

IU/IUB Policy	IGWC/UE Policy or Statements
<i>Grievance Procedures</i>	
<p>“An SAA is entitled to appeal actions or conditions affecting his/her role, including such matters as dismissal, academic freedom, reappointment, and the nature and conditions of work. Student academic appointees are encouraged to seek redress of grievances at the departmental and/or unit level. Beginning at that level, and progressing to higher administrative levels only when redress is not obtained, facilitates the appeal process and increases the likelihood of a satisfactory outcome. If a satisfactory resolution cannot be reached at the department or unit level, the appeal may be taken to the Student Academic Appointee Mediation Committee of the Faculty Council, and, ultimately, to the Student Academic Appointee Board of Review.” (SAA Guide)</p> <p>More detailed procedures can be found pp. 8-10 of the Graduate SAA Guide: https://vpfaa.indiana.edu/doc/graduate-student-academic-appointees-guide.pdf</p> <p>SAA Board of Review (BL-ACA-D24) https://vpfaa.indiana.edu/policies/bl-aca-d24-saa-board-of-review/index.html</p> <p>SAA Mediation Committee (BL-ACA-D23) https://vpfaa.indiana.edu/policies/bl-aca-d23-saa-mediation/index.html</p> <p>Recommendations to Departments on SAA Grievances (BL-ACA-D28) https://vpfaa.indiana.edu/policies/bl-aca-d28-saa-grievances-recommendations/index.html</p> <p>Student Academic Appointee Mediation Procedures (BL-ACA-D29) https://vpfaa.indiana.edu/policies/bl-aca-d29-saa-mediation-procedures/index.html</p> <p>Policies written/approved by faculty.</p>	<p>“We will negotiate for a grievance procedure that ends in third-party binding arbitration to settle disputes that cannot be settled at the department or at the college level. The Union will insist on an outside neutral arbitrator (not paid by IU). This changes the power dynamics in the department. Because disputes could be settled by an outside arbitrator, graduate workers will have more power inside the department to bring up problems and get them resolved without even filing a grievance.”</p> <p>https://www.indianagraders.org/grievance-procedure</p> <p>Proposed policy to be authored by the union.</p>
<i>Authorship grievances</i>	

<p>“...The publication and dissemination of research and other scholarly and creative activity is a fundamental academic responsibility...The order in which authors are listed should be jointly decided by all co-authors...” The Policy outlines Dispute Resolution steps and appeals. (Guidelines on Authorship, BL-ACA-I16)</p> <p>https://vpfaa.indiana.edu/policies/bl-aca-i16-authorship/index.html</p> <p>Policy written/approved by faculty.</p>	<p>“Require each department to meet with a graduate worker committee from each department to create standards for authorship enforceable by the union grievance procedure.”</p> <p>https://www.indianagradworkers.org/grievance-procedure</p> <p>Proposed policy to be authored by the union.</p>
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Intellectual property ownership

<p>The IU Intellectual Property Policy defines the guidelines for crediting any creator with intellectual property. (IU Intellectual Property Policy, UA-05)</p> <p>https://policies.iu.edu/policies/ua-05-intellectual-property/index.html</p> <p>Policy written/approved by faculty, approved by IU Board of Trustees.</p>	<p>“Similar to the question of authorship, the Union will propose a process for establishing guidelines for crediting graduate workers for intellectual property.”</p> <p>https://www.indianagradworkers.org/grievance-procedure</p> <p>Proposed policy to be authored by the union.</p>
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Workload grievances

<p>“An SAA is entitled to appeal actions or conditions affecting his/her role, including such matters as dismissal, academic freedom, reappointment, and the nature and conditions of work. Student academic appointees are encouraged to seek redress of grievances at the departmental and/or unit level. Beginning at that level, and progressing to higher administrative levels only when redress is not obtained, facilitates the appeal process and increases the likelihood of a satisfactory outcome. If a satisfactory resolution cannot be reached at the department or unit level, the appeal may be taken to the Student Academic Appointee Mediation Committee of the Faculty Council, and, ultimately, to the Student Academic Appointee Board of Review.” (SAA Guide)</p> <p>More detailed procedures can be found pp. 8-10 of the Graduate SAA Guide:</p>	<p>“Graduate workers need a mechanism for contesting situations when time on the job, especially for work not directly related to academic progress, is more than the workload standards of the employment contract.”</p> <p>https://www.indianagradworkers.org/grievance-procedure</p> <p>Proposed policy to be authored by the union.</p>
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<p>https://vpfaa.indiana.edu/doc/graduate-student-academic-appointees-guide.pdf</p> <p>SAA Board of Review (BL-ACA-D24) https://vpfaa.indiana.edu/policies/bl-aca-d24-saa-board-of-review/index.html</p> <p>SAA Mediation Committee (BL-ACA-D23) https://vpfaa.indiana.edu/policies/bl-aca-d23-saa-mediation/index.html</p> <p>Recommendations to Departments on SAA Grievances (BL-ACA-D28) https://vpfaa.indiana.edu/policies/bl-aca-d28-saa-grievances-recommendations/index.html</p> <p>Student Academic Appointee Mediation Procedures (BL-ACA-D29) https://vpfaa.indiana.edu/policies/bl-aca-d29-saa-mediation-procedures/index.html</p> <p>Policies written/approved by faculty.</p>	
<i>Lab assignments</i>	
<p>"Academic freedom, accompanied by responsibility, attaches to all aspects of a researcher's professional conduct. The researcher shall have full freedom of investigation..." (IU Policy on Academic Freedom, ACA-32)</p> <p>Policy written by faculty/approved by faculty and approved by IU Board of Trustees.</p>	<p>"The benefits and the burdens of running a lab should be distributed equally or fairly among graduate workers."</p> <p>https://www.indianagradworkers.org/grievance-procedure</p> <p>Proposed policy to be authored by the union.</p>
<i>Living Wage</i>	
<p>The IGWC "living wage" cited is for an individual employed full-time.</p> <p>The IU FY23 minimum stipend rate of \$18,000 for a 10-month, .50FTE position is significantly more than the equivalent rate in the MIT Living Wage calculator of \$9,860 for a 10-month, .50FTE position for Bloomington, Indiana.</p>	<p>The MIT Living Wage calculator calculates the amount needed for a "minimum subsistence wage" in various states and metro areas; this wage does not include any funds for restaurant meals, entertainment, travel, savings, etc. For Bloomington, a living wage for a single adult with no children is \$23,665; for an adult with one child, a living wage is \$47,470.</p> <p>https://www.indianagradworkers.org/living-wage</p>
<i>Annual Raises</i>	

<p>IU's annual salary pool only includes only full-time faculty and staff for annual salary increases.</p>	<p>IGWC requests a commitment to annual wage increases.</p> <p>https://www.indianagradworkers.org/living-wage</p>
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End the Fees

<p>"Some of the highest fees..." All enrolled students pay mandatory fees. There are no fees for holding an SAA position at Indiana University.</p> <p>"...No say in how these fees are increased and what they go to." Inaccurate. The GPSG president is co-chair of the Committee for Fee Review and appoints other graduate students (presumably some SAAs) to the fee review committee.</p> <p>https://studentaffairs.indiana.edu/get-involved/cfr/index.html</p>	<p>"Indiana University has some of the highest fees in the Big Ten and graduate workers have no say in how these fees are increased and what they go to."</p> <p>https://www.indianagradworkers.org/end-the-fees</p>
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POLICY POSITIONS

IU Policy	UE Policy
	<p>"The policy of our union represents a fundamental agreement between UE local unions to work and stand together on a variety of issues."</p> <p>https://www.ueunion.org/ue-policy</p>

Boycott, Divest, Sanctions (BDS) stance towards Israel

<p>Per Indiana Senate Resolution 74, the State of Indiana opposes anti-Jewish and anti-Israel Boycott, Divestment and Sanctions campaign (BDS).</p> <p>Hamilton Lugar School's Olamot Center facilitates a cultural exchange program that regularly brings Israeli visiting scholars to IU, and sends IU scholars to Israel. It is the only center of its kind in the United States.</p> <p>https://olamot.indiana.edu/</p> <p>Since 2013, IU administrative practice has required review and withdrawal of organizational memberships related to BDS.</p>	<p>"(UE) [e]ndorses the BDS movement and urges the union at all levels to become engaged in BDS"</p> <p>https://www.ueunion.org/ue-policy/for-peace-jobs-and-a-pro-worker-foreign-policy</p> <p>"At its national convention in Baltimore August 16-20, the United Electrical Workers union (UE) adopted a resolution endorsing the Boycott, Divestment and Sanctions movement (BDS) to pressure Israel to end the occupation and grant Palestinians their freedom. UE is now the first national U.S. union to endorse BDS."</p> <p>https://www.ueunion.org/political-action/2015/BDS</p>
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Defense research funding

<p>“Academic freedom, accompanied by responsibility, attaches to all aspects of a researcher’s professional conduct. The researcher shall have full freedom of investigation, subject to adequate fulfillment of other academic duties. No limitation shall be placed upon the subject matter of the research, its publication and dissemination, or the expression of it outside the university.” (IU Policy on Academic Freedom, ACA-32)</p> <p>Policy written by faculty/approved by faculty and approved by IU Board of Trustees.</p>	<p>UE’s international policy generally calls for a dramatic reduction in Department of Defense funding that doesn’t go directly to servicemen and women, especially funding that goes towards contractors conducting defense-related research.</p> <p>https://www.ueunion.org/ue-policy/for-peace-jobs-and-a-pro-worker-foreign-policy</p>
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Work Stoppage

<p>“A teacher...will meet classes regularly....will give adequate notice of interruption or termination of service. In order that instructional programs will not be interrupted, before leaving, the academic person will: complete all normal duties; provide complete records of grades and similar data to departmental chairpersons; and provide properly for incomplete class and thesis work.” (IU Code of Academic Ethics, ACA-33)</p> <p>https://policies.iu.edu/policies/aca-33-code-academic-ethics/index.html</p>	<p>“Calls for the continued use of the strike as the primary weapon against the employer, characterized by careful planning and timing, full membership involvement, and mobilization of community and political support...”</p> <p>https://www.ueunion.org/ue-policy/aggressive-struggle</p>
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Policy written/approved by faculty, approved by IU Board of Trustees.

“Faculty Members teaching courses have the responsibility to provide instruction as scheduled.” (IU Policy on Faculty Instructional Responsibilities, BL-ACA-H28)

<https://vpfaa.indiana.edu/policies/bl-aca-h28-instructional-responsibilities/index.html>

Policy written/approved by faculty.

“At the end of a term, the instructor shall submit one of the grades authorized in Section C for all students enrolled in the course in a form and under procedures established by the campus registrar. Grades must be submitted within four days after the end of the term.” (IU Policy on Grades and Grading, ACA-66)

<https://policies.iu.edu/policies/aca-66-grades-and-grading/index.html>

Policy written/approved by faculty.