

Indiana University - Bloomington

Graduate & Professional Student Government

Resolution to Affirm the Rights of Graduate Workers and Assure Employer Neutrality During a Union Organizing Campaign

Whereas workers are free to pursue unionization as recognized by State law, which guarantees that workers “have full freedom of association, self-organization, and designation of representatives of his own choosing, to negotiate the terms and conditions of his employment, and that he shall be free from interference, restraint, or coercion of employers of labor or their agents in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection”¹;

Whereas University Policy HR 12-20: Conditions for Cooperation Between Employee Organizations and the Administration of IU states that employees of the university “have the right, freely and without fear of penalty or reprisal, to form, join and assist any lawful employee organization”²;

Whereas University Policy ACA-32: Academic Freedom states that “academic freedom includes the freedom to express views on matters having to do with the university and its policies, and on issues of public interest generally”³;

Whereas State law and University policy upholds graduate employees’ freedom to pursue unionization without fear of reprisal or retaliation, and any retaliatory actions taken by the University as employer against university employees exercising their freedoms of association and speech would be in violation of University Policy and state and federal law;

Whereas a unionization effort by graduate and professional employees, conducted by the Indiana Graduate Workers Coalition, is currently ongoing⁴, with over 1000 workers having already signed union cards, and the integrity of that process must be upheld;

Whereas the various legal protections afforded to employees, including graduate and professional student employees, extends to the decision, on individual accord, to sign a union card with the Indiana Graduate Workers Coalition and their affiliated union, United Electrical Workers;

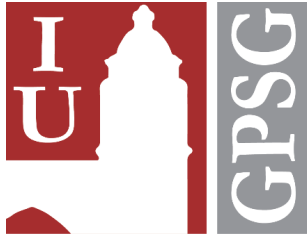
Whereas to form a union is a decision of workers for workers, and should be conducted free of employer influence;

¹ <https://codes.findlaw.com/in/title-22-labor-and-safety/in-code-sect-22-6-1-2.html>

² <https://policies.iu.edu/policies/hr-12-20-conditions-cooperation/index.html>

³ <https://policies.iu.edu/policies/aca-32-academic-freedom/index.html>

⁴ <https://www.idsnews.com/article/2021/09/iu-graduate-workers-push-for-unionization>



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Whereas Indiana University administration is the likely future facilitator of a union election process, and should not also be attempting to influence the results of that very same election;

Whereas all unions should be free to negotiate with their employer concerning wages and other conditions of their employment, and employer and employee should be mutually bound by the results of that negotiation;

Whereas GPSG should be free to send information to its representatives and graduate and professional students more broadly as regards to their protected rights;

Therefore, be it resolved by the Graduate and Professional Student Assembly, that:

- 1) We affirm the right for all employees, including graduate and professional student employees, to form and join collective worker organizations such as labor unions without fear of retaliation or reprisal as enshrined in law and policy;
- 2) We call on the Graduate and Professional Student Government Executive Committee to take the initiative to provide information pursuant to the free exercise of these rights by graduate and professional employees;
- 3) We call on the Indiana University Administration, including the IU Department of Human Resources, and other officers, managers and agents of the Indiana University Administration, as employer and potential custodian of union elections to remain entirely neutral with regard to graduate employees' decision to form a union as well as join or not join a union. This includes:
 - a) Upholding University Policy which ensures the rights of graduate employees to freedom of speech and to freely organize themselves as employees as granted by IU Policies HR 12-20 and ACA-32;
 - b) To refrain from any attempts to influence the outcome of union elections as a neutral arbiter, including attempts to provide "neutral information" to graduate employees concerning unions and collective bargaining.

Respectfully submitted to and passed by the Graduate and Professional Student Government Assembly on November 5, 2021.

Valentina Luketa

GPSG President

11/5/2021

Date