

### **#3B (TOWN HALL RES): Res of the Blmngtn Faculty Concerning SAAs and Admin**

This resolution calls on the IU Board of Trustees to resolve the labor dispute on the IU campus. Over 1750 student academic appointees (SAAs) at IUB—more than two thirds of the approximately 2500 SAAs—have signed cards joining the United Electrical Workers (UE). The Indiana Graduate Workers Coalition will charter as an official local of the UE this summer called the IGWC-UE. The graduate union is here to stay, joining over 30 unionized campuses including MIT, Harvard, Yale, Columbia, and Brown.

The basic question this resolution asks us to decide is, Do we want our graduate workers and our administration to bargain as partners over wages, hours, and working conditions, or do we want adversarial bargaining through strikes and protests?

How would we get to bargaining? As in the case of the first public university to unionize, UW Madison, there is no state statute governing collective bargaining at IU Bloomington and no legal bar to it. Bargaining requires “Conditions of Cooperation” to provide the legal basis for contract negotiations between the IGWC-UE and the IU administration. We have such a structuring agreement already for IU support staff who bargain with the administration through CWA Local 4818 in accordance with HR-12-20 (“Conditions for Cooperation Between Employee Organizations and the Administration of IU”). This resolution calls on the Board of Trustees to agree to provide, through such an agreement, for free and fair elections on bargaining representation for IUB graduate workers, entitling the IGWC-UE (if it wins a majority) to negotiate a contract with the IU administration on behalf of SAAs on campus.

In the short term, no legal ramifications follow from the senior campus administration talking to the IGWC-UE and agreeing to seek such a structuring agreement from the Trustees for determining the collective bargaining status of the union.

But would a union be good for Bloomington? It is significant to note that the top three highest-ranked public R1 institutions in the country—Madison, Michigan, Berkeley—have graduate employee unions. For our Big Ten comparators (so Berkeley is not included), here are the Carnegie Rankings sorted by Research Activity Index:

<b>Big Ten Athletic Conference Institutions</b>	<b>Act Index</b>
University of Wisconsin-Madison ( <b>union</b> )	1.87
University of Michigan-Ann Arbor ( <b>union</b> )	1.84
University of Minnesota-Twin Cities	1.75
University of Maryland-College Park	1.73
Ohio State University-Main Campus	1.66
<b>Indiana University-Bloomington</b>	<b>1.58</b>
University of Illinois Urbana-Champaign ( <b>union</b> )	1.53
Michigan State University ( <b>union</b> )	1.51
Northwestern University	1.49
Purdue University-Main Campus	1.46
Rutgers University-New Brunswick ( <b>union</b> )	1.36
The Pennsylvania State University	1.35
University of Iowa ( <b>union</b> )	1.12
University of Nebraska-Lincoln	1.05

The top-two ranked R1 institutions in the Big Ten—Madison and Michigan—are unionized. A total of 6 of the 14 are unionized (Madison, Michigan, Illinois, Michigan State, Rutgers, Iowa), and 4 of those are in right to work states.

Moreover, an empirical study of unionized campuses cited in the landmark NLRB decision (Columbia 2016) surveys PhD students across 5 disciplines at 8 public universities and concludes “unionization does not have the presumed negative effect on student outcomes, and in some cases has a positive effect. Union-represented graduate student employees report higher levels of personal and professional support, unionized graduate student employees fare better on pay, and unionized and non-unionized students report similar perceptions of academic freedom.”

The AAUP, responsible for developing the prevalent standards for shared governance and academic freedom in the United States, endorses graduate student collective bargaining. If we seek to maintain or enhance our Carnegie standing, we do not want to find ourselves among the last Big Ten universities to accord our graduate employees the right to representation.