



## GLU-UE - Local 1105: Fall 2024 Newsletter

*The University works because WE do!*

### **Welcome back to campus!**

Our first ever contract negotiations continue: the end is in sight! Together, we can demand to have a contract this semester! After years of subpar wages, supervisor abuse, and unsafe working conditions, UMN graduate workers decided it was time to band together to take more control of our workplace. That's why 97% of grad workers voted to form GLU-UE in April 2023, and we've been negotiating our first contract since September 2023.

Check out our [website FAQ/resources page](#) for more info,  
or take a peek at this handy FAQ reference sheet!

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### **Some quick reminders and updates:**

- As of July 1, 2024, fellows are now part of the bargaining unit. This stems from a change in the Minnesota state law known as PELRA.
- As an Instructional GA, a Research or Administrative GA, or Fellow, you are part of our bargaining unit. and will be protected by the contract we are currently bargaining for!
- To have a vote in union decisions, you will need to [sign a membership card](#) to be a registered, dues-paying member. Talk to a CAT member if you have hesitations - we can figure this out together!
- As unionized workers, remember your [Weingarten rights](#)! If you need a union representative, you are entitled to one - even before we win our contract.
- We congratulate and thank the members of both 2023-2024 and 2024-2025 [Bargaining Committees](#).

## Bargaining Updates: Snapshot

### *Coming Soon: The U's Contract Offer!*

We have spent over a year bargaining with the U across 38 different bargaining sessions. For our next bargaining session (September 26&27), we've asked the U to lay all their cards on the table so that membership can see the full offer.

Keep an eye out for this...more to come!

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### ***Bargaining TLDR:***

Even with a state-appointed mediator joining our sessions, University administrators remain steadfast in denying us grad workers:

- A living wage that reflects the value that all of us graduate assistants provide the University
- Coverage of student fees as a benefit of employment
- Protections against a hostile workplace and abusive advisors/supervisors not covered by Title IX
- Recognition of Graduate Fellows as union workers deserving of union protections, in accordance with Minnesota State Law

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### ***How can I get updates during our bargaining process and see what's already been negotiated?***

- 1) Our [Bargaining Tracker](#) includes all proposals we present to the University and their responses after these documents cross the table. Articles with tentative agreements are noted as they are reached, so you can follow the progress to our first contract live!
- 2) You receive emails with key takeaways from your Bargaining Committee (BC) rep after each session.
- 3) Finally, you are always welcome and encouraged to reach out to a BC or Contract Action Team (CAT) member with any questions or concerns - and **consider joining the [Contract Action Team \(CAT\)](#) yourself!**

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Keep reading for more updates, ways to get involved, and other items of interest!

**Facebook \* Twitter \* Instagram \* WEBSITE**

## WE are UE Local 1105 (UMN GLU): What Can I Do to Speed Things Up?

1. First and foremost: [sign your membership card](#) to be eligible to vote in upcoming decisions and pay interim dues. Dues are 1.44 % of your gross (pre-tax) biweekly paycheck. Dues fund a stronger union, both as we head into this last stretch of the contract fight and in the long run.
2. Mark your calendar for the September General Membership Meeting (GMM):

When: **Wednesday, September 25, at 5:45pm**

Where: Murphy 130 and Zoom

*See your email for the agenda and zoom links*

3. [Sign up as a member of the Contract Action Team \(CAT\)](#)! This will allow you to be more in the loop and play a part in helping keep your coworkers informed.
4. **The most important thing any of us can do? Talking to our coworkers!** Remember - even if you are NOT a current member of the Bargaining Unit, your support in organizing and spreading GLU-UE's work is invaluable

## Back to School In Review:

At the end of the spring semester, we had a 30 minute “Union Break” where graduate workers met up on each campus to take a break together - and eat cake!

On July 10th, we had an Informational Picket outside the Board of Regents meeting, which resulted in progress on some items around grievances and protections.

September featured the *Picket for Fair Pay, No More Fees, and Real Protections*, with locations on East Bank, West Bank, St. Paul, and Duluth Campuses!



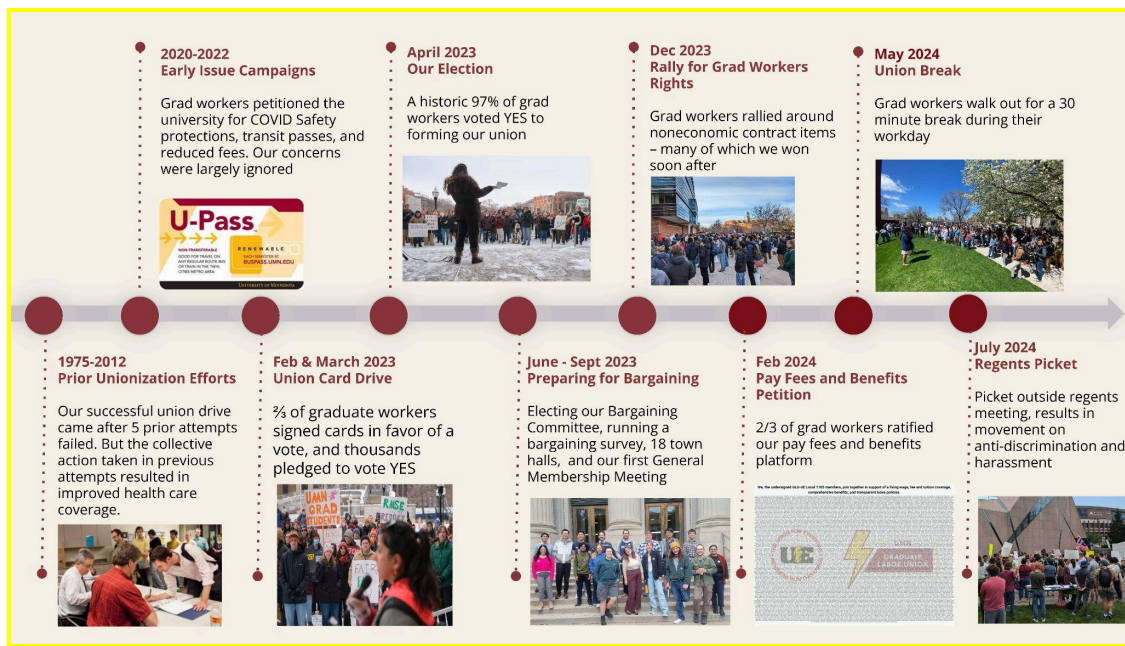
*Scenes from the September 13th picket lines around the campuses*

# Labor History SPOTLIGHT

## GLU-UE: It's Our Time!

Our usual history spotlight contributor is in dissertation hell (aren't we all, in some way), so instead consider this as inspiration for how **we can make labor history!**

In fact, we already have made history- the sixth time was the charm for graduate labor unionization at the University of Minnesota. We exceeded our wildest expectations during the card drive, our election solidified that success and energy. But that was just the start!



Now, it's the next step: winning a just contract (and then ratifying it)! While negotiations are in their final stage, there is still plenty of time for each of us to stand up - together - and make our voices heard. The U still has time to offer basic protections and liveable wages to its thousands of graduate workers. Together, we can and will tell them what we're worth. Among other things, that list includes common sense items like a living wage, fee coverage, comprehensive protections against harassment, and the inclusion of fellows (i.e. following state law) in our bargaining unit.

**As one of the largest bargaining units in Minnesota, our time is now!**

## This Edition's UNION VOCAB

### Mediation:

Per federal agencies, "collective bargaining mediation is a voluntary process occurring when a third party neutral assists the two sides in reaching a collective bargaining agreement."



## This Edition's Testimonial

Jonas Gouveia  
College of Liberal Arts, Economics

I have continuously supported the UMN Graduate Labor since I first heard of it because I don't want any fellow graduate worker to experience the huge financial stress my low-paid position has pushed me into, and I don't want to feel resourceless when an aggravation occurs.



As an international student, moving into the Cities involved a lot of sacrifice from my family and me, but I thought my problems would be over when I received the first paycheck. I couldn't be more disappointed when I found myself having to quite literally save every penny I had to pay the infamous and hugely unfair student fees. I couldn't believe my bank account when I realized taxes took away 15% of my already so low wage. I remember losing sleep for several days trying to figure out how I would make ends meet. And I remember wondering if I had better quit the program.

A lot of international coworkers talk to me, worried that their VISA status could be threatened by supporting the Union. *To me, the biggest threat that international graduate students can face is not supporting the Union.* It is having no contract protecting them against discrimination, no guarantee of job security, no resources when a professor uses your status to threaten you, no guarantee of facilitated working arrangements when you need to go back to your country to renew a passport, having to pay expensive additional fees, etc.

With the Union, we not only raise awareness of our situation and build solidarity but also finally have the chance to change our fate, and the fate of the uncountably many students that will come. "A dream we dream alone is only a dream that we dream alone, but a dream that we dream together is reality".

## This Edition's RECOMMENDATIONS

- Will Y recommends listening to [this episode of Democracy Now](#), which includes an extended interview with legendary union organizer Jane McAlevey.
- Sam Brunson has been consumed by Ole J. Benedictow's *The Complete History of the Black Death*. As a neuroscientist, she's been pleasantly surprised by how intriguing it's been to read a giant historical monograph, although he warned: "it's pretty dense and unfriendly and will forcefully teach you Every Possible Thing about the Black Death."

# Into the Archive:

## 90th Anniversary of the Minneapolis Truck Drivers' Strike



The Organizer (Minneapolis, MN), Vol. 1, No. 3, 1934. [Courtesy of Minnesota Digital Library](#)

**“No trucks shall be moved! By nobody!”**

The Minneapolis Truck Drivers' Strike (also known as the Teamsters' Strike) of 1934 was a hard-fought and pivotal moment in Minnesotan and American labor history. This summer was the 90th anniversary of the Minneapolis Truck Drivers' Strike. In addition to collections housed at the [MNHS](#) (*open to the public*), the Minnesota Digital Library has the entire collection of the union's daily strike newsletter, aptly called **“The Organizer.”**