FACULTY SENATE
UNIVERSITY OF MICHIGAN

1120 Ruthven Building
1109 Geddes Avenue
Ann Arbor, MI 48109

The University of Michigan
University Senate
Motion #110926-3

MOTION 3:

Resolution Supporting GEO and Calling on U-M to Bargain in Good Faith

Whereas U-M graduate student workers perform essential teaching and research work at our University and enrich our campus workplaces with their creativity, compassion, and commitment to world-class scholarship and education;

Whereas GEO, the union representing U-M graduate student workers, has been bargaining with U-M since the fall of 2025 and saw its current contract expire in May, 2026;

Whereas U-M has refused to bargain with GEO over legitimate workplace issues and concerns that impact grad workers, such as transportation and parking, the role of AI, caps on class sizes, childcare benefits, and protections for international graduate workers;

Whereas U-M, during bargaining, has refused to offer wage increases that would simply keep up with inflation, thereby effectively cutting graduate workers' real wages;

Whereas a prompt and positive resolution of GEO demands would best serve undergraduate students and faculty by avoiding disruption to the university's research and teaching mission;

Whereas the University of Michigan has mirrored the federal government's strategy of actively working to undermine the labor movement and suppress organizing efforts on U.S. higher education campuses (including targeting GEO with a federal subpoena demanding records and documents dating back to January 2023);

Whereas, during active contract negotiations, U-M retaliated against GEO's President by seeking two felony charges and demanding bond conditions that included a campus ban stripping her of her right to bargain; and whereas these charges—rooted in a deeply flawed UMPD investigation—were summarily dismissed within minutes by 14A1 District Court Judge Cedric Simpson in August 2026;

Whereas, during the current bargaining period, U-M engaged in further harassment of GEO by delivering a UMPD noise citation to a single GEO organizer's home the day after GEO held a large, peaceful rally on September 18 on North Campus; and

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Whereas U-M deployed campus police to disrupt an October 1 GEO rally on the Diag—despite the rally occurring during approved hours for amplified sound—and only backed down after U.S. Congresswoman Rashida Tlaib confronted police and university officials over their interference;

Therefore, be it resolved that the Faculty Senate stands in solidarity with graduate workers and GEO;

Be it further resolved that U-M administration immediately cease using the University of Michigan Police Department (UMPD) to surveil, harass, or interfere with GEO members, organizers, and allies;

Be it further resolved that U-M administration cease all cooperation with external law enforcement agencies aimed at disrupting labor organizing; and

Be it further resolved that U-M bargain in good faith and without delay to meet GEO's core demands for a living wage, essential protections for all graduate student workers, and protections from the federal government's attacks on international and transgender workers.

***Movant: Craig Smith**, Librarian, University Library*

Supporting Members:

***Silke-Maria Weineck**, Grace Lee Boggs Professor of Comparative Literature and German Studies, College of Literature, Science, and the Arts*

***Adi Saleem**, Assistant Professor of Romance Languages and Literatures and Judaic Studies, College of Literature, Science, and the Arts*

Approved by the University Senate on November 12, 2026

Results: Yes, 1151 (59.9%); No, 772 (40.1%); Abstain, 502- Motion PASSED