

Resolution on the Workers' Duty to the Union

Presented at GMM on 11/20/2025

WHEREAS the members of this union contribute considerable time, effort, and resources to the collective success of the union.

WHEREAS all graduate assistants, regardless of their membership status, receive the benefits of our collective bargaining agreement and union representation.

WHEREAS accepting the fruits of our coworkers' labor without contributing to the collective success of the union is unethical.

WHEREAS an "open shop" is an anti-worker arrangement (designed to reduce the power of unions) in which workers are encouraged to receive the benefits of the labor of their coworkers without contributing anything whatsoever.

WHEREAS "agency shop," in which all workers pay dues as a condition of employment, is a longstanding historical practice in U.S. labor relations amongst private and public bargaining units.

WHEREAS lobbying groups representing the interests of ultra-wealthy individuals have repeatedly attempted to criminalize the practice of agency shop over the last century.

WHEREAS in 2017, a conservative majority of the U.S. Supreme Court ruled that mandatory union dues in the public sector violates the First Amendment right to free speech (*Janus v. AFSCME*, 2017). This resulted in a massive reduction in union dues for public sector unions (98% drop in nonmember agency fees for AFSCME and 94% drop for SEIU) as many public sector workers were encouraged to accept the benefits of union representation without contributing any dues.

THEREFORE BE IT RESOLVED that GLU-UE Local 1105 commits to sternly advocate for the membership of all workers in the bargaining unit.

THEREFORE BE IT RESOLVED that membership in GLU-UE Local 1105 can only be revoked under the following conditions:

1. The member notifies the union of their intent to revoke membership during the first five (5) business days of March, July, or October.
2. The member graduates or withdraws from their program.

THEREFORE BE IT RESOLVED that membership sign-up forms will be edited to contain the above language, notifying the signatory of their rights to revoke membership according to these conditions.

THEREFORE BE IT RESOLVED that, following ratification of this resolution, active members will have until January 1, 2026, to revoke membership under the previous processes of providing the Union written notice of the desire to revoke membership.

THEREFORE BE IT RESOLVED that beginning January 1, 2026, active members will be held to the processes of membership revocation outlined above, regardless of when they signed up for membership.

THEREFORE BE IT RESOLVED that GLU-UE Local 1105 will continue its mission to fight for better working conditions for the entire bargaining unit.