

**Resolution on Approving Funds for Arbitration of Discriminatory Termination**

Graduate Labor Union - UE 1105

Presented to the General Membership Meeting (GMM), January 22, 2026

WHEREAS In April, 2025, a graduate worker took contractually guaranteed time off to attend to their mental health, and was diagnosed with a mental health condition. Upon informing their adviser and DGS, this worker was given deadlines of August 31st and December 31st to complete their written and oral preliminary exams, respectively.

WHEREAS On July 30th, 2025, this graduate worker was called into a meeting with their supervisor, where they were told that their mental health diagnosis was a barrier to success as a PhD program. On August 8th, this graduate worker was asked to leave their academic program. On August 15th, this worker received notice that they had successfully passed their written preliminary exams, indicating that their academic performance was satisfactory to their department.

WHEREAS This represents an alarming case of discrimination, as the explicit mention of a mental health diagnosis as a reason to be prevented from continuing in a PhD is a violation both of our Collective Bargaining Agreement's (CBA) Article 8 and of University policy regarding non-reappointment. Further, only nine days elapsing between negative feedback on performance and termination is a violation of CBA Article 12.

WHEREAS This discriminatory action has attempted to be resolved through the Grievance Procedure, but the University has denied this grievance at all three steps. To appeal this denial, the next step is to bring this to arbitration with the Bureau of Mediation Services.

WHEREAS On January 13, 2026, the Executive Board of GLU voted to file for arbitration in this case.

WHEREAS Per Article 14, Section 5, of our Collective Bargaining Agreement, GLU must pay for half of the cost for services of the arbitrator in this case.

**THEREFORE, BE IT RESOLVED THAT**

1. Funds up to \$5,000 from the Strike and Defense Fund are authorized to be spent by the Executive Board of GLU in pursuit of arbitrating this case at the Bureau of Mediation Services.
2. In the event that additional funds are needed to pursue this case, authorization must be sought at a General Membership Meeting. A special meeting for this purpose may be called, pursuant to Article 13 of the GLU Constitution.

3. Updates on the progress of this case, as with all ongoing arbitrations, will be shared at General Membership Meetings.
4. The cost of arbitration will be included in monthly Financial Reports sent to members via email and shared at General Membership meetings.