

Membership Building Committee Creation

Graduate Labor Union - UE 1105

Presented to the General Membership Meeting (GMM), **02/18/2026**

Scope and Intention of Proposal:

- This proposal outlines the formal creation of three standing committees: Membership Building Standing Committee, Community Defense Committee, and Fees and Pay Raise Organizing Committee.
 - This proposal outlines the duties and responsibilities of these three committees.
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WHEREAS on February 10th, 2025, the membership of GLU-UE Local 1105 (hereafter, GLU-UE) ratified the [GLU-UE Constitution](#).

WHEREAS Article 15 of the GLU-UE Constitution describes the process of creating standing committees to fulfill a specific goal of the Local and have a plan for its achievement.

WHEREAS GLU-UE stewards and organizers have been organizing around the goals of these three proposed committees, and general membership have endorsed these efforts through a resolution on the [Workers' Duty to the Union](#), a resolution to [Protect the University Community from ICE Terror](#) and to bring the issue of [Pay Raises to Arbitration](#).

WHEREAS the Local Executive Board has recommended recognizing a Membership Building Committee, Community Defense Committee, and Fees and Pay Raise Organizing Committee as standing committees of GLU-UE.

THEREFORE, BE IT RESOLVED that:

1. The Membership Building Committee is recognized as a standing committee.
 - a. The Membership Building Committee is intended to assist the Vice President of Membership with their duties of recruiting and engaging eligible members in the union.
 - b. In pursuit of this goal, this committee will:
 - i. Make contact with nonmembers in order to understand their struggles and urge them to join the union.
 - ii. Provide regular updates on the status of membership recruitment efforts to General Membership.
 - iii. Assist with other duties related to Membership Building as assigned by the Vice President of Membership.
2. The Community Defense Committee is recognized as a standing committee.
 - a. The Community Defense Committee is intended to organize workers to resist ICE terror, attacks on higher education, and other fascist threats against immigrants, workers, and vulnerable populations under the Trump Administration, and pressure UMN administration to take tangible actions to protect the campus community.
 - b. In pursuit of this goal, this committee will:
 - i. Be the primary vehicle for GLU-UE's ICE response and other community defense organizing on campus, and organize members around concerted

- collective action to pressure UMN administration to take tangible actions to protect workers and students..
- ii. Identify opportunities for GLU-UE's involvement in larger community defense organizing efforts in the Twin Cities and the state of Minnesota, and recommend such opportunities as appropriate to the Executive Board and General Membership for endorsement.
 - iii. Work with the executive board to build relationships with other unions, student organizations, and community groups on campus in order to coordinate efforts and present a united front in defense of our community.
3. The Fees and Pay Raise Organizing Committee is recognized as a standing committee.
 - a. The Fees and Pay Raise Organizing Committee is intended to gather information on and organize workers around the issues of
 - i. GLU-UE being unilaterally excluded from the 4% Spring Salary Memo (SSM) Raise, despite language in our CBA stating workers represented by GLU-UE should receive a 3.5% annual raise, or the raise outlined in the SSM, whichever is higher.
 - ii. The fee relief payments that were secured in an MOU of GLU-UE's CBA being distributed via payroll, and thus are unnecessarily subject to taxation.
 - b. In pursuit of this goal, this committee will:
 - i. Seek out information regarding the practices for setting the SSM and prepare a report for membership about these practices.
 - ii. Coordinate organizing efforts around pay increases and inform members about them.
 - iii. Organize members to pressure the UMN administration to follow GLU-UE's CBA and the MOU's signed during bargaining regarding student fees, and for the University to cease to weaponize tax law against workers.
 4. Any member in good standing, who has signed a data privacy agreement, may join the Membership Building Committee, Community Defense Committee, or the Fees and Pay Raise Organizing Committee.
 5. The Membership Building Committee shall be chaired by the Vice President of Membership, per Article 10.II of the Constitution.
 6. The Community Defense Committee and the Fees and Pay Raise Organizing Committee shall be chaired by the following members in good standing, by recommendation of the Executive Board:
 - a. Community Defense Committee: Pranay Somayajula
 - b. Fees and Pay Raise Organizing Committee: Haiden Hice