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Union Representation for Cornell Graduate Students: Frequently Asked Questions (FAQ)

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Current federal labor law holds that graduate assistants at private universities are not employees. However, two cases (*Columbia University* and *The New School*) are pending with the National Labor Relations Board (NLRB) and may result in changes to federal labor law, in which graduate assistants at private universities may be considered employees.

Cornell Graduate Students United (CGSU), a group of graduate students interested in achieving labor union representation for graduate assistants at Cornell, has affiliated with the American Federation of Teachers (AFT) and New York State United Teachers (NYSUT). Anticipating that current federal labor law may change, CGSU/AFT/NYSUT are conducting a union campaign throughout Cornell's Ithaca and Geneva campuses, including an authorization card drive for the purposes of gathering graduate student signatures to demonstrate sufficient interest in having CGSU/AFT/NYSUT be the exclusive representative for purposes of negotiating the terms and conditions of Cornell graduate assistant employment.

The union campaign and authorization card drive, which involves CGSU/AFT/NYSUT representatives visiting offices and other spaces across campus, has led to questions and requests for information regarding labor union representation for Cornell graduate students.

This list of Frequently Asked Questions is intended to address many of the questions being raised, and will be updated periodically as new issues arise. Additional information is available at <https://gradschool.cornell.edu/union-representation>.

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Union Representation for Cornell Graduate Students: Frequently Asked Questions (FAQ)

BACKGROUND INFORMATION

1. What is a “union” and a “bargaining unit?”

A labor union is an organization that represents a specific group of employees and acts as their exclusive bargaining representative. This specific group of employees is called a “bargaining unit”.

Prior to determining who will participate in an election regarding union representation, the members of the potential bargaining unit must have enough in common that they are deemed to share a community of interest in wages, benefits, and other working conditions, for example police officers or skilled trades workers.

2. What does a union do?

A union, as a group of employees’ exclusive bargaining representative, negotiates on behalf of the bargaining unit with the employer regarding terms and conditions of employment, such as pay and benefits.

3. Have some Cornell employees elected union representation?

Yes, Cornell University has a long and effective history of relationships and productive negotiations with unions representing Cornell staff. Defined groups of our employees belong to seven (7) unions, such as building trades, police, heating and water filtration plant employees, custodians, and food service staff. [See all union contracts.](#)

4. What is Cornell Graduate Students United (CGSU)?

At Cornell, a group of graduate students formed Cornell Graduate Students United (CGSU), which is a group of graduate students interested in achieving union representation for graduate assistants. CGSU affiliated with the American Federation of Teachers (AFT)/New York State United Teachers (NYSUT) as the unions to represent

a potential bargaining unit for graduate assistants should a union representation election occur and the outcome is in favor of union representation.

Under current federal labor law, graduate assistants at private universities are not considered employees. Two legal cases (*Columbia University* and *The New School*) are currently pending with the National Labor Relations Board (NLRB) that could result in changes to federal labor law, and could result in graduate assistants at private universities being considered employees. Because of this possibility that federal labor law may change, and with the interest of CGSU/AFT/NYSUT in seeking a union representation election at Cornell, the University entered into a [Union-University Conduct Rules and Recognition Election Agreement](#) (U-UCRREA) with CGSU/AFT/NYSUT on rules and procedures for union-university conduct and pre-election activities with provisions that would guide a union representation election should federal labor law change.

The [U-UCRREA](#) is not recognition of a graduate assistant union; rather, it is a guide to behaviors for all parties, based on the principle of fostering an open and respectful environment in which graduate students are free to learn about the union and reach an informed decision should there be an opportunity for them to participate in a union representation election if federal labor law changes.

Under the [U-UCRREA](#), if federal labor law changes and graduate assistants are determined to be employees, the potential bargaining unit at Cornell would include all Ithaca and Geneva campus-based graduate students enrolled in the Graduate School who hold appointments under University Policy 1.3 as teaching assistants, graduate assistants, research assistants, and graduate research assistants.

5. Did Cornell ever have an election for union representation of graduate assistants?

Yes, in October, 2002, a group of Cornell graduate assistants defined similarly as above (teaching assistants, graduate assistants, research assistants, graduate research assistants) participated in a union representation election. The end result was that the overwhelming majority of graduate assistants voted against union representation at Cornell.

In 2002, the graduate assistants interested in union representation formed the Cornell Association of Student Employees (CASE) and affiliated with the United Auto Workers (UAW).

An ad hoc graduate student organization, [At What Cost? Cornell](#), formed to express opinions questioning the benefits of union representation.

Election results from October, 2002:

- 88% of graduate assistants on the bargaining unit eligibility list voted in the election.
- 2,318 graduate students were eligible to vote in that election.
- 2,049 ballots (88% of eligible voters) were cast.
- 1,351 (66%) voted against union representation.
- 580 (28%) voted in favor of union representation.
- 118 ballots were voided and not counted due to irregularities

ELECTION PROCESS AND STATUS

1. Who decides which union would represent graduate assistants?

Typically, a group of workers seeking union representation will affiliate with an established labor union, such as the Teamsters, the American Federation of Teachers, or the United Auto Workers, for purposes of organizing a new chapter, and then participate in a union representation election. Cornell Graduate Students United (CGSU) chose to affiliate with the American Federation of Teachers and New York State United Teachers (AFT/NYSUT).

2. What is the Union-University Conduct Rules and Recognition Election Agreement (U-UCRREA) between Cornell and AFT/NYSUT/CGSU?

Cornell and the CGSU/AFT/NYSUT reached an [agreement](#) (U-UCRREA) governing how an election would be conducted if federal labor law changes. The agreement is not recognition of a graduate assistant union; rather, it is a guide to behaviors for all parties, based on the principle of fostering an open and respectful environment in which graduate students are free to learn about the union and reach an informed decision should there be an opportunity for them to participate in a union representation election should federal labor law change. The U-UCRREA covers which students would be part of a potential bargaining unit, an agreed upon process for conducting an election if sufficient signed authorization cards are produced by the union, and a blueprint for respectful conduct between Cornell and CGSU/AFT/NYSUT during the union's campaign.

Under the [U-UCRREA](#), if federal labor law changes and graduate assistants are determined to be employees, the potential bargaining unit would include all Ithaca and Geneva campus-based graduate students enrolled in the Graduate School who hold appointments under University Policy 1.3 as teaching assistants, graduate assistants, research assistants, and graduate research assistants.

3. How would an election process work and what is the timeline?

1. CGSU/AFT/NYSUT is asking eligible graduate students to sign cards authorizing the union as their exclusive bargaining representative for terms and conditions of employment as graduate assistants.
2. CGSU/AFT/NYSUT must produce signed and valid authorization cards from at least 30% of the graduate assistants who would be eligible to vote in order for an election to be held, if federal labor law changes and graduate assistants are considered employees under federal labor law.
3. A secret ballot election conducted by the American Arbitration Association and held on Cornell's campus would be conducted about two-to-three weeks after the 30% of authorization cards was determined to be valid. To maximize voter turnout, any official Cornell break or finals examination period would not be appropriate times for an election.

4. What are "authorization cards" and how are they used?

An authorization card drive, which can begin before the federal labor law changes, is one of the first steps toward establishing a union to represent members of a collective bargaining unit. Paid union organizers or interested graduate students will ask graduate assistants in the potential bargaining unit to sign a card authorizing the union to act as their exclusive representative for purposes of negotiating the terms and conditions of employment as graduate assistants. Graduate students have the legal right to sign, or refuse to sign, authorization cards without pressure or coercion from anyone.

Authorization cards are legally binding documents signed by individual graduate assistants indicating their interest in a specific union to become their exclusive representative for purposes of negotiating the terms and conditions of their employment as graduate assistants. Signing a card legally authorizes the organizing group (CGSU/AFT/NYSUT) to act as the signer's sole agent in seeking an election to establish a union, but the act of signing an authorization card does not commit the signer to vote in any particular way if a union representation election occurs. Signing an

authorization card is like signing a petition to request that a union representation election be held.

If federal labor law changes and graduate assistants are considered employees, the [U-UCRREA](#) between Cornell and the CGSU/AFT/NYSUT has a provision that if the union secures signed authorization cards from at least 30% of the individuals within the defined bargaining unit and presents those cards to the American Arbitration Association to determine their validity, an election process will begin.

5. If I sign an authorization card and a union representation election is held, do I have to vote in favor of the union?

No, the act of signing an authorization card does not commit the signer to vote in any particular way in a union representation election. The signer is free to vote in an election either for or against union representation.

6. If I don't sign an authorization card, can I still vote in an election?

Yes, if you are an eligible voter. A graduate assistant does not need to sign an authorization card to be eligible to vote in a union representation election. Signing - or not signing - an authorization card does not influence your ability to participate in the election, and does not compel you to vote in any particular manner.

All eligible voters will be free to vote however they want, regardless of whether they previously signed an authorization card or not. Graduate assistants who did not sign an authorization card may vote "yes" or "no" on the question of union representation; similarly, a graduate assistant who signed an authorization card may also vote "yes" or "no".

ELIGIBLE VOTERS AND VOTING

1. Who is an eligible voter if an election is held?

A specific list of eligible voters will be compiled at the time of the election, and will depend on what appointments graduate students hold during the semester in which the election is held. At Cornell, according to the [U-UCRREA](#), eligible voters would be all Ithaca and Geneva campus-based graduate students enrolled in the Graduate School who are appointed during that semester on Policy 1.3 titles of teaching assistant, graduate assistant, research assistant, and graduate research assistant.

2. What if I was a teaching assistant the semester prior to the election, but I'm on a fellowship for the semester in which the election is held. Can I vote?
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Generally, no. Only Ithaca and Geneva-based students who are enrolled in the Graduate School and appointed on Policy 1.3 titles (teaching assistant, graduate assistant, research assistant, graduate research assistant) during the semester when the vote is conducted will be eligible to vote. However, the [U-UCRREA](#) contains a provision that the union and Cornell will discuss interests of the CGSU/AFT/NYSUT to potentially include in the voting unit graduate students who fall into a limited number of unique categories and who do not otherwise hold an assistantship appointment during the semester in which an election is held. If such students are determined to be eligible voters, they will be notified.

3. Who should vote?
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All eligible students should vote (those who hold titles in the collective bargaining unit), because the election outcome is determined by a simple majority of those who actually vote, not by a majority of those who are eligible to vote. This means that union representation will be determined by voters, and will be binding on both voters and non-voters who hold titles that are included in the collective bargaining unit.

If a simple majority of voters choose union representation, then CGSU/AFT/NYSUT immediately becomes the exclusive agent representing all graduate students in the bargaining unit in negotiations with Cornell concerning terms and conditions of employment such as pay and benefits.

4. I am not eligible to vote in the election because I won't hold a Policy 1.3 appointment during the semester in which the election occurs, but I will hold an assistantship in a later semester.
 5. If the union were elected, would I still be part of the bargaining unit and subject to the terms and conditions of any labor contract between the union and Cornell?
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All students who meet the definition of the bargaining unit would be members of the bargaining unit while they hold that title, regardless of current or future status. But

when a student does not hold an eligible title, he or she is not part of the bargaining unit.

- Students who are not on Policy 1.3 appointments may not “opt in” to the bargaining unit as a choice. If, at a later time, they hold Policy 1.3 appointments, then they will be members of the bargaining unit at that time.
- Students who are on Policy 1.3 appointments may not “opt out” of the bargaining unit as a choice. Whether or not they voted in the union representation election has no bearing on their ability to choose for themselves whether they want union representation or want to be bound (or not) by the terms and conditions of employment that the union negotiates with the employer.

6. Does status as an international graduate student, or as Deferred Action for Childhood Arrivals (DACA), affect eligibility to be included in the union or to vote in a union representation election?

No, your international student or DACA status does not affect eligibility to vote in a union representation election or to be a member of a labor union. Provided you meet the bargaining unit definition (Ithaca and Geneva campus-based students enrolled in the Graduate School and appointed on Policy 1.3 assistantships), then you are eligible to vote in the union representation election and will be a member of the union if the simple majority of voters votes in favor of union representation.

CONTRACT, DUES, AND ELIGIBILITY

1. What is covered in a union contract?

The National Labor Relations Act (NLRA) requires employers and unions to bargain with respect to wages, hours, and other terms and conditions of employment.

Because graduate students are admitted to Cornell as students (not hired as employees) and attend Cornell as part of their academic education and training, it is possible that there will be disagreements about what topics are eligible for negotiation and bargaining on terms and conditions of employment for graduate assistants on Policy 1.3 appointments, in which their teaching and research experiences are key components of their education. The [U-UCRREA](#) recognizes that issues involving the academic mission

of the University lie outside the scope of bargaining as defined by the NLRA, such as admissions requirements for graduate programs, students' academic standing or progress, matters pertaining to degree requirements, and matters pertaining to course assignments, teaching methods, and curricula.

However, the U-UCRREA expires in May 2017, or when the union is recognized as the exclusive collective bargaining representative through an election process (as described earlier), so even though the U-UCRREA identifies topics that may be off-limits for bargaining, if a union is elected it is unknown what issues will be introduced by the union as bargaining proceeds. Cornell cannot predict what issues will be raised in the bargaining process

The [amici brief](#) filed by a group of Ivy League and other universities in the *Columbia University* case before the National Labor Relations Board describes some of these potential uncertainties about the limited scope of bargaining on terms and conditions of employment for graduate assistants versus the broader scope of academic program requirements, research activity, and other academic matters.

2. Can I see the proposed contract, including the list of terms and conditions of employment, before I vote?

No. There is no such contract to show you. Negotiations about specific terms and conditions of employment occur after a union representation election, if the vote is in favor of union representation. Therefore, the actual terms and conditions of employment that will end up in a potential agreement are not yet known since they have not yet been negotiated.

3. What if I object to a specific provision in the signed labor contract, am I still bound by it?

Yes, if you hold an appointment in the bargaining unit. Collective bargaining is intended to meet the interests of the group, and does not have provisions for each individual to decide which components of the contract to "opt into" or "opt out of."

The union, as the exclusive bargaining agent of the entire bargaining unit, speaks and acts for all graduate assistants in the bargaining unit. The provisions that the union negotiates in the labor contract with the university apply to all bargaining unit members.

4. If union representation is approved, will graduate students move in and out of the union depending on their position at Cornell?

Yes, it is common in some graduate fields for students to shift regularly, by semester or academic year, between Policy 1.3 assistantships and fellowships or other types of financial support.

Whenever an Ithaca or Geneva campus-based graduate student who is enrolled in the Graduate School holds a Policy 1.3 assistantship appointment, then he or she would be a member of the union/bargaining unit.

University-Union negotiations pertain only to students in the collective bargaining unit by virtue of their Policy 1.3 appointment.

5. Can Cornell make exceptions to the union contract to accommodate special needs of individual graduate students?

Generally, the answer to this question is no, since the purpose of a collective bargaining agreement is to provide benefits by group not individual.

6. How much are union dues and how do students pay them?

CGSU/AFT/NYSUT decides how much will be charged to members of the bargaining unit as dues.

Union dues are often set as a certain percent of the annual pay (or stipend) that the bargaining unit member is earning; in other cases, union dues are a flat annual rate. On top of dues, sometimes unions also require bargaining unit members to pay initiation fees. Some union contracts provide that failure to pay union dues could result in dismissal from the appointment. In most cases, union dues are automatically deducted out of the worker's paycheck and given directly to the union.

At NYU, according to the NYU graduate union website, dues are 2% of total compensation (which includes wages from union work and NYU funding package) during the semesters in which a graduate assistant is employed in a union position, and dues are deducted from every paycheck. In addition to the dues there is an Initiation fee of approximately \$50.00.

CONDUCT DURING AN ELECTION

1. Are union representatives allowed to approach students on campus during the pre-election campaign to talk about the benefits of union representation and solicit signatures on authorization cards?
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According to the [U-UCRREA](#), union representatives are allowed appropriate access to graduate student offices, lounges, and other facilities and spaces that are typically occupied by graduate students. If areas are designated as limited access, restricted, hazardous, containing vertebrate animals, requiring specific safety training, or otherwise entry-controlled, union representatives should not be entering these areas without explicit permission from those with authority for the space (such as a university facility manager or the faculty principal investigator). Graduate students should feel free to accept, reject, or reschedule discussions with union representatives as they wish, or suggest a more convenient time or place.

2. Who should I contact if a faculty or staff is making inappropriate or inaccurate comments about union representation of graduate students at Cornell or if CGSU/AFT/NYSUT is making inappropriate or inaccurate comments about union representation of graduate students at Cornell?
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- A Union-Management Committee has been established, with membership including two Cornell graduate students from CGSU (Michaela Brangan and Maggie Gustafson), one AFT staff (Victoria Miller), one NYSUT staff (Rose Hennessy), one Cornell Vice President (Mary Opperman, or her designate, Laurie Johnston), one Cornell Dean (Barbara Knuth, or her designate, Jan Allen), and one Graduate School Associate Dean for Administration (Jason Kahabka). The main contacts for the UMC are Laurie Johnston at lmj6@cornell.edu and Victoria Miller at vmiller@aft.org.
- Students with concerns about discussions regarding union representation of graduate students at Cornell should feel free to contact the UMC as above (via Laurie Johnston and Victoria Miller), and the issues will be discussed and resolutions identified, as appropriate, by the Union-Management Committee. Please provide as much specific information about your concern as possible, to assist the Union-Management Committee with understanding the details.

- For more immediate concerns that require a rapid response, please contact Victoria Miller at vmiller@aft.org (CGSU/AFT/NYSUT response), Laurie Johnston at lmj6@cornell.edu (Cornell labor relations response), or Jason Kahabka at jek15@cornell.edu (Graduate School response).

SPECIAL CONSIDERATIONS FOR CORNELL STUDENTS

1. If graduate assistants vote in favor of union representation, can they vote for a strike or a work stoppage? Will Cornell be able to lock out such students on Policy 1.3 assistantships and prevent them from working?
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According to the [U-UCRREA](#) between Cornell and CGSU/AFT/NYSUT, for the life of the U-UCRREA, the union will not engage in any authorized strike, work stoppage, slowdown, sympathy strike, or other interference with Cornell's operations and Cornell agrees not to lock out students on assistantships. The U-UCRREA indicates this provision may not hold if either party exhibits an egregious breach of the U-UCRREA. The U-UCRREA expires in May 2017, or when the union is recognized as the exclusive collective bargaining representative through an election process (as described earlier).

2. If the union representation election results in representation by CGSU/AFT/NYSUT, when could there be another representation election to consider removing the union?
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Once a union is voted into place, it remains in that position indefinitely. The process to decertify (remove) a union requires a new vote, and is a complex process that may take several years to complete.

The process to remove or decertify a union requires a vote similar to the election procedure to vote the union in. Generally, a decertification vote cannot be held until one year after the union is voted in. If a bargaining agreement is reached with the parties, no new election can occur for the life of that agreement or three years.

Until a union is decertified, it will continue to be the exclusive representative for all Ithaca and Geneva campus-based Graduate School students on Policy 1.3 assistantship appointments who will matriculate in the future, or who are continuing students shifting on to Policy 1.3 appointments from other appointments (e.g., fellowships).

3. If eligible students vote against union representation, can there be another vote to reconsider union representation?

Yes, but there is usually a one-year waiting period after a union representation election is held until another election can be held within the same unit.

If another election were to be held, the same union (CGSU/AFT/NYSUT) or a different union might be the subject of the union representation election.

4. If the union representation election results in representation by CGSU/AFT/NYSUT, what happens if the NLRB acts on another case in the future and changes its stance again, ruling that graduate assistants are not employees under federal labor law, or a court reaches that conclusion? What happens to the contract and union at Cornell?

If either the NLRB or a court rules that graduate assistants are not employees under federal labor law, Cornell may then choose to relate to graduate assistants as students rather than employees. However, the University would continue to honor any collective bargaining agreement that was in place at the time, for the duration of the agreement.

5. Currently, how does the Graduate and Professional Student Assembly (GPSA) represent graduate student interests?

Currently, the GPSA, which includes all Cornell graduate and professional students, not just those enrolled in the Graduate School or just those on certain appointments, has an effective working relationship with graduate/professional school leadership and the University administration as a whole.

GPSA meets regularly and provides an opportunity for graduate/professional students across Cornell to share experiences and opportunities common to the graduate/professional student experience at Cornell.

GPSA provides funding for a number of graduate/professional student social, cultural, and educational programs.

In the past, the GPSA has worked collaboratively and successfully with Cornell for changes and improvements in various elements of the graduate student experience,

including stipends, family services, child care grants, health and well-being, graduate student injuries, diversity, parking and transportation, and housing.

6. How would a union affect the Graduate and Professional Student Assembly (GPSA) and other aspects of Cornell's model of shared governance?
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It is unclear exactly what the role of the GPSA would be if some categories of graduate students are found to be "employees" under federal labor law. It is also unclear at this point what role the GPSA could legally have if Cornell Policy 1.3 assistantship-holders elect CGSU/AFT/ NYSUT as their bargaining agent. Many of the questions about the range of issues the GPSA will be able to address with the University administration can't be answered until the National Labor Relations Board's (NLRB) ruling on the status of certain categories of graduate students as employees.

The National Labor Relations Act (NLRA) prohibits employers from establishing or maintaining "employer dominated" committees or groups. Such a group exists if, in situations where collective bargaining units have been recognized, management permits "employees" to participate in discussions that can be perceived as negotiating "terms and conditions of employment" outside of the normal union bargaining channels.

We hope that the GPSA membership will continue to include all Cornell graduate/professional students. We also hope that GPSA will continue to provide graduate/professional student participation and input on issues that are central to the graduate/professional student experience such as working with Cornell Real Estate on the new Maplewood project or participation on the Student Health Plan Advisory Committee. We should be able to provide additional information on this question after the NLRB's decision.

7. How would a union affect graduate student roles on department or graduate field or college/university committees? For example, graduate students currently serve on the university-wide Student Health Plan Advisory Committee and serve as voting members on the General Committee, the legislative body of the Graduate School; would such opportunities for graduate students be affected with union representation?
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As noted above there are a lot of unknowns if federal labor law changes and certain graduate students are considered “employees” and they elect a bargaining representative. It is possible that these individuals, including Policy 1.3 assistantship holders, could continue their role on department, graduate field, or university-wide committees, with exceptions as needed to avoid the “employer dominated” committees described above that discuss issues that could be considered “terms and conditions of employment”; it is also possible that their participation on these committees could be collectively bargained or prohibited. It is our hope that GPSA and the department, field, Graduate School, and university-wide committees with graduate student members would continue to be part of the vibrant shared governance model at Cornell.

EXAMPLES OF GRADUATE STUDENT UNIONS

1. What are graduate student unions at other institutions like?

Some public universities, including the University of California system, have graduate student unions. For example, at University of California-Berkeley, teaching assistants are unionized but research assistants are not.

It is difficult to compare Cornell, as a private university, to the situations at public universities because state labor law prevails for public universities, but federal labor law prevails for private universities. State and federal labor laws differ significantly. Cornell, as a private university, is subject to federal labor law.

Many state labor laws clearly specify what issues are considered “terms and conditions of employment” and subject to collective bargaining and what issues are “academic” and not subject to collective bargaining. Federal labor law is not tailored in that way to address the issues of academic and educational matters related to graduate student activities.

The recent [amici brief](#) filed by Ivy League and other universities in the *Columbia University* case before the National Labor Relations Board provided insights about potential differences between state and federal labor laws as they may pertain to graduate student unions. What is an example of a private university with union representation of graduate students?

Currently, New York University is the only private university with a recognized union of graduate students. Reviewing the terms of their union contract may be useful. The

final collective bargaining agreement, negotiated over 18 months, between NYU and the International Union, UAW, AFL-CIO, and Local 2110, UAW runs from September 1, 2014 – August 31, 2020. <http://www.makingabetternyu.org/gsocuaw/read-it/>

- Insights about the operations and activities related to graduate student union representation at NYU under this union contract can be found on the GSOC website, including [minutes of all of the GSOC meetings](#), detailing its union-related interactions.
- Because this is the only example of union representation for graduate students at a private university, it may be particularly useful to monitor the NYU context -- see recent NYU articles in the news:
 - <http://www.capitalnewyork.com/article/city-hall/2016/04/8597925/uaw-local-invalidates-nyu-grad-union-election>
 - <http://www.capitalnewyork.com/article/city-hall/2016/05/8599273/grad-students-challenge-union-meaning-work>

2. How can graduate students learn more about varying views on union representation for graduate students at private universities?

- Two of the *amici* briefs filed with the National Labor Relations Board on the *Columbia University* case provide differing opinions about union representation for graduate students:
 - One brief was submitted by the American Association of University [Professors](#) (AAUP), presenting reasons supportive of union representation for graduate students.
 - One brief was submitted by a group of peer institutions (Brown University, Cornell University, Dartmouth College, Harvard University, Massachusetts Institute of Technology, University of Pennsylvania, Princeton University, Stanford University, Yale University), presenting concerns about union representation for graduate students.
- Graduate students with questions about union representation should freely pose those questions to representatives from CGSU/AFT/NYSUT, either in person, by email, or online to their Facebook page, Twitter, or website.
- Graduate students are encouraged to talk with one another, with staff, and with faculty about the issues associated with union representation for graduate students.
- Library resources at Cornell's School of Industrial and Labor Relations may be a rich source of information.

