

SGWU Contract Language Proposals - RATIFIED on Nov. 2, 2023

What are contract language proposals?

Language proposals are non-economic provisions in our contract to secure a work environment that is safer, more inclusive and equitable and that has clear policies for working conditions and resolution of workplace issues. It is essential we win strong language proposals before we start discussing economic proposals. Language proposals enable us to enforce our contract.

What am I being asked to do?

We're seeking feedback on these proposals until October 25th, 2023. You can share your feedback:

- At your area meeting - check your email for an invite!
- At tinyurl.com/sgwuplatformfeedback

If you signed your union card, you'll be able to **vote to approve or reject our language proposals** in an online poll between October 25th, 2023 and October 31, 2023. Please take a few minutes to look over the proposals, asking yourself if they represent the issues you and your peers face.

If any of the proposals are confusing or unclear, we encourage you to ask one of your area organizers or contact stanfordgwu@gmail.com. There are no silly questions; we want every graduate worker to understand what our union is fighting for and how SGWU represents their individual needs.

Our language proposals will:

Ensure job security by

- Protecting graduate workers from being disciplined, suspended, or discharged by Stanford without just cause and advance warning.
- Ensuring alternative appointments for canceled CA/TA/RAships.
- Requiring Stanford to list all unfilled graduate positions on a central website.
- Guaranteeing 6 full years of funding for PhD graduate workers.

Require Stanford to guarantee job protections, benefits, and safety through

- Timely pay and reimbursement for costs related to fulfillment of responsibilities
- A safe workplace
- Access to the tools, facilities, workspaces, intellectual latitude, training, and workplace rights needed to carry out job responsibilities, including accommodations such as gender-affirming restrooms, spaces for lactation and religious practices, and disability accommodations
- Access to safe housing, health services, and other accommodations while conducting work remotely or in international settings

- Guaranteed right to work in an environment free from harassment, bullying, and abuse of authority
- Freedom from discrimination due to any protected status including race, gender, nationality, caste, or disability
- Granting graduate workers the same intellectual property and copyright rights as faculty and staff

Outline explicit job expectations and responsibilities, including

- Preventing graduate workers from being required to work in excess of their appointed hours.
- Requiring Stanford to state in writing and honor all requirements and benefits in advance of a job appointment, including scope of work responsibilities, pay rate, pay period, any non-standard working hours, and other relevant information

Secure protections for international, immigrant, and undocumented graduate workers by ensuring

- Relevant financial and legal support, including paid leave for immigration matters and other accommodations, regardless of whether or not the employee is on campus
- Full visa fee coverage
- Firm timelines for service request fulfillment by Bechtel, services offered (e.g., document support, free ESL classes) codified in the union contract, and union grievance procedures available for problems and services unfulfilled
- Guaranteed re-employment in cases where graduate workers are denied visas and must re-obtain work authorization
- Equitable access to work opportunities by prohibiting restrictions on CPT or OPT beyond federal regulation

Assure clear procedures for resolution of workplace issues by enabling graduate workers to

- Raise a grievance around workplace issues to enforce the contract, without fear of retaliation, including access to arbitration with an independent third party
- Have union representation at grievance and disciplinary meetings

Ensure our union can enforce the contract, protect members, and negotiate strong contracts through

- Full contract coverage for all graduate workers, including those on fellowship funding
- A strong union that automatically includes all graduate workers. Everyone contributes to the union and participates in decision-making (known as 'union shop')
- Guaranteeing union access to Stanford facilities, modes of communication, and orientation events.
- Release time (permission to be absent during work hours) for graduate workers serving in their union capacities