






# Harvard University and Harvard Graduate Student Union (GSU)

- The Harvard GSU is affiliated with the United Auto Workers (UAW). Harvard graduate students initially rejected the union in a November 2016 election. In a March 2018 election, 1,931 students voted in favor of the union and 1,523 voted against the union. About 1,546 students who were eligible to vote, did not vote. All students in the bargaining unit are bound by the election results.
- The NLRB certified the union in April 2018 and negotiations for the first collective bargaining agreement began in October 2018. There was a 29-day strike in December 2019.
- Nine months after the start of negotiations, and more than two years after the union was certified, Harvard graduate students ratified the initial contract on June 30, 2020.
- Their first contract was only for one year. While negotiating for their second contract, the Harvard GSU went on a 3-day strike.

Examples of Harvard Union's Demands	What Made it into the Final Contract
<p>Various <b>housing</b> requests, including:</p> <ul style="list-style-type: none"> <li>• Guaranteed on-campus housing for first-year students</li> <li>• Guaranteed on-campus housing for international students who cannot travel abroad</li> <li>• Provisions related to meal plan requirements and the timing of housing payments</li> </ul>	
<p>Various requests concerning <b>international students</b> including:</p> <ul style="list-style-type: none"> <li>• University must facilitate as many student workers' access to Optional Practical Training (OPT) as feasible</li> <li>• University-funded legal assistance for all student workers and dependents facing visa and/or immigration issues</li> <li>• Guaranteed financial support for student workers whose work is affected by immigration or visa issues and/or discriminatory state or federal policies</li> </ul>	<ul style="list-style-type: none"> <li>• No contract provision regarding OPT</li> <li>• University will establish International Student Worker Fund in the amount of \$30,000 each year for reimbursement of legal expenses</li> <li>• When student worker is unable to re-enter the U.S. or work in the U.S., the University will make "reasonable efforts" to arrange for remote work outside the U.S. and to re-employ students when work authorization is re-obtained</li> </ul>
<p>Right to grieve or arbitrate merits of allegations of sexual misconduct, discrimination, and academic retaliation</p>	
<p>University-wide working group to recommend new mental health policies and procedures</p>	<p>"If the University convenes any working group with student representation to address campus-wide mental health and/or safety policies, the University will provide at least one seat on the working group to the Union."</p>
<p>Union officers designated as confidential resources for Title IX/sexual misconduct purposes</p>	
<p>Required annual racial justice training, developed and delivered by graduate students, for all faculty and staff</p>	
<p>Increased staffing for Harvard student mental health office</p>	
<p>On-campus policing protocol reforms</p>	