

Purpose today: Address faculty concerns about collective bargaining

Provide a transparent update on progress of collective bargaining with the Graduate Student Workers Union

Explain our (UMass Chan/Morningside) bargaining goals and positions

Argue that our position represents faculty interests

Get your feedback on additional faculty interests we can represent

UMass Chan Bargaining Framework

Students and Roles

- All GSBS students are **full time students**
- **Some** also hold part-time employment

Academic Mission

- PhD = academic training, not employment
- PhD degree requires self-directed, original scholarship
- Mentoring and training are core academic functions

Faculty and PI Authority

- Faculty set academic standards and requirements (Governance)
- PIs direct research, progress, and expectations

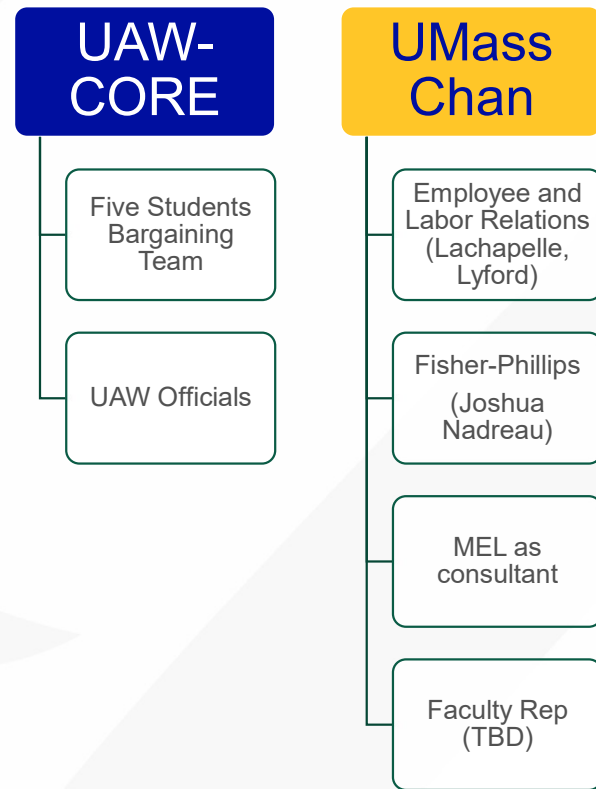
Scope of Bargaining

- Limited to compensable services
- Excludes academic standards, requirements, processes, benefits

Compensation & Support

- Maintain competitive, supportive package
- Ensure sustainability and long-term viability

Who is bargaining?



Progress to Date from 12 Bargaining Sessions

Operational/Contract Mechanics

Severability

Discipline and Discharge (Excludes Academic Decisions)

Successorship

Union Access Rights

Management Rights

No strike/lockout

Trust in Institutional Policies

Policies and Past Practices

Records

Academic Freedom

Grievance and Arbitration

Health and Safety

International Workers' Rights

Prohibition Against Discrimination and Harassment

Prayer Space

Academic vs Employment

Recognition

Workload

Training

Workspace and Materials

Recognition: Who are BUEs (Implications for scope of CBA)

UAW-CORE Position

All GSBS students

- University is the primary beneficiary of their labor

Teaching Assistants and tutors

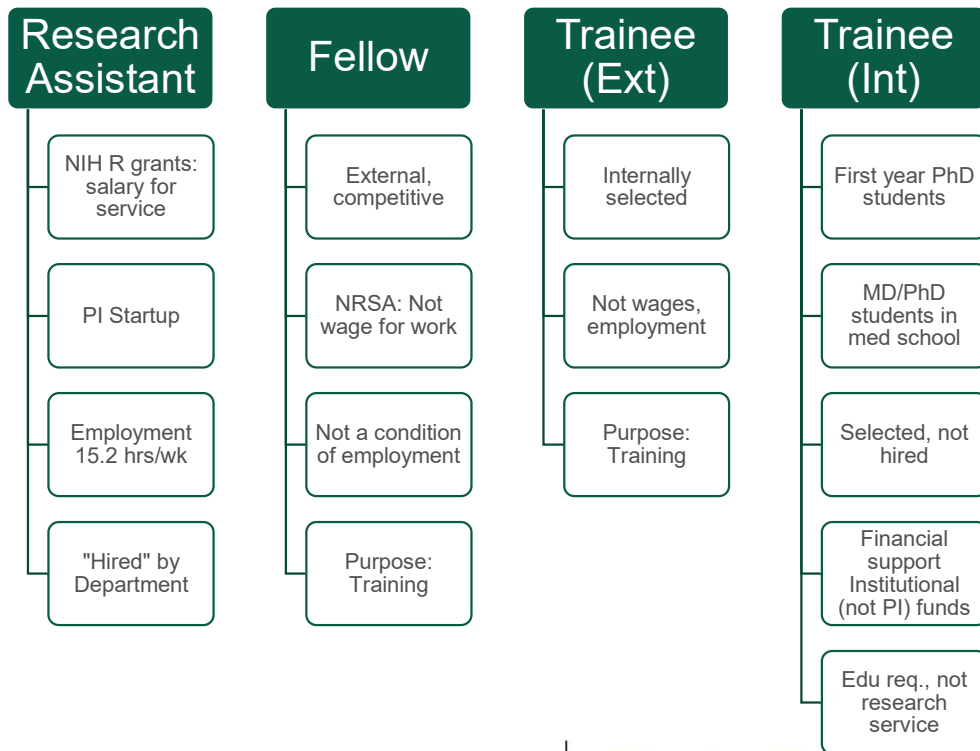
- University is the primary beneficiary of their labor

UMass Chan/Morningside Position

PhD & MD/PhD students appointed as part time research assistants, **performing research service for 15.2 hours per week**, whose stipend and benefits are supported by PI-controlled funds (research grants, startup funds)

- **Excludes Fellows (F, GRFP):** Stipend is not a wage, it supports education and training. Appointment is explicitly “non-service” in NIH policy
- **Excludes Externally Funded Trainees (T32):** Stipend is not a wage, it supports education and training. Appointment is explicitly “non-service” in NIH policy
- **Excludes Internally Funded Trainees (First year PhD; MD/PhD in SoM):** Not performing research service
- Excludes Teaching Assistants and Tutors who are not GSBS students and not performing research service

Predoctoral Student Appointment Classifications



*NIH (Grant Policy Statement), NSF (Annual Surve)
Recognize Three Types of Predoctoral Appointments*

Workload, Training, Grievance and Arbitration

UAW-CORE Position

All effort by a student worker is covered by the CBA, including time in lab, reading, data analysis, career development

Release time for participation in training and educational activities, extracurricular activities

Student workers are entitled to union representation in all grievances

UMass Chan/Morningside Position

Only part time (15.2 hours) research service is covered by the CBA

- Academic requirements, academic standards, academic policies are not covered by the CBA
- Research service responsibilities shall be restricted to 15.2 hours per week on average, and shall not interfere with student workers ability to make progress toward degree requirements

Release time pertains to research service only, for training related to research service

- There are no restrictions on student participation in education, training, and extracurricular activities related to their academic pursuits and professional development

BUEs entitled to union representation in employment/research service-related grievances

- Use academic grievance procedures for academic grievances

Financial Stability: Our Bargaining Framework

Maintain current funding structure: PI provides stipend, 100% subsidy of student health insurance premium, tuition, and fees

- Any **new** benefits would not be charged to PI/advisor
- Anticipate **rising costs of health insurance premium**, and better offset to deductible and co-pays

Contract sets stipend floor, with actual annual stipend determined by pre-unionization practice of competition analysis, COL changes, and *faculty consultation*

- Stipend: reasonable, sustainable, supportive, and competitive

Students outside the bargaining unit will have same* stipend level and benefits

- *Fellowship incentive: academic policy, subject to faculty oversight

Postdoc Union Bargaining Update (3/31/26)

UMass Chan Team: Employee and Labor Relations, Counsel

Most proposals similar/identical to student worker proposals

Same agreements (Operations & Contract Mechanics)

No agreement on Workload

No economic proposals advanced

Transparency and Feedback

Bargaining sessions are open to observers; nothing is confidential

- Students not on the bargaining team often in attendance

UAW maintains a Bargaining Tracker, social media posts

- Content and tone of social media posts represent the UAW position, not UMass Chan/Morningside position

We will seek a faculty representative for our bargaining team

I provide updates to GSBS Assembly

I will present at department meetings and Faculty Council if invited

I will answer any questions, any time, please ask

Are there additional faculty interests we should represent?