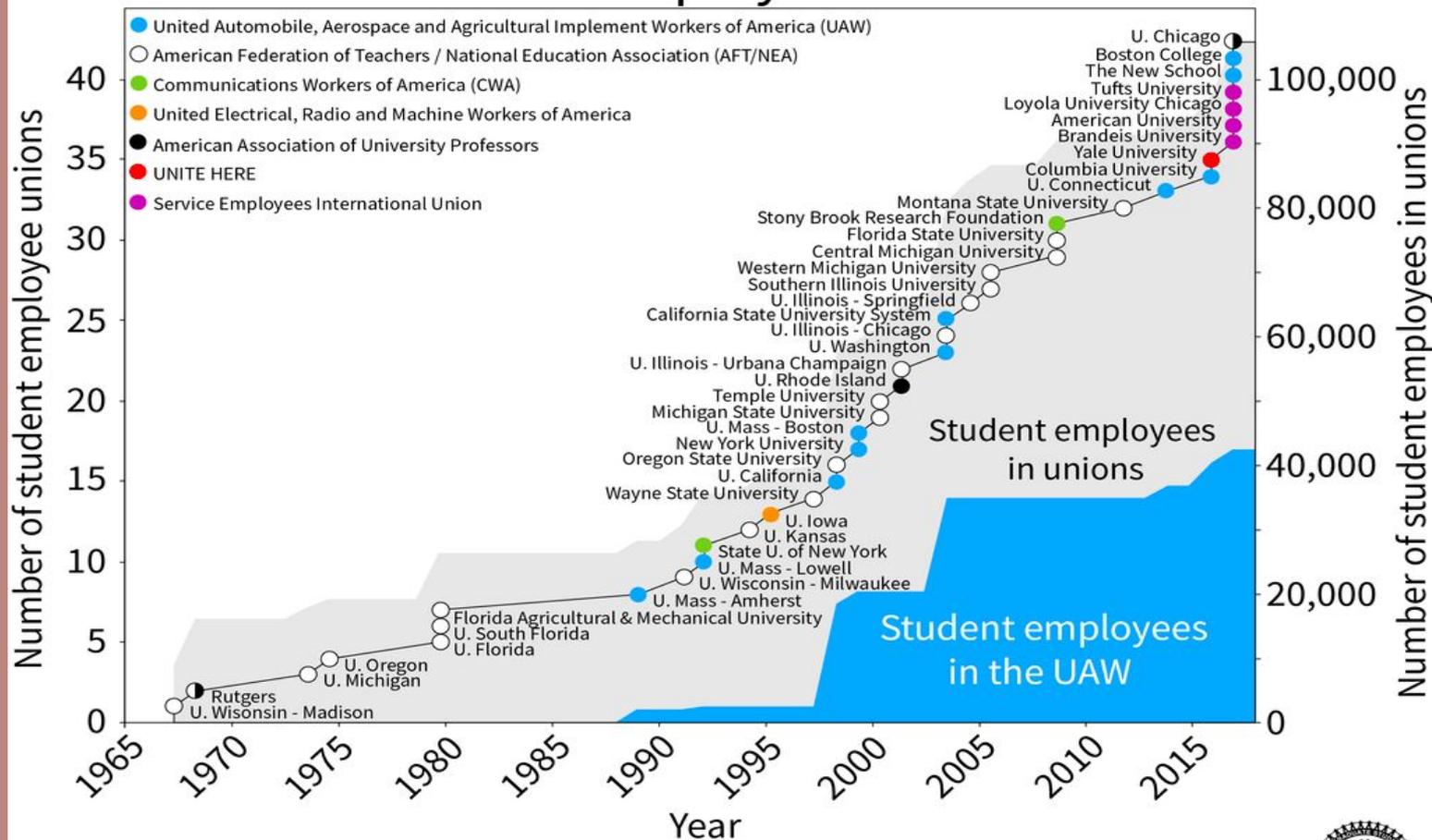
What is a labor union?



A group of workers coming together to improve their workplace by negotiating a legally binding contract.

- Strength in numbers
- Democratic voice
- Equal rights for equal work

Growth of student employee unions in the U.S.



Compiled list: goo.gl/s0o1Hh

Harvard Graduate Students Union - UAW



Who makes up HGSU?

HGSU is made up of students enrolled in Harvard degree programs employed by the University who provide:



Instructional services

Graduate and undergraduate

- teaching assistants
- teaching fellows
- course assistants



Research services

Graduate research assistants

Who makes up HGSU?

Since non-STEM students receiving stipends are not considered workers, they are not part of the "**bargaining unit**," the group of workers in positions covered by our contract.

However, they **are** still eligible for membership, because their two years of required teaching guarantees they will become student workers as part of their degree.



Undergraduates

Natural Sciences
(Cambridge)

Law School

Social Sciences

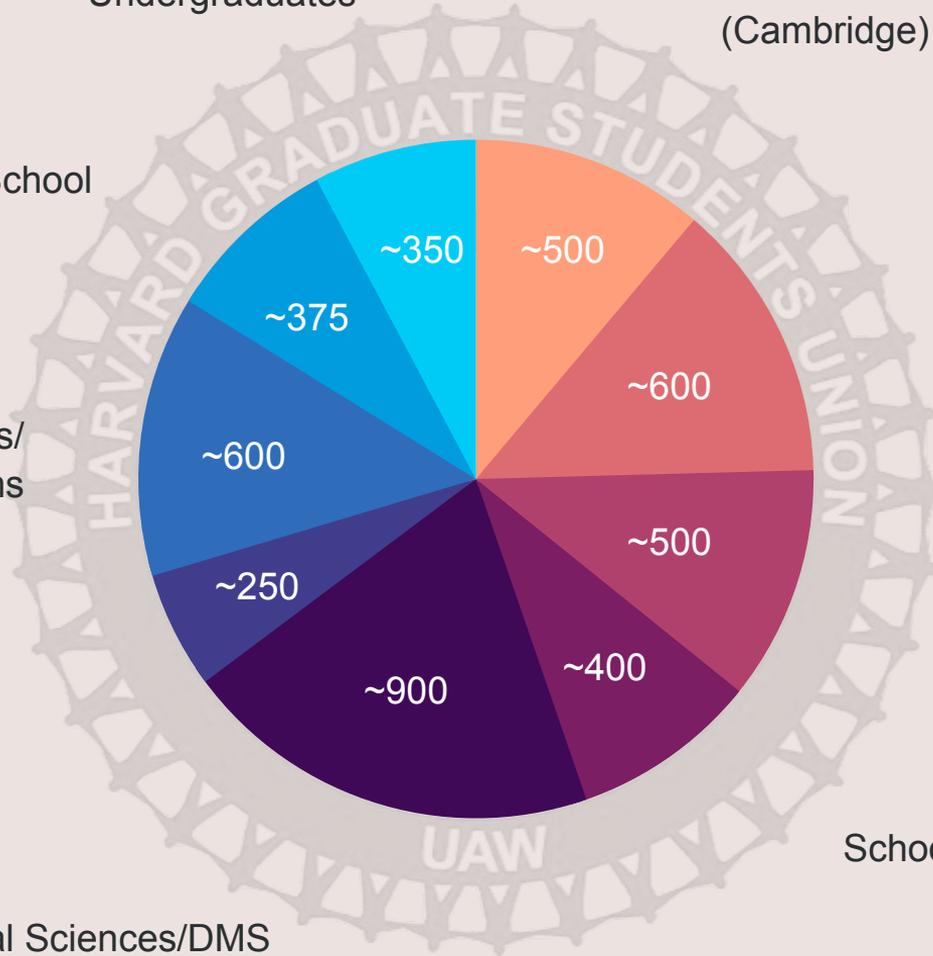
Professional Schools/
Master's programs

Humanities

SEAS

School of Public Health

Medical Sciences/DMS



Who makes up HGSU?

There are roughly 4,400 student workers in our bargaining unit, about 1,700 of them members.

We have about 2,600 members total.

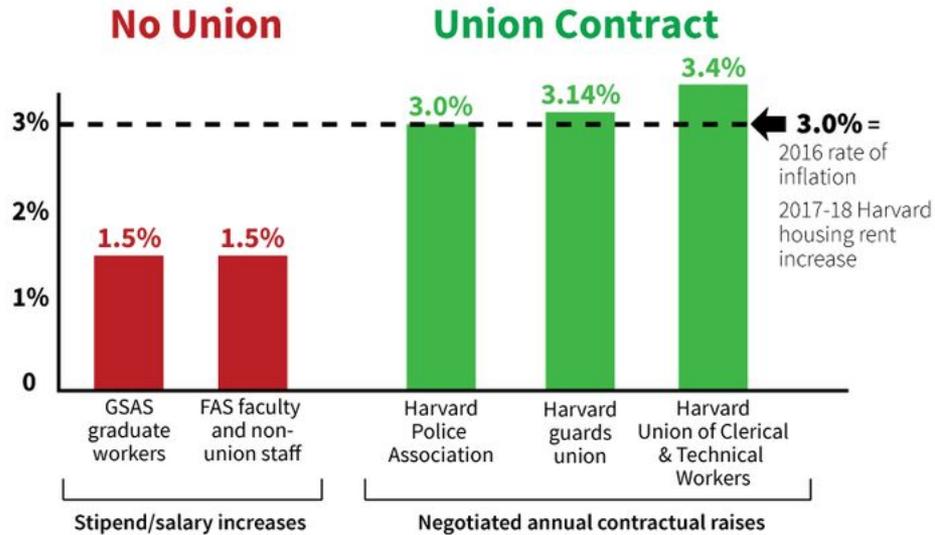
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You could be one of them!

The Union Difference



2017-2018

How did we get here?



WHAT'S IN OUR SECOND CONTRACT?

- **5% RAISES** FOR SALARIED WORKERS
- **\$20 MINIMUM** FOR HOURLY WORKERS
- **PAY PARITY** FOR HSPH
- **75% PREVENTATIVE DENTAL PREMIUMS** COVERED STARTING AY 2022-23
- **REIMBURSEMENTS** FOR CHILD CARE, DENTAL CARE, HEALTH CARE
- **100% COMPENSATION** FOR LEAVING A LAB DUE TO HARASSMENT



- **THIRD-PARTY MEDIATION** FOR TITLE IX CASES; **APPELLATE ARBITRATION** FOR NON-TITLE IX CASES (BIAS, NEW EVIDENCE)
- PROTECTIONS AND GUARANTEED MATERIALS FOR **REMOTE WORK**
- \$400,000 **LEGAL FUND** TO SUPPORT STUDENT WORKERS GOING THROUGH **TITLE IX CASES**
- \$30,000 **SUPPORT FUND** FOR STUDENT WORKER **IMMIGRATION** PROCEEDINGS

YOUR RIGHTS AS A TF

Harassment-free work environment and supportive measures

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4% raise for salaried workers as of July 2022

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Compensation of minimum 70% of cancelled sections or equivalent position

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Protected intellectual property

WORKPLACE ISSUES?

If your workplace doesn't meet those standards, we're here to help!

If you're concerned about your rights or facing a workplace issue, scan this QR code to fill out a workplace issue form.

Filling out this form does *not* mean you've done anything official like filing a grievance.

It will connect you with a trained union officer from our Contract Enforcement and Education Committee (CEEC), who can answer any questions and help you choose your next course of action.



BENEFIT FUNDS

Available funds: \$1.55 million 2021-22; \$2.15 million 2022-2023; \$2.75 million 2023-24 and 2024-25

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Dental Fund: reimburse copays and premiums for dental care

Dependent Insurance Premium Fund: reimburse premiums for spouse and/or dependent coverage under SHIP

BENEFIT FUNDS

Childcare Fund: reimbursement for childcare expenses at licensed child care facilities or for in-home providers with a SSN or Tax ID number

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Emergency Fund: funds to meet temporary hardship due to a significant emergency event

Join **your** union!

harvardgradunion.org/join

members:

- ✓ receive contract benefits and rights
- ✓ receive strike benefits
- ✓ can vote (e.g., whether to authorize a strike, elections) and participate in decisions
- ✓ pool financial resources (~ 23¢ per hour) to fund contract enforcement

non-members:

- ✓ receive contract benefits and rights without contributing to our collective power



Contact information



Who to contact in your department:

[<https://tinyurl.com/yc55vtx7>]

Want submit a workplace issue or grievance securely?

harvardgradunion.org/workplace-issue-form

Want to become a member?

harvardgradunion.org/join

Already a member and want to get involved?

<https://harvardgradunion.org/wgs-and-committees/>

General questions or concerns?

hgsu.general@gmail.com

What is a union and am I in the union?

Overview

Why unionize?

What's in our contract?

What is this my.harvard notification?

How can I get involved?

