



GLU-UE: March/April 2023 Newsletter

The University works because WE do!

Since launching our card drive (Feb. 20th) and subsequently filing for an election with the Bureau of Mediation Services (Mar. 17th), we've continued to send a clear sign of our strength to the administration and broader university community.

Remember: Unionizing is a legally protected right.

As we await word of election dates, GLU-UE is committed to keeping graduate workers informed. In addition to weekly emails, please check out the website and follow us on social media. Reach out to us [here](#) to share your story or get involved! **Read our full platform [here](#)**

Facebook * Twitter * Instagram * WEBSITE

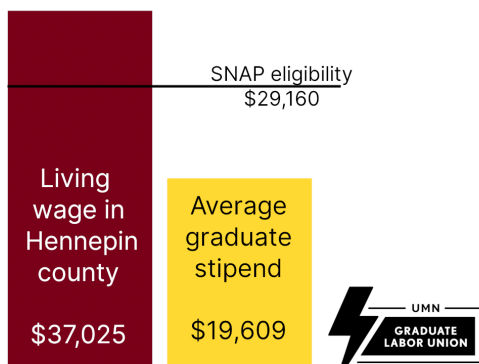
WE are GLU-UE: We are Voting YES!

It's long overdue: let's win higher pay and lower fees!

SIGN THE VOTE YES PLEDGE TODAY!

GLU-UE is fighting for:

Higher Pay and Lower Fees



After talking to countless grad workers at the University of Minnesota, we have found that we are **overworked and underpaid, while also paying student fees**; we have no **dependable structures to ameliorate abusive workplace environments**; we don't enjoy **transportation benefits or complete vision or dental insurance**, while high dependent health insurance costs add an undue burden on families and international students

The U unfairly burdens **international students**, including offering insufficient protections while charging an additional fee for the ISSS office.

Only WE have the power to change that.

THIS Edition's **BIGGER PICTURE**

We are not alone in this search for better graduate working conditions!

- Temple University graduate workers have accepted a new contract, after a strike that captured the nation's attention. Some significant wins in their contract include a 23% raise with guaranteed 4% raises per year, and a 25% subsidy for dependent healthcare
 - UChicago - 92% voted yes to authorize a Graduate Worker Union.
 - Northwestern - 94% voted yes for their union. **Now, 50% of the Big 10 has unionized grad labor workers!**
 - Our colleagues at Princeton recently signed over 1,000 cards on their first day of their campaign's launch - solidarity as they work towards an election as well!
 - Johns Hopkins authorized their union's formation with 97% support.
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We have received multiple endorsements, statements of support, and news coverage:

- UMN's Council of Graduate Students and Council of International Graduate Students passed statements of support; Twin Cities AAUP Chapter [issued a statement of support](#); and the Minneapolis City Council unanimously passed a resolution supporting GLU-UE.
 - In addition, there is a FACULTY NEUTRALITY PLEDGE circulating
 - Local news outlets have featured our story in [Racket](#), [Minnesota Reformer](#), and this [MPR article](#). Also, check out [this Labor Notes article](#) featuring GLU-UE in a national context!
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"Duke U. Administration Challenges Graduates' Right to Collectively Bargain at Private Institutions" - by David D.

On Friday, March 3rd, graduate workers with the [Duke Graduate Students Union \(DGSU\)](#) filed union cards signed by a majority of their 2,500-member bargaining unit to the National Labor Relations Board (NLRB) in order to trigger a union election. DGSU workers had also a week prior filed a petition directly to the university's administration requesting voluntary recognition by that date. Rather than recognize the union, [Duke administration has gone the opposite direction in a move that could threaten](#) not only DGSU but potentially grad workers at **private institutions** across the country. The NLRB has an established precedent that grad workers at private institutions are indeed statutory employees of their university and thus entitled to the right to collectively bargain, affirmed in a [2016 decision regarding workers at Columbia University](#). Duke administration has engaged longtime [union-busters Proskauer Rose LLP](#) in order to attempt to overturn this precedent. Grad workers at Duke have remained resolute in their demands for increased stipends, improved benefits and guaranteed 12-month funding, labeling the administration's move as a delay tactic more than anything else. Duke will argue their case that the relationship between graduate workers and the university is primarily educational in nature before regional NLRB officials, but the case likely will not be settled until 2025 or later by a federal appeals court ruling. In pursuing this matter, Duke has made crystal clear where their priorities lay, choosing to rack up a massive legal bill with Proskauer Rose rather than negotiate with their workers in good faith to agree on fair and equitable conditions for the workers who make the university run.

Feedback? Content Ideas? Questions? Want to get involved?

[Let us know here](#), fill out this [form](#), or contact us at graduatelaborunion@gmail.com

THIS EDITION'S TESTIMONIAL

Johnathas Severo Forte
Electrical & Computer Engineering

As a **graduate worker** at the University of Minnesota, my biggest challenge is making ends meet on a low salary that can't keep up with the high cost of living in the Twin Cities. I have to be extremely frugal just to afford basic necessities that seem to get more expensive every day.

As an **international student**, I also have to pay back a full month's paycheck in tuition and fees, which only adds to the financial strain. It doesn't make sense to me that I have to pay back money to my employer, especially when the university is publicly funded. I constantly worry about not having enough money to buy plane tickets to visit my family and friends back home, which is essential for me to keep going through my PhD program here in the US.

Living on a restricted budget means that I can't indulge in simple pleasures like eating out or buying nice clothes without feeling guilty. All this financial stress has taken a toll on my mental health which makes it harder to focus on my research and studies.

Talking to other graduate workers, I've realized that **I'm not alone in my struggles**. Many of us are facing the same issues and we need a collective solution. That's why I support the UMN Graduate Labor Union, which advocates for a living wage and reduced fees for graduate workers like us.

[SHARE YOUR STORY HERE](#) or email graduatelaborunion@gmail.com

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ATTENTION: You're Invited!

Join GLU-UE at the International Graduate Students Townhall! Bring your friends and enjoy food and town hall-style discussion about some of the most pressing issues international grad workers face, both in their daily lives and in their decision to support unionization.

We'll be at the **Walter Library (room 401-402)** next Monday **April 10th at 4pm**.

All are welcome!



Please [RSVP here](#)

You're invited to the
INTERNATIONAL GRADUATE STUDENTS TOWNHALL

Free Food!

- ✓ HIGHER PAY & LOWER FEES
- ✓ INCREASED SUPPORT FOR INTERNATIONAL GRADUATE WORKERS
- ✓ COMPREHENSIVE BENEFITS
- ✓ TRANSPARENCY & SECURITY ON THE JOB
- ✓ ANTI-DISCRIMINATION, ANTI-HARASSMENT & EMPLOYMENT GRIEVANCE PROCEDURES
- ✓ JUSTICE FOR MINNESOTA COMMUNITIES

The U works because WE do!

APRIL 10 MONDAY   **WALTER LIBRARY 4PM**

This Edition's UNION VOCAB

Inoculation - This more or less refers to a process of bracing yourself and your colleagues for the University's reaction(s) to launching our campaign and preparing for an election. This helps us recognize manipulative and controlling tactics and stay our course to Vote YES and win our union.

Remember - even if you are NOT a current member of the Bargaining Unit, your support in organizing and spreading GLU-UE's work is valuable!

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ICYMI - Check out previous newsletters from [Jan/Feb](#), [December](#), and [November](#)

This Edition's RECOMMENDATIONS

- Emersyn G. suggested [Episode 177 of the "Citations Needed" podcast](#). Entitled "Popular Anti-Union Talking Points and How to Combat Them" it's a timely listen as we near setting an election date.
- "Okay honestly the Hadestown soundtrack is a pro-union, anti-capitalist banger from start to finish." - MK

Labor History SPOTLIGHT

The Minneapolis Teamsters' Strike of 1934 - by Jayne K.

The [Minneapolis Teamsters' Strike of 1934](#) transformed national labor laws and climaxed Minnesota's labor "civil war." Minneapolis was a non-union city that had suppressed organized labor through city laws, police interference, and bosses employing private militias to [stop](#) unionization by any means necessary. However, at the high of the Great Depression, Minneapolis workers pushed back to win better pay, working conditions, and hours. In 1934 the General Drivers Local 574 of the International Brotherhood of Teamsters organized over 3000 truckers in Minneapolis into a union. They authorized a strike for recognition, bringing the city to a halt. The Teamsters published a [daily newspaper](#) countering anti-union propaganda, used a revolving picket line to maintain the strike, and stood their ground against anti-union violence perpetrated by the police, the national guard, and the private [Citizens Alliance militia](#). The strike culminated in a two-day battle in the city market in which four people were killed, and hundreds of strikers were arrested. However, [popular sentiment turned against anti-union Minneapolis](#), and the governor called for an end to the Citizens Alliance and formally recognized the Teamsters. The Minneapolis Teamsters Strike prompted Congress to pass the [National Labor Relations Act](#), which declared it is US policy to encourage "the practice and procedure of collective bargaining.



"Using tear gas during truckers' strike, Minneapolis."
[Photo courtesy of MNHS](#)

INTO THE ARCHIVE

1934 Call for General Strike of All Minneapolis Workers

Minneapolis, Minn. 1934
JUN 29 1934

Call for General STRIKE

of ALL MINNEAPOLIS WORKERS

Fellow Workers of all Trades and Professions:

The employers of this city, with the police and deputized thugs, have declared war against the drivers and others on strike. They aim at smashing workers unions, challenging the workers' right to organize, strike and prevent scabbing as a means of ending starvation pay, discrimination of workers, and unbearable working conditions. The reactionary forces of the boss' class do not stop short of clubbing and sending our women to the hospitals. If we do not act now, they will not stop even at shooting down workers in the streets of Minneapolis. The attempt of the Minneapolis employers to smash our unions must be stopped NOW! We must go into the fight to raise our pay or we will be forced to starve while working.

The Communist Party of Minneapolis, therefore calls upon all local unions, Central Labor Bodies of the A. F. of L., and the Industrial unions, upon all workers, organized and unorganized, STRIKE UNTIL VICTORY IS ASSURED! We call upon all labor organizations to form one solid UNITED FRONT OF STRUGGLE!


WORKERS DOWN TOOLS!

ELECT RANK AND FILE STRIKE COMMITTEES!

Raise the cry for the following demands:

1. HIGHER PAY AND IMPROVED WORKING CONDITIONS!
2. UNION RECOGNITION IN ALL INDUSTRIES AND SHOPS IN MINNEAPOLIS!
3. DOWN WITH POLICE TERROR AGAINST WORKERS!
4. DOWN WITH GOVERNOR OLSON'S THREAT TO USE THE MILITIA TO BREAK THE STRIKE IN MINNEAPOLIS!
5. NO COMPULSORY ARBITRATION THROUGH THE NATIONAL OR REGIONAL NRA LABOR BOARDS!

Issued by Communist Party of the USA Minneapolis Sections
425 Kasota Bldg., Minneapolis, Minn.



[Courtesy of Minnesota State Historical Society](#)