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
Who makes up HGSU?

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

- Instructional services
- Research services

Graduate and undergraduate
- teaching assistants
- teaching fellows
- course assistants

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.
Harvard Graduate Students Union

- Natural Sciences (Cambridge)
- Social Sciences
- Humanities
- School of Public Health
- Medical Sciences/DMS
- SEAS
- Professional Schools/ Master's programs
- Law School

- Undergraduates ~500
- ~600
- ~750
- ~900
- ~400
- ~350
- ~500
- ~600
- ~600
- ~500
- ~375
- ~250
- ~600
- ~900
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

<table>
<thead>
<tr>
<th>No Union</th>
<th>Union Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSAS graduate workers</td>
<td>1.5%</td>
</tr>
<tr>
<td>FAS faculty and non-union staff</td>
<td>1.5%</td>
</tr>
<tr>
<td>Harvard Police Association</td>
<td>3.0%</td>
</tr>
<tr>
<td>Harvard guards union</td>
<td>3.14%</td>
</tr>
<tr>
<td>Harvard Union of Clerical &amp; Technical Workers</td>
<td>3.4%</td>
</tr>
</tbody>
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2017-2018

3.0% = 2016 rate of inflation
2017-18 Harvard housing rent increase
How did we get here?

- **Sep 2015**: Creation of HGSU-UAW
- **Apr 2018**: Students successfully vote to unionize!
- **Dec 2019**: After a year and a half of bargaining without progress, strike for 29 days
- **Mar 2021**: Bargaining for second contract begins
- **Oct 2021**: Second contract ratified with 72% support, goes into effect retroactive to July 1
- **Nov 2021**: Second contract ratified with 97% support, goes into effect July 1
- **Jun 2020**: First contract ratified with 97% support, goes into effect July 1
- **Oct 2021**: 3-day strike for a fair contract
- **Fall 2022**: You become involved and decide what your union fights for next
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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- Costs associated with research conferences
- 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.
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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
Childcare Fund: reimbursement for childcare expenses at licensed child care facilities or for in-home providers with a SSN or Tax ID number
BENEFIT FUNDS

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Bike Benefit ($360 per worker per calendar year): reimbursement for bike-related expenses (w/o Harvard transit pass)
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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 to 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
Overview

What is a union and am I in the union?

Why unionize?

What's in our contract?

What is this my.harvard notification I am getting?

How can I get involved?