

ORGANIZING OF GRADUATE STUDENT RESEARCHERS (GSRs): GUIDELINES FOR SUPERVISORS/PRINCIPAL INVESTIGATORS

What part do Supervisors/Principal Investigators play in the process?

Supervisors/Principal Investigators have two legitimate interests in the representation process:

- To ensure that GSRs have the opportunity to make an informed choice.
- To ensure that the representation process does not interfere with the education of and research by GSRs:
 - Supervisors/Principal Investigators may not interfere with or opine on a GSR's right to choose whether or not to be represented by a union.
 - This prohibition applies only to Supervisors/Principal Investigators – GSRs are free to debate amongst themselves the pros and cons of unionization at appropriate times and in appropriate places.

Communicating with GSRs: What is permitted?

Supervisors/Principal Investigators may present factual information to GSRs so they may make an informed choice. So long as the Supervisors'/Principal Investigators' communication is factual and not speculative, the Supervisors/Principal Investigators may:

- Correct the record regarding false and/or misleading statements.
- Provide information about how the representation process works.
- Provide information about exclusive representation.
- Provide, as the election process moves forward, FAQ sheets and other informational material to GSRs.

Meeting with GSRs

- Supervisors/Principal Investigators may meet one-on-one or schedule meetings with groups of GSRs. Attendance at meetings must be voluntary.
- A neutral location for meetings (e.g., conference room or classroom) is best. Avoid meeting in your office or the GSRs' work area.
- Stress that the University's policy is to assist GSRs to make an informed choice based on the facts of representation, not to influence or interfere with that choice. Encourage GSRs to look at the facts, speak freely and ask questions.
- If you do not know the answer to a question, or are not sure, check with your campus Graduate Dean's office or Labor Relations office before you respond.

GUIDELINES FOR SUPERVISORS/PRINCIPAL INVESTIGATORS DURING THE ORGANIZING OF GRADUATE STUDENT RESEARCHERS

Supervisors/Principal Investigators May:	Supervisors/Principal Investigators May NOT:
<ul style="list-style-type: none"> ➤ YOU MAY inform GSRs of the benefits that they currently have and may compare them to the benefits available to GSRs at other institutions. ➤ YOU SHOULD continue to operate normally during this period. You need not tolerate insubordination or other misconduct on the job. You may continue to take corrective action when necessary, as warranted by the circumstances. ➤ YOU MAY advise GSRs that their involvement in union organizing activity or campaigning will not subject them to retaliation, such as missed opportunities, merit pay adjustments, promotions, or transfers. 	<ul style="list-style-type: none"> ➤ YOU MAY NOT threaten retaliation against GSRs for exercising their rights under the Higher Education Employer-Employee Relations Act (HEERA). ➤ YOU MAY NOT interrogate GSRs about union activities or preferences. ➤ YOU MAY NOT make promises to GSRs in exchange for their support or opposition of union organizing or activities. ➤ YOU MAY NOT conduct surveillance of union activities. This includes taking photographs or video recordings of union activities. ➤ YOU MAY NOT attend union organizing rallies or meetings. ➤ YOU MAY NOT display supportive buttons, emblems, etc. ➤ YOU MAY NOT support or oppose one union in preference to another. ➤ YOU MAY NOT make discretionary changes to working conditions for GSRs.

UNION ACTIVITIES DURING THE ORGANIZING OF GRADUATE STUDENT RESEARCHERS

Unions May:	Unions May NOT:
<ul style="list-style-type: none"> ➤ Distribute leaflets outside any entrance to work-site as long as the union is not being obstructive. ➤ Solicit GSRs in meeting rooms they have arranged for meetings during non-work time. ➤ Talk to GSRs in the workplace on non-work time, in cafeterias or lunch rooms without interfering with operations. ➤ Post on general-use bulletin boards. ➤ Send mail to the workplace through U. S. mail. ➤ Send electronic mail to GSR work email addresses by means of non-University email. 	<ul style="list-style-type: none"> ➤ Violate access regulations. ➤ Organize in the work place (areas where work is being done) on "work time;" "work time" does not include breaks and meal periods, or before/after work. ➤ Wander through work areas asking GSRs to take breaks so they can talk to them. ➤ Use University business equipment for conducting union organizing. ➤ Threaten or impose reprisals on GSRs if they choose not to participate in the union. ➤ Discriminate against or coerce GSRs because they exercise HEERA rights.