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WITH I HAVE YOUR A IT TENSION
PLEASE, THANK YOU, MY NAME IS
FRANK BAKER CHAIR OF THE BOSTON
CITY COUNCIL COMMITTEE ON JOBS,
WAGES AN WORK FORCE DOAVMENTD,
TONIGHT A JOINED, FIRST THANK
YOU FOR COMING OUT.

TONIGHT I'M JOINED BY MY
COLLEAGUES LEAD SPONSOR
COUNCILOR LYDIA EDWARDS.

>> THANK YOU.

WE ALL LOVE LYDIA BUT WE WILL
TRY AND KEEP OUR EXPRESSIONS TO
OURSELVES, I HATED DOING THAT
BUT HAVE I TO DO IT OTHERWISE WE
WILL BE HERE ALL NIGHT.

WE CAN DO IT ONE MORE TIME.

LYDIA EDWARDS.

(APPLAUSE)

OKAY.

THANK YOU.

I'M ALSO JOINED BY CITY
COUNCILOR AT LARGE GASSERINSON
AND CITY COUNCILOR EDDIE FLIN.

I WANT TO REMIND YOU THAT THIS
PUBLIC HEARING IS BEING RECORDED
AND BROADCAST LIVE ON COMCAST
CHANNEL 8 AND RCN82, VERIZON
1964 AND STREAMED ON

BOSTON.GOV/CITY COUNCIL TV.

PLEASE SILENCE YOUR CELL PHONES
AND OTHER DEVICES.

WE WILL ALSO TAKE TESTIMONY WHEN
APPRECIATED, IF YOU WOULD SIGN
IN AN CHECK OFF THE BOX IF YOU
WISH TO TESTIFY OVER THERE.

PLEASE STATE YOUR NAME,
AFFILIATION, RESIDENTS AND LIMIT
YOUR COMMENT TO A FEW MINUTES TO
ASSURE ALL COMMENTS CAN BE
HEARD.

TODAY'S HEARING IS ON DOCKET
NUMBER 0734.

AN ORDER FOR A HEARING REGARDING
STUDENT WORKERS AND LABOR
PRACTICES IN BOSTON'S

INSTITUTIONS OF HIGHER LEARNING.

SO THE THE WAY WE'RE GOING TO
START THIS OFF, THE FIRST THING
I HAVE TO SAY IS NONE OF THE

COLLEGES SHOWED UP.

WE HAVE LETTERS FROM HARVARD,
THE DIRECTOR OF LABOR AND
EMPLOYEE RELATIONS, A LETTER
FROM BOSTON COLLEGE, DAVID
QUIGLEY, A LETTER FROM BOSTON
UNIVERSITY, JEAN MORRISON,
UNIVERSITY PROVOST AND CHIEF
ACADEMIC OFFICER AND WE HAVE A
LETTER FROM NORTH EASTERN
UNIVERSITY, JOHN TO BEIN.

WITH THAT BEING SAILED, I WOULD
LIKE TO CALL MY FIRST PANEL
WHICH IS SAM LEFFINGSTON, JUSTIN
BLOSCH IF I SAID THAT RIGHT,
ZACK C, ALEX AHMED AND CARLIE
BARON-- YEAH, IS THAT YOU.
COME ON UP.

>> AND WE WILL START WITH
OPENING STATEMENTS AND THEN YOU
CAN GET INTO YOUR TESTIMONY.
I AM GOING TO START WITH THE
LEAD SPONSOR.

>> SO THANK YOU SO MUCH FOR
COMING HERE TONIGHT.

I REALLY APPRECIATE ALL OF YOU
SHOWING UPSIN SOLIDARITY TO HAVE
WHAT I THINK IS A VERY ROBUST,
IMPORTANT CONVERSATION, IT'S
PART OF THE MISSION OF THE
BOSTON CITY COUNCILOR TO STAND
WITH WORKERS.

WE HAVE DONE THIS SEVERAL TIMES
THROUGHOUT THE YEAR.

WE STOOD WITH THE NATIONAL GRID
WORKERS.

WE STOOD WITH FSS IN THE 32BJ
WORKERS, SO WE ARE STANDING WITH
ANOTHER SET OF WORKERS AND I
THINK IT IS VERY PORNTD THAT WE
AS A BOSTON CITY COUNCILOR MAKE
VERY CLEAR THAT WE SEE GRADUATE
STUDENTS AS WORKERS.

AND VALUE YOUR WORK, VALUE YOUR
RIGHTS AND VALUE YOUR VOICE T IS
UNFORTUNATE THAT THE UNIVERSITY
CHOSE NOT TO COME AND INSTEAD
SENT LETTERS AND AS THIS
CONVERSATION CONTINUES WE MAY
CONSIDER AT SOME POINT, SM FORM
OF SPP POWER TO MAKE THEM
EXPLAIN WHAT IS GOING ON AND WHY
THEY AREN'T SUPPORTING YOU.

>> THAT BEING SAID.

>> CAN WE PLEASE HOLD OUR EXPRESSIONS, THANK YOU.

>> THAT BEING SAID, TODAY IS ABOUT THAT STORY AND HIGHLIGHTING IT.

IF THEY CHOOSE NOT TO COUNTER, THEN THAT IS THEIR CHOICE THAT THEY ARE MAKING.

I'M SO PROUD OF THE STUDENTS HERE WHO ARE ORGANIZING, I'M PROUD OF LABOR HERE ALSO, ORGANIZED IN SOL DARRITY. THIS IS GOING TO BE A ROBUST CONVERSATION AND TOP THOSE WHO ASKED WHY THE CITY COUNCIL WOULD DO SUCH A THING, THIS IS A PRIVATE CONVERSATION, THIS HAS EVERYTHING TO DO WITH JUST TWO PARTIES AND WE SHOULD MIND OUR OWN BUSINESS, WHEREVER SOCIAL INJUSTICE IS HAPPENING, THAT IS OUR BUSINESS, A JOB AS CITY COUNCIL TO STAND UP AND TO HIGHLIGHT AND TO ABSOLUTELY PROVIDE A MEGA PHONE TO WHOEVER IS ORGANIZING.

SO THANK YOU SO MUCH FOR BEING HERE TODAY.

>> THANK YOU, COUNSEL ILLER.

>> GOOD AFTERNOON, EVERYONE.

MY NAME IS ELSEIA GARRISTON, COUNSEL ILLER AT LARGE, I WOULD LIKE TO THANK EVERYONE FOR COMING OUT FOR THIS HEARING.

WE ARE HERE IT TO TAKE TESTIMONY ON LABOR, PRACTICES AND BOSTON INSTITUTION OF HIGHER EDUCATION, THANK YOU.

>> THANK YOU COUNCILOR.

>> THANK YOU, MR. CHAIRMAN AND THANK YOU TO THE THE LEAD SPONSOR, COUNSEL ILLER EDWARDS. GSH GSH.

>> FOR YOUR ENTIRE PROFESSIONAL CAREER.

I AM PROUD TO BE HERE.

I THINK OF THIS ISSUE AND THIS HEARING JUST AS IT IS ANY OTHER LABOR ISSUE, AN ORGANIZING ISSUE, THE THE CITY COUNCIL STOOD WITH THE LOCKED OUT UNITED STEEL WORKERS DURING THE NATIONAL GRIDLOCKOUT.

WE WERE THERE WITH THE SCIU32BJ.

THE CITY COUNCIL IS WITH THE
MASS NURSES ASSOCIATION.
AND MOST RECENTLY UNITED 26
WHICH IS THE HOTEL AND
RESTAURANT WORKERS DURING THEIR
STRIKE.

IT IS MADE UP OF A LOT OF
IMMIGRANTS AND WOMEN,
HARDWORKING MEN AND WOMEN THAT
WERE THE FIGHTING FOR A DECENT
WAGE AND ALSO PROUD TO BE HERE
WITH SO MANY DIFFERENT ORGANIZED
LABOR UNIONS THAT ARE HERE AND
AS MY FRIEND FROM THE GREATER
BOSTON LABOR COUNCIL HAS SAID, I
WANT TO QUOTE ONE LINE FROM HER
TESTIMONY WHICH I BELIEVE 100%,
STUDENT WORKERS ARE JUST LIKE
ANY WORKER.

AND THEY DESERVE THE SAME RIGHTS
AND RESPECT AS EVERYONE.

THEY DESERVE A LIVING WAGE, GOOD
HEALTH CARE, PROTECTION FROM
HARASSMENT AND DISCRIMINATION
JUST LIKE EVERYONE ELSE.

AND I THINK THAT IS WHERE I
STAND AS A MEMBER OF THE BOSTON
CITY COUNCIL.

THANK YOU.

>> THANK YOU, COUNSEL ILLER
FLYNN, WE HAVE BEEN JOINED BY
KONLER SAFI GEORGE.

>> I DON'T HAVE AN OPENING
STATEMENT AS I JUST WALKED IN
THE DOOR.

THANK YOU.

>> SO WHAT I WOULD LIKE TO DO IS
GO FROM LEFT TO RIGHT AND FIVE
TO SEVEN MINUTES IF POSSIBLE FOR
PEOPLE, I WON'T CUT PEOPLE OFF
BUT I'M GOING TO TIME YOU AROUND
FIVE TO SEVEN MINUTES, OKAY?

>> OKAY, THANK YOU.

>> SO MY NAME IS ALEC AHMED, A
GRADUATE WORKER AND Ph.D
SPEUT IN COMPUTER SCIENCE IN
NORTH EASTERN UNIVERSITY.
I APPRECIATE THE OPPORTUNITY TO
SPEAK TO YOU ABOUT MY
UNIVERSITY,'S DISRESPECTFUL AND
HARMFUL BEHAVIOR TOWARDS ITS
WORKERS AND STUDENT CITY OF
BOSTON.
AS GRADUATE EMPLOYEES WE TEACH

CLASSES, GRADE ASSIGNMENTS,
PAPERS AND CONSTRUCT RESEARCH
AND CLIP.

IT IS WELL-KNOWN GRADUATE
STUDENTS ASSIST IN TEACHING
FEWER PEOPLE KNOW WE ALSO ACT AS
THE INSTRUCTORS OF RECORD TAKING
FULL RESPONSIBILITY FOR TEACHING
ENTIRE COURSES OURSELVES.

WE ARE RESPONSIBLE FOR A
SIGNIFICANT PORTION.
EDUCATIONAL PORTION OF THE
UNIVERSITY WHILE ALSO PERFORMING
THE CUTTING EDGE RESEARCH THAT
BRINGS IN MILLIONS OF DOLLARS IN
RESEARCH GRANTS EVERY YEAR.
HOWEVER, NORTH EASTERN ALONG
WITH MANY OTHER AMERICAN
UNIVERSITIES CONTINUE TO DENY
THAT OUR WORK IS WORK.

THIS IS FAR FROM ISOLATED ISSUE.
NORTH EASTERN HIRED AN EXPENSIVE
ANTIUNION LAW FIRM TO BUILD A
STRATEGY TO NOT ONLY DISSWAIVED
WORKERS FROM FORMING A UNION BUT
ALSO RUNNING A LEGAL STRATEGY
THEAN DANGERS THE LEGAL RIGHT TO
ORGANIZE FOR TENS OF THOUSANDS
OF STUDENT WORKERS ACROSS THE
COUNTRY.

THEY ARE PAYING HUGE SUMS OF
MONEY TO TRY AND BUS THE FACULTY
UNION, THE FULL TIME NONTENURE
TRACK UNION AND OURS.

THEY REFUSE TO ACKNOWLEDGE THERE
ARE REAL ISSUES WE EXPERIENCE ON
A DAILY BASE THAIS LEAD US TO
ORGANIZE AND DEMAND DIGNITY ON
THE JOB.

WE ARE DEDICATED WORKERS
BATTLING TO WIN RECOGNITION OF
OUR KRIRKS TO THE SUCCESS OF THE
UNIVERSITY.

MANY OF US COME FROM WORKING
CLASS BACKGROUNDS WHO STRUGGLE
MAKE ENDS MEET WHILE WORKING AND
EARNING OUR DEGREES, OFTEN
LIVING PAYCHECK TO PAYCHECK.

MANY OF US FACE DISCRIMINATION,
HARASSMENT AND ABUSE AT WORK ON
THE BASIS OF OUR IDENTIFIES AT
LGBTQ PEOPLE AND PEOPLE OF
COLOR.

WE EXPERIENCE MENTAL HEALTH

ISSUES SUCH AS DEPRESSION AND ANXIETY AT A RATE FAR ABOVE THE GENERAL POPULATION.

AT NORTH EASTERN GRADUATE STUDENTS HAVE ATTEMPTED TO ORGANIZE SUPPORT GROUPS FOR EACH OTHER TO MAKE UP FOR THE FACT THAT WE ONLY HAVE 15 MENTAL HEALTH COUNCILORS FOR A TOTAL OF OVER 25,000 GRADUATE AND UNDERGRADUATE STUDENTS.

IN ONE DEPARTMENT GRAD STUDENTS ORGANIZED THEMSELVES WHEN IT WAS SUDDENLY ANNOUNCED THEIR PAY WOULD BE CUT BY A THIRD WITH THE SAME WORK EXPECTED OF THEM.

AT A RECENT MEETING OUR WE STUDENTS SHED TEARS WITH WORKING CONTINUE CONDITIONS AND VERBAL AND PHYSICAL VIOLENCE ON THE JOB.

AFTER GOING THROUGH ALL AVAILABLE CHANNELS FOR RECOURSE WE FIND THERE IS NO ACCOUNT ABILITY OR DUE PROCESS.

WE NEED A UNION TO GUARANTEE RECOURSE THROUGH WHICH GRIEVEANCES CAN BE ADDRESSED, WE ARE ORGANIZING TO DEMAND DIGNITY AND FAIRNS.

WE KNOW THEAS SCHS AREN'T EXCLUSIVE TO NORTH EASTERN. STUDENTS ARE WORKING TO BUILD AGAINST THE ABUSE OF ACADEMIA THAT HAS PERSISTED.

THAT IS WHY YOU SEE SO MANY GRAD STUDENTS ENGAGING IN LABOR ACTIVISM ACROSS THE COUNTRY AND HERE IN THIS ROOM TODAY.

WE DO OUR WORK FOR THE SAME REASON THAT WE ORGANIZE.

BECAUSE WE CARE DEEPLY ABOUT TEACHING AND SCHOLARSHIP AND RECOGNIZE THE IMPORTANCE OF HIGHER EDUCATION.

WE BELIEVE WE MUST WORK TO MAKE ACADEMIA MORE SUSTAINABLE FOR THE BENEFIT OF OUR OWN INSTITUTIONS AND THE CITIES THAT WE LIVE IN.

IN BOSTON, NORTH EASTERN HAS AIDED IN THE DWINDLE OF AFFORDABLE HOUSING AS THEY CONTINUE TO EXPAND TAXFREE INTO

ROXBURY.

OUR UNION HAS JOINED IN
COALITION AT OTHER UNIONS IN
NORTH EASTERN AND WITH COMMUNITY
ORGANIZATIONS SUCH AS RECLAIM
ROXBURY AND THE POOR PEOPLE'S
CAMPAIGN.

AS A GROUP WE DEMAND THAT NORTH
EASTERN SHOULD PAY IT'S FAIR
SHARE OF PAYMENTS IN LEW OF
TAXES TO THE CITY OF BOSTON.
WE ARE ASKING FOR THE CLANS IT
TO VOTE FOR OUR UNION AND
GUARANTEE THAT WHEN WE WIN NORTH
EASTERN WILL RECOGNIZE OUR UNION
AND BARGAIN WITH US.

STUDENT WORKERS ALL OVER
MASSACHUSETTS HAVE BEEN BAR
TERRING FOR CONTRACTS FOR
DECADES IN THE PUBLIC SECTOR
INCLUDING UMASS BOSTON IN 2016
WE RUN THE RIGHT TO DO THE SAME
AND IT IS DIGS GRACEFUL THAT OUR
UNIVERSITY WILL NOT RECOGNIZE
OUR RIGHT AND GET AND AGREE TO
BARGAINS BUT IS INSTEAD CHOOSING
TO THREATEN OUR ABILITY TO
ORGANIZE THROUGH INTIMIDATION
AND LEGAL MANEUVERING.

GAINING FORMAL UNION RECOGNITION
WILL ALLOW US TO COMMIT MORE
RESOURCES TO MAKING NORTH
EASTERN SUSTAINABLY BOTH
INTERNALLY AND EXTERNAL IN THE
RELATIONSHIP TO THE CITY.

IT IS IN THE BENEFIT FOR BOSTON
THAT THE INSTITUTIONS OF HIGHER
LEARNING TO BARGAIN IN GOOD
FAITH WITH THEIR WORKERS SO I
ASK CITY COUNCIL TO PLEASE DO
EVERYTHING IN YOUR POWER TO
REIGN IN THESE INSTITUTIONS OF
HIGHER EDUCATION.

DON'T LET THEIR NONPROFIT STATUS
FOOL YOU.

THESE ARE MULTIBILLION DOLLAR
CORPORATIONS THAT SEEK TO BROA
AND EXPAND THEMSELVES AT THE
EXPENSE OF WORKERS, BOSTON
RESIDENTS AND THE CITY ITSELF.

I APPRECIATE THIS OPPORTUNITY TO
SPEAK.

THANK YOU.

>> THANK YOU.

THANK YOU.

NAME AND AFFILIATION, JUST OVER
FOUR MINUTES.

>> HELLO, MY NAME IS ZACK C, I'M
CURRENTLY A FOURTH YEAR Ph.D
CANDIDATE IN THE BIOLOGY
DEPARTMENT.

>> EXCUSE ME ZACK C LIKE IS
THERE A REASON WHY.

>> I DON'T WANT TO GIVE MY FULL
NAME.

>> FAIR ENOUGH.

>> I AM CURRENTLY A FOURTH YEAR
Ph.D CANDIDATE IN THE BIOLOGY
DEPARTMENT AT BOSTON UNIVERSITY.
I AM HERE WITH MY FELLOW WORKERS
TO REMIND YOU ALL ABOUT THE HARD
WORK WE DO IN OUR DOCTORAL
PROGRAMS.

THE TOLL THAT WORK TAKES ON US
AND WHY WE ARE USING OUR RIGHT
TO ORGANIZE, TO UNIONIZE TO
IMPROVE OUR WORKING CONDITIONS.
SPECIFICALLY I WANT TO FOCUS ON
MENTAL HEALTH CRISIS THAT
GRADUATE WORKERS FACE THAT WAS
ELUDED TO A BIT AGO.

ACCORDING TO A 2018 STUDY ON
GRADUATE WORKERS IN HARVARD IN
RESPONSE TO A GRADUATE WORKER
SUICIDE THERE, 18 PERCENT OF
THAT STUDY POPULATION SUFFERED
FROM DEPRESSION AND ANXIETY,
THREE TIMES THE NATIONAL
AVERAGE.

AND 11% REPORTED SUICIDAL
IDEATION DURING THE STUDY.
THIS CRISIS IS COMPOUNDED FOR
GRADUATE WORKERS AND
MARGINALIZED COMMUNITIES.
FOR INSTANCE IN THE SURVEY OF
GRAD WORKERS FROM OVER 200
UNIVERSITIES, 35% OF ASSISTANT
PROFESSORS REPORTED DEPRESSION, 43% OF
WOMEN REPORTED DEPRESSION AND
57% OF TRANSGENDER OR GENDER
NONCONFORMING PEOPLE REPORTED
DEPRESSION.

AND I HAVE THOSE STUDIES
AVAILABLE IF ANYBODY WANTS THEM.
WHY DOES THIS CRISIS PERSIST?
WHEN I TALK TO MY COLLEAGUES,
IT'S THE NORM FOR US TO DISCUSS
OUR STRUGGLES WITH POOR MENTAL

HEALTH DUE TO OUR STRESSFUL WORK LIVES.

WE TELL EACH OTHER ABOUT DISCRIMINATION AND HARASSMENT FROM OUR SUPERVISORS, INADEQUATE HEALTH CARE, THE INABILITY TO PAY OUR RENT, LONG HOURS OF WORK AND HOW THESE CAUSE ANXIETY AND DEPRESSION.

FOR ME, OVERWORK TAKES A SERIOUS TOLL.

AS A LABORATORY RESEARCH ASSISTANT I SPEND MANY HOURS PER DAY DISSECTING INSECTS BY MICROSCOPE, CLEANING OUR LAB, DRIVING BETWEEN LABS IN FIELD SITES AND THAT LEAVES ME LITTLE TIME TO EAT, SLEEP OR DO ANYTHING ELSE.

TO GET EVERYTHING DONE I REGULARLY WORK FROM MORNING UNTIL NIGHT OFTEN PAST MIDNIGHT INCLUDING DURING HOLIDAYS AND ACADEMIC BREAKS WHICH JUST BECOME MORE WORK TIME FOR ME.

AND IF I WERE TO REDUCE MY WORK TIME, I WOULD RISK BEING DISCHARGED FROM MY PROGRAM. WITH MY DAYS DOMINATED BY MY WORK AND WITHOUT THE TIME TO ATTEND TO MY NEEDS HAVE I BEEN LEFT AS A WORKER WITH NEVER-ENDING ANXIETY AND SUICIDAL DEPRESSION. WITHOUT RELIEF.

FOR THOSE OF US WITH PERMANENT DAMAGE TO OUR MENTAL HEALTH IT IS CLEAR THAT THIS IS NOT A TEMPORARY PROBLEM THAT WILL BE WORTH IT IN THE END.

I PERSONALLY KNOW MY EMOTIONAL SCORES OF MY DETERIORATING MENTAL HEALTH WILL NEVER REALLY GO AWAY.

AND CONSIDERING THAT IT IS SO NORMAL FOR GRADUATE STUDENTS ACROSS THE UNIVERSITY TO TALK ABOUT OUR MENTAL HEALTH, TO JOKE ABOUT HOW OUR ANXIETY AND HOW WE REALLY COULD JUST END IT ALL. IT IS A UNIVERSITY WIDE PROBLEM THAT REQUIRES A UNIVERSITY WIDE SOLUTION.

RIGHT NOW OUR UNIVERSITIES GIVE

US STRATEGIES AND SERVICES TO
COPE WITH OUR MENTAL HEALTH, BUT
ACCESS TO THERAPISTS AND
ANTI-ANXIETY MEDICATIONS DO NOT
HOLD THESE UNIVERSITIES
ACCOUNTABLE FOR ADDRESSING THE
WORKING CONDITIONS THAT CAUSE
THESE MENTAL HEALTH ISSUES TO
BEGIN WITH.

UNFORTUNATELY, OUR MENTAL HEALTH
CRISIS HAS BEEN THE MEANS
THROUGH WHICH OUR UNIVERSITY'S
WORK IS DONE.

WE WORK AS MENTAL HEALTH DE-TER
MINATED RATES.

THE UNIVERSITY'S CONTINUE TO
PROFIT.

THOSE WHO HAVEN'T COMMITTED
SUICIDE WERE RELEASED BY NEW
WORKERS AND THE CYCLE OF MENTAL
HEALTH DETERIORATION INEVITABLY
CONTINUES AND REPEATS.

>> HOWEVER WE GRADUATE WORKERS
DON'T ACCEPT THE SITUATION.

WE ARE UNIONIZING IN PART SO WE
CAN CHANGE THE WORKING
CONDITIONS THAT CONTRIBUTE TO
OUR MENTAL HEALTH, THROUGH
COLLECTIVE BARGAINING QUESTION
ESTABLISH REASONABLE WORKLOAD
PRODUCTION, PROTECTION AND
GUARANTEED TIME OFF AND
PROTECTION FROM HARASSMENT AND
DISCRIMINATION IN OUR
WORKPLACES, ENFORCEABLE THROUGH
A FAIR GRIEVANCE PROCESS.

WE WILL CONTINUE TO FIGHT
DESPITE OPPOSITION FROM
UNIVERSITY ADMINISTRATION,
BOSTON UNIVERSITY, BOSTON
COLLEGE, HARVARD AND NORTH
EASTERN HAVE ALL EXPLICITLY
OPPOSED US UNIONIZING AM BUT
THEY SHOULD REMEMBER THAT WHEN
THE UNIVERSITY'S RESIST A UNION'S
DEMAND FOR A FAIR CONTRACT AND
TRY TO PREVENT US FROM
ORGANIZING, THEY DO SO NOT JUST
AT THE EXPENSE OF OUR ECONOMIC
WELL-BEING BUT ALSO AT THE
EXPENSE OF OUR MENTAL HEALTH.
THANK YOU VERY MUCH.

>> THANK YOU, ZACK.

>> I'M JUSTIN BAWSH-- AT

HARVARD.

I'M A THIRD YEAR PLD STUDENT IN THE ECONOMICS DEPARTMENT, AND TEACHING FELLOW AS WELL AND ALSO A MEMBER OF THE BARGAINING COMMITTEE FOR HARVARD GRADUATE STUDENTS.

TODAY I WANT TO SHARE SOME OF THE CHALLENGES THAT STUDENT WORKERS FACE WITH OUR HEALTH COVERAGE OF WHICH THE HARVARD ADMINISTRATION HAS REFUSED TO BARGAIN SO FAR.

ONE OF THE MOST IMPORTANT PARTS OF ANY CONTRACT MERKSES IS HEALTH CARE.

THE ABILITY OF STUDENT, STUDENT WORKERS TO RECEIVE HEALTH CARE REMAINS A CRUCIAL PART OF OUR ABILITY TO PERFORM OUR TEACHING RESEARCH AND BEST CONTRIBUTE TO OUR ECONOMIC COMMUNITY.

NOT EVERY STUDENT IS GUARANTEED HEALTH INSURANCE COVERAGE.

MANY HOURLY WORKERS AND PROFESSIONAL SCHOOLS ABOUT WITHOUT HEALTH INSURANCE WHILE OR PAY PULL PRICE TO THE STUDENT PLAN.

FOR Ph.D STUDENTS WHOSE TYPICAL TIME IS SIX YEARS MANY FACE A GAP IN THEIR FIFTH YEAR, WHERE WE TEACH IN OUR THIRD AND FOWRTD YEARS, WE HAVE HEALTH INSURANCE, BUT APPROXIMATE WE TEACH IN OUR FIFTH YEAR MANY STUDENTS HAVE TO GO WITHOUT IT.

EITHER PAY FULL PRICE OR PURCHASE IT ELSEWHERE.

SOME STUDENTS TAKE OUT LOANS TO COVER THE FIFTH YEAR BEGAN IN HEALTH COVERAGE AND OTHER MEMBERS HAVE GONE UNDER MASS NET HEALTH KEGHTER IT TO FIND ADEQUATE COVERAGE.

THERE IS SERIOUS ISSUES WITH THE CONTENT OF THE PLAN.

THE NUMBER OF SPECIALIST VISITS AND MENTAL HEALTH COPAYS.

FOR MENTAL HEALTH CARE.

MY COLLEAGUES COLLEAGUES HAVE NOTED THAT MENTAL HEALTH CONCERNS ARE REALLY BIG ISSUE MONDAY THE GRADUATE STUDENT POPULATION.

AND FOR STUDENTS WHO USE THE
MAXIMUM 40 ADVISE PIT-- VISITS
PER YEAR, WHICH MANY PEOPLE NEED
AT HEES WEEKLY VITSES IT IT ADDS
UP TO \$1,000 IN ANNUAL COPAYS
WHICH IS A SUBSTANTIAL BURDEN ON
A GRADUATE STUDENT BUDGET.
THIS PLUS THE SPECIALISTS LIMIT
ARE WHAT MAKE HARVARD REFUSAL TO
BARGAIN PARTICULARLY
EGREGIOUSMENT I WILL SHARE TWO
BRIEF STORIES OF STUDENT WORKERS
WHO HAVE HAD SERIOUS HEALTH
ISSUES AND CANNOT ACCESS THE
SPECIALISTS BECAUSE HARVARD
HEALTH CARE INSURANCE PLAN HAS A
LIMIT OF SIX VISITS.

THE PIRS IS A STUDENT IN THIRD
YEAR OF THEIR Ph.D PROGRAM
WORKING AS A RESEARCH ASSISTANT,
SUFFERS FROM A SYSTEMIC TISSUE
DISORDER, AND REQUIRES
SUBSTANTIAL KAWR.

HER RARE DISEASE HAS
COMORBIDDITY, WHICH NECESSARY
TAITS SEEING SPESSISTS SUCH AS
GYNECOLOGIST, IMEN ETHICIST,
UROLOGY, MEUR OLD IMIS,
ENDOKRINNOLOGY, SKY TRIES AND
RHEUMATOLOGIST AS WELL.

AS YOU CAN IMAGINE THE
UNIVERSITY ON CAMPUS SERVICES
ARE MOT TYPICALLY DESIGNED TO
PROVIDE SUCH SPECIALIZED CARE
AND SO SHE HAS TO GO TO OUTSIDE
PROVIDERS, THIS IS WHERE WILL
SIX VISIT SPECIALISTS LIMIT
REALLY BECOMES PAINFULLY
EVIDENT.

>> WHEN TTE SPECIALIST ORDERS
TESTING AND A FOLLOWUP ADVICE
SIT NEEDED TO SEE THE RESULTS OF
THE TEST, BOTH VISITS COUNT
IMENS HOSS SIX.

THIS IS WHERE STUDENT WORKS TO
AVOID SEEING THE DOING TO ARES
THAT SHE NEEDED DURING FLAIRUPS
ORION SET OF SYMPTOMS, LIVING
WITH A CONDITION THAT CAUSES
CHRONIC PAIN IS HARD ENOUGH BUT
SHE SHOULDN'T HAVE TO RAISE HER
CARE.

THE SECOND EXAMPLE IS A STUDENT
WORKER DOCTORAL IN THE PUBLIC

HEALTH SCHOOL WHO ALSO SUFFERS FROM A CONNECTIVE TISSUE DISORDER.

SHE WORKED EVERY SEMESTER IN THE PAST FOUR YEARS AND DESPITE IT CONTINUE ALLY WORKING SHE WAS NOT OFFERED HEALTH INSURANCE AS PART OF HER JOB AND HAD IT TO PAY FOR IT OUT OF POCKET.

HER DISORDER IMPACTS ALMOST EVERY ORGAN IN SERIOUS WAYSK SHE HAD FIVE MAJOR SURGERY, SHE SEES NINE HIGHLY SPECIALIZED DOCTORS, SOMETIMES THREE OR FOUR A YEAR WHICH WOULD EXCEED THE SIX LIMIT.

CAMPUS HEALTH SERVICE NOT BEING ABLE TO PROVIDE SPECIALIZED NEEDS.

THEY OFFERED TO PAY 765 A MONTH IN INSURANCE THROUGH A PLAN LIEU THE MASS HEALTH CONNECTOR BECAUSE IT ACTUALLY COVERS THE CARE THAT SHE NEEDS.

DECEMBER 2018 THE STUDENT WORKER SUFFERED A HEART ATTACK AND 2019 HAD TO GET HEART SURGERY TO REPLACE A VAL OF.

SHE LINED UP A TEACHING POSITION FOR THE SPRING BUT COULD NOT TEACH AND WITH NO TEACHING CITY PEND OR GRAD Y AID CITY PEND COULD NOT PAY FOR HEALTH INSURANCE AND DECIDED TO FINISH HER DEGREE EARLY.

SHE FINISHED HER DISSERTATION THREE WEEKS OUT OF SURGERY AND DE FENDED IT WITH A PARTIALLY COLLAPSED LUNG SO SHE COULD FINISH HER DEGREE.

IS WE SHOW THESE STORIES TO DEMONSTRATE THE ABILITY OF STUDENT WORKERS TO GET QUALITY HEALTH INSURANCE IMPACTS OUR ABILITY TO PROGRAM OUR WORK AND FURTHER THE ACADEMIC MISSION OF OUR INSTITUTIONS.

WE T IS PAINFULLY CLEAR WILL ARE GAPS IN OUR HEALTH COVERAGE THAT NEED TO BE ADDRESSED.

THE ADMINISTRATION'S REFUSAL TO BAR IMAIN OVER HEALTH INSURANCE DOES NOT YET TAKE ANY OF THE STUDENT WORKERS SERIOUSLY WHILE

PRESERVING THE CONDITION OF THE WORKERS WITH THE GREATEST HEALTH IMMEDIATES TO GO ON THE OUTSIDE MARKET TO FIND OTHER HEALTH INSURANCE OPTIONS.

WE ENCOURAGE THE HARVARD ADMINISTRATION TO DO THE RIGHT THING AND TO NEGOTIATE ON ISSUES INCLUDING ADEQUATE HEALTH CARE THAT ARE CRUCIAL TO THE LIVES OF STUDENT WORKERS, THANK YOU.

>> THANK YOU.

>> MY NAME IS SAM LEVINSON, I'M A Ph.D CAN CAT AT THE END OF MY THIRD YEAR IN THE CHEMISTRY DEPARTMENT IN BOSTON COLLEGE. ALSO AN ACTIVE MEMBER OF THE BOSTON COLLEGE GRADUATE EMPLOYEE'S UNION AND HAVE BEEN SINCE MY FIRST SEMESTER AT B KRRK.

THANK YOU FOR CONVENING THIS HEARING AND GIVING US THE OPPORTUNITY TO SPEAK TODAY. I HAVE HAD AN ALLERGY TO BETA-- DRUGS SUCH AS PENCIL IN, SINCE I WAS AN INFANT, THE REACTION I HAVE IS A AN ALLERGIC RESPONSE.

TAKING THE FORM OF HIVES. A SKIN REACTION MADE PROG HE RESSIVELY MORE COMMONLY RECOGNIZED SYMPTOMS. SWELLING OF THE THE BLOOD VESSELS AND AIRWAY THAT PREVENTS THE PATIENT FROM BREATHING. THERE IS NO WAY TO PREDICT IF OR WHEN THE SYMPTOMS OF A SYSTEMIC ALLERGIC RESPONSE WILL PROGRESS TO THAT LEVEL.

I WORK IN A CHM KAL BIOLOGY LAB WHERE WE WORK WITH BACTERIA AND HUMAN CANCER CELLS.

WE HAVE A VARIETY OF ANTIBIOTIC MS. THE LAB INCLUDING PENICILLIN, AMP SILLIN, CAN I NOT MAKE KSH-- BEING MT SAME ROOM AS THE FREE FLOATING CHEMICAL IS IT TOO DANGEROUS SO I RELY ON OTHERS TO MAKE THEM FOR ME.

MY PRIMARY CARE PHYSICIAN PROVIDED AN EPINEPHRINE, EPI PEN WHEN I TOLD HER ABOUT BEING

EXPOSED TO THE THE DRUGS AT
WORK.

MY EXPOSURE IS ENTIRELY A
WORK-RELATED RISK AND THEREFORE
BOSTON COLLEGE SHOULD
ACCOMMODATE THIS MEDICAL
NECESSITY AND FULFILL THE PRE
SCRIPTION.

>> I BROUGHT IT TO THE MANAGER
IN 016 WITH A REQUEST THAT IN
ADDITION IT TO THE EPI PEN THE
DEPARTMENT STOCK THE FIRST AID
KIT WITH KSH-- BEN A DRILL.
THE OPERATIONS MANAGER BROUGHT
THE PRESCRIPTION TO THE DIRECTOR
OF BC ENVIRONMENTAL HEALTH AND
SAFETY.

SHE REFUSED TO FILL THE
PRESCRIPTION OR PROVIDE BEN A
DRILL IN THE FIRST AID KIT AND
PROVIDED THE NUMBER OF SPURIOUS
EXCUSES FOR DOING SO.

TO DATE I HAVE REGULAR
OPERATIONS WITH THE OPERATIONS
MANAGER AGAINST THE FAILURE TO
PROVIDE SAFETY EQUIPMENT IN A
DANGEROUS LAB SETTING.

AT MY LAST PHYSICAL MY PRIMARY
CARE PHYSICIAN HAD TO RENEW MY
PRESCRIPTION FOR AN EPI PEN.

I EXPLAINED IN THE EMAIL THAT IF
THEY REFUSED TO PAY FOR THE
PRESCRIPTION AND I EXPERIENCE
ANY INJURY AS A RESULT OF
EXPOSURE TO THE DRUGSK I WOULD
SUE BOSTON COLLEGE AND THE
DIRECTOR OF BC ENVIRONMENTAL
HEALTH AND SAFETY PERSONALLY.
I ALSO EXPLAINED THAT HAVE I
LEFT INSTRUCTIONS TO MY FAMILY
TO DO THE SAME.

SHOULD I DIE FROM ANAPHYLACTIC
SHOCK.

A REPRESENTATIVE FROM BC OFFICE
OF INSTITUTIONAL DIVERSITY
CONTACTED ME REGARDING MY
REASONABLE ACCOMMODATION
REQUEST.

THEY APPROVED MY REQUEST AFTER
ASKING FOR ADDITIONAL PAPERWORK
FROM BOTH MYSELF AND MY
PHYSICIAN AND I FINALLY HAVE MY
EPI PEN.

HOPE PLEE BOSTON COLLEGE WON'T

TAKE THREE YEARS TO REIMBURSE ME
BUT WITHOUT A UNION CONTRACT
DICTATING THE TIME LINE OF
GRADUATE EMPLOYEE REIMBURSEMENTS
I HAVE NO IMAWRNTY.

BECAUSE BOSTON COLLEGE REFUSES
TO BARGAIN WITH OUR
DEMOCRATICALLY ELECTED UNION
HAVE I NO LEGAL PROTECTIONS FROM
MY DANGEROUSLY NEJ EMPLOYER.
I ASSUME A DEADLY RISK EVERY DAY
I COME TO WORK UNDER THE DUR RES
OF MOT BEING ABLE TO-- IF BOSTON
COLLEGE WOULD JUST COME TO THE
TABLE, I WOULD BE IN A POSITION
TO BARGAIN FOR SAFER WORKING
CONDITIONS.

IF GRADUATE WORKERS AT BC HAD A
UNION CONTRACT I WOULD HAVE
ACCESS TO LEGAL RECOURSE TO
FORCE MY EMPLOYER TO HELP ME
MANAGE THE RISK I FACE IN MY
JOBMENT BECAUSE IT IS CLEAR THEY
ARE NOT GOING TO FOLLOW THE LAW
OF THEIR OWN ACCORD.

THIS ISSUE IS NOT TRIVIAL STSM
ONE OF LIFE-AND-DEATH.

I MUST ASK WHY DOES THE
ADMINISTRATION AT BOSTON COLLEGE
NOT BARGAIN WITH OUR UNION
YVMENT DO THEY CARE POR ABOUT
LAWSUITS HAND ABOUT WHETHER I
LIVE OR DIE.

WHY DID IT TAKE THE THREAT OF A
LAWSUIT FOR BC TO DO THE RIGHT
THING.

UNFORTUNATELY THE CALLOUSNESS
AND LACK OF RESPECT IS COMMON
BEHAVIOR FROM THE ABOUT KRVMENT
ADMINISTRATION TOWARDS WORKERS.

THE ADMINISTRATION AT BOSTON
COLLEGE HAS REPEATEDLY TRIED TO
SILENCE OUR VOICES AS WE DEMAND
THEY FINALLY BARGAIN WITH OUR
UNION, THEY ARE SO AFRAID OF NOT
HAVING ABSOLUTE POWER OVER THE
EMPLOYEES THAT THEY WENT SO FAR
AS TO ACADEMICALLY SANCTION MANY
OF US WHEN WE PROTESTED THEIR
REFUSAL TO BARGAIN.

THIS RETALIATION CAME IN THE
FORM OF INAPPROPRIATE ACADEMIC
PUNISHMENTS POR 18 GRADUATE
EMPLOYEES OF WHICH I WAS ONE.

WE WERE FURNISHED FOR PASSING
OUT FLYERS, A WORKPLACE ACTION
WE HAVE THE RIGHT TO DO.
THE DEAN'S OFFICE ALSO PUT THREE
OF MYING COLLEAGUES ON ACADEMIC
PROBATION FOR SPEAKING OUT BY
UNIVERSITY PRESIDENT FATHER
LEAHY AND LEADING A WALKOUT.
ONE OF THESE THREE WAS PIRNED
DESPITED NOT HAVING EVEN TAKEN
THE ACTION AS AFFIRMED BY
STATEMENTS FROM MORE THAN 15
PEOPLE WHO ATTENDED THE SPEECH.
THIS GRADUATE EMPLOYEE RECEIVED
THE A HIGH LEVEL OF DISCIPLINE
AND IF HE ANTICIPATE PAD AGAIN
IN SUPPORT OF HIMSELF AND FELLOW
WORKERS AT BC HE MIGHT HAVE BEEN
EXPULLED, AS AN MRL STUDENT
WORKER EXPULSION WERE BC WOULD
HAVE JEOPARDIZED HIS VISA AND
ABILITY TO STAY IN THE U.S.
BOSTON COLLEGE ADMINISTRATION IS
USING ACADEMIC DISCIPLINE TO
DISCOURAGE ACTIVISM AND A
DECISION TO PUNISH UNION
SUPPORTEDDERS IN ADDITION TO
THEIR ACTIONS IS-- AND THE
MISSION OF JUSTICE THAT THE
UNIVERSITY CLAIMS TO SUPPORT.
BC ADMINISTRATORS MOW THAT LABOR
LAW PROTECTS THE ACTIVITY BUT IS
ALSO WELL AWARE THAT BECAUSE
THEWORKER TRUMP LABOR BOARD
WOULD JEOPARDIZE STATUS AS
WORKERS AND THAT IS ALL STUDENT
WORK ARES AT PRIVATE
UNIVERSITIES.
HEESE INTIMIDATION TACTICS WILL
MOT WORK BECAUSE WE THE WORKERS
REFUSE TO HOLD OUR SILENCE IN
THE FACE OF INJUSTICE.
>> THANK YOU.
>> THANK YOU.
(APPLAUSE)
>> IMOOD EVENING.
GOOD EVENING, MILE MAIM IS
CARLY, AND I'M KRERNLY A
DOCTORAL STUDENT IN RELIGEON AT
HARVARD UNIVERSITY.
I STUDY AMERICAN NUCLEAR TEST
NGHT MARTIAL ISLANDS AND JUST
FINISHED MY 6th YEAR AT
HARVARD.

I WAS WILL FOR TWO YEARS
FINISHING A MASTERS DEGREE IN
RELIGEON, ETHICS AND POLITICS
BEFORE I BEGAN MY Ph.D IN
2015.

AS PART OF MAY PHK I WORK AS A
TEACHING FELLOW WHICH MEANS I
HELP TEACH CLASSES TO
UNDERGRADUATE AND GRADUATE
STUDENT, A IMRAID COURSE WORK, I
MEET WITH STUDENTS DURING OFFICE
HOURS, I LECTURE AND I LEAD
REVIEW AND DISCUSSION SECTIONS.
THANK YOU FOR HOLDING THIS
HEARING.

I AM HERE TONIGHT TO SPEAK WITH
YOU ABOUT MY EXPERIENCES AS A
BRAID YAIT STUDENT AND NEW
MOTHER AND IT TO URGE YOU TO
TAKE ACTION TO SUPPORT GRADUATE
WORKER STUDENT PARENTS WHICH I
BELIEVE IS IN THE BEST INTEREST
OF THE UNIVERSITIES AND OUR
COMMUNITIES.

THIS MOMENT PROVIDES US WITH AN
OPPORTUNITY TO COME TOGETHER TO
COLLABORATE TO CREATE BETTER AND
MORE EQUITABLE INSTITUTIONS.
THIS PAST YEAR HAS BEEN AN
EXCITING AND CHALLENGING ONE FOR
ME.

MAD TO TURNING 30, I PRESENTED
PAPERS O BE MY DISSERTATION
RESEARCH AT DIFFERENT NATIONAL
CONFERENCES, VISITED THE
NATIONAL ARCHIVES TO CONDUCT
RESEARCH FOR MY DISSERTATION
UNTIL THE GOVERNMENT SHUTDOWN
PREVENT IMMEDIATE FROM FINISHING
THAT, TAUGHT A CLASS AND HAD A
BABY.

WHO TURNED ONE TWO WEEKS AGO.
BY FAR THE THE BIGGEST CHALLENGE
THAT I HAVE FACED THIS YEAR HAS
BEEN CHILD CARE.

FINDING A PLACE TO LEAVE MY
DAUGHTER WHILE I WORK HAS BEEN
INCREDIBLY COSTLY AND TIME
CONSUMING.

EVEN THOUGH I PUT HER ON THE
WAIT LIST AT THREE DIFFERENT
DAYCARE CENTERS A WEEK AFTER SHE
WAS BORN, IT IS NOT UNTIL SIX
MONTHS LATER IN JANUARY THAT SHE

SPHIENLLY RECEIVED A SPOT AT A DAYCARE NINE MILES A AWAY FROM WHERE I LIVE.

HAVE I SPENT THE PAST 12 MONTHS RACKED WITH ANXIETY ABOUT HOW MUCH MORE WORK I COULD HAVE COMPLETED IF I HAD HAD ACCESS TO AFFORDABLE HIGH QUALITY CHILD CARE.

ANXIETY KNOWING I PROBABLY ADDED AN ENTIRE YEAR ON TO TIME BECAUSE I QUICKLY LEARNED IT IS IMPOSSIBLE TO WRITE A DISSERTATION, TO TEACH AND PATIENT ALL AT THE SAME TIME WITHOUT ANY HELP FROM MY INSTITUTION.

AND MOST SIGNIFICANTLY AND LAMENTABLY ANXIETY ABOUT THE FACT THAT I AM MOT ALONE AM THIS STRUGGLE.

THE LACK OF INSTITUTIONAL SUPPORT FOR STUDENT WORKER PARENTS HAS A DISPROPORTIONATE IMPACT ON WOMEN AND STUDENTS WORKER BOSAK SES TO OUTSIDE WEALTH.

CURRENTLY CERA LYNNA ATTENDS DAYCARE ALL DAY THREE DAYS A WEEK, IT COSTS \$320 FOR THOSE THREE DAYS WHICH ADDS UP TO \$1,280 A MONTH.

SINCE CAN I NOT AFFORD TO ENROLL HER FULL TIME, I ALSO HAVE A BABYSITTER COME ON MONDAYS AND PRIES FOR FOUR TO FIVE HOURS, THIS COSTS AN ADDITIONAL \$112 TO \$130.

BETWEEN JANUARY 1ST OF THIS YEAR AND JUNE 30th I WAS PAID A TOTAL OF \$10,560 ON CHILD CARE. THIS DOESN'T INCLUDE THE TIMES THAT I HAVE HAD TO GET A BABYSITTER DURING THE EVENING TO ATTEND AN EVENT ON CAMPUS NOR THE COST OF BRINGING MY DAUGHTER TO ACADEMIC KRCHS WHERE I PRESENTED MY WORK.

I KNOW THAT HARVARD FACULTY ARE ELIGIBLE FOR DEPEND ENT CARE FUND GRATES WHICH HELP WITH CARE GIVING COSTS AND I BELIEVE THIS SOMETHING THAT ALSO SHOULD BE MADE AVAILABLE IT TO GRADUATE

WORKER PARENTS.

THERE IS AN INHIBITION THAT
AUTOMOBILES FACILITY TO MEET CARE
GIVING NEEDS WHILE SUCCEEDING IN
THEIR ACADEMIC CAREERS.

THEY RECEIVE PRIORITY ENROLLMENT
AT HARVARD-- HARVARD CHILD
CARE CENTERS AND HE THEY ARE
ELIGIBLE FOR SUBSIDIES TO HELP
COVER THE COST.

I MADE \$34,000 THIS PAST YEAR
AND I RECEIVED 0 SUBSIDIES.

IN ADDITION, I PAID \$1,901 EACH
SEMESTER AND \$400 LAST JUNE FOR
MY DAUGHTER TO BE COVERED UNDER
HARVARD HEALTH INSURANCE.

HER HEALTH INSURANCE BILL NOT
INCLUDING COPAYS AND OTHER COSTS
THAT HAVE RESULTED FROM HER
HEALTH CARE NEEDS HAVE TOTALED
AN ADDITION \$4,200 IN THE 12
MONTHS SINCE SHE WAS BORN.

WHEN SHE WAS BORN I RECEIVED A
ONE-TIME PAYMENT OF \$6,500 FROM
HARVARD UNIVERSITY.

I WAS ALSO TOLD THAT I WAS HE
LIGABLE FOR 12 WEEKS OF LEAVE
UNPAID BECAUSE AND I DIDN'T TAKE
THIS BECAUSE LIKE ALMOST EVERY
OTHER WOMAN AND PARENT I KNOW
WHO IS A STUDENT WORKER, I COULD
NOT AFFORD TO FOREGO A PAYCHECK
FOR 12 WEEKS.

I KNOW STUDENT WORKER PARENTS
HAVE FOUND IT NECESSARY TO GET
ANOTHER JOB ON TOP OF THE WORK
THEY ALREADY DO AS GRADUATE
STUDENTS, TEACHING, RESEARCHING
AND WRITING AND THE WORK THEY
ALREADY DO AS PATIENTS IN ORDER
TO MAKE ENDS MEET.

NEXT YEAR I WILL BE TEACHING
FULL TIME AND ANTICIPATE
SPENDING IN EXCESS OF \$21,600 ON
CHILD CARE.

I ALSO ANTICIPATE SPENDING
AROUND \$4,000 TO ENSURE THAT SHE
HAS HEALTH INSURANCE.

NOT INCLUDING THE COST OF
DIAPERS, WIPES, FOOD, CLOTHING
OR HOUSING, THAT IS A TOTAL OF
OVER \$25,000.

NEXT YEAR I ANTICIPATE MAKING
AROUND \$33,000.

>> AS YOU CAN SEE, THE SITUATION
SUN TENABLE.

>> FULL TIME.

>> FULL TIME.

>> AS YOU CAN SEE THE SITUATION
SUN TENABLE.

AT YALE, FOR EXAMPLE, I KNOW
GRADUATE STUDENTS RECEIVE AN AN
SEUL CITY PEND OF 4,600 FROM THE
UNIVERSITY AND THEIR CHILDREN
RECEIVE HEALTH INSURANCE AT NO
ADDITIONAL COST TO THE STUDENTS.
THEY CREATED THESE POLICIES TO
DEMONSTRATE THEIR COMMITMENT TO
HELPING ALL GRADUATE STUDENTS
SUCCEED DURING THEIR TIME AT
SCHOOL.

HARVARD DOES PROVIDE A SUB IS
SUBSIDIZED MEMBERSHIP OF
CARE.COM THAT I USE TO FIND THE
BABYSITTER BUT THE TEN DAYS OF
EMERGENCY CARE CAN'T BE USED TO
PAY HER.

IT CAN ONLY BE USED TO PARTIALLY
SUBSIDIZE THE THE COST OF
DAYCARE OR BABYSITTER CHOSEN BY
CARE.COM IN AN EMERGENCY.

RESULT I HAVE FOUND THIS BENEFIT
INCREDIBLY DIFFICULT TO UTILIZE
AS HAVE OTHER PARENTS I HAVE
SPOKEN WITH.

IN AN EMERGENCY SITUATION, THE
LAST THING YOU WANT TO DO IS
LEAVE YOUR CHILD WITH A COMPLETE
STRANGER.

>> I DON'T WANT TO HAVE THO
CHOOSE BETWEEN BEING A SCHOLAR
AND A MOTHER.

FROM WHERE I AM SITTING, IT
SEEMS AS THOUGH HARVARD HAS AN
OPPORTUNITY TO TAKE ACTION AND
LEAD ON ISSUES RELATED TO
WORKING FAMILIES, ENSURING THAT
STUDENT WORKERS WHO ARE NEW
PARENTS AND PARTICULARLY NEW
MOTH ERR-- MOTHERS AND LOW
INCOME STUDENT WORKERS ARE ABLE
TO FINISH THAT I DEGREES AND
GRADUATE, WILL BENEFIT OUR
STUDENTS, OUR UNIVERSITIES, OUR
CHILDREN AND OUR COMMUNITIES.
THANK YOU.

>> THANK YOU.

AT THIS POINT WE WILL GO INTO

SOME QUESTIONING FIRST.

ALEX.

>> YES.

>> SO WHAT DOES YOUR PACKAGE LOOK LIKE FROM NORTH EASTERN, YOU WORK FOR THEM AS A STUDENT WA, DO YOU GET PAID R THERE ANY OTHER BENEFITS.

I IMET A SENSE YF ARE YOU WORKING THERE.

>> UH-HUH.

>> YEAH, SO MY ANNUAL SALARY IS \$35,000.

WE GET BLUE CROSS, BLUE SHIELD HEALTH INSURANCE.

>> FULL COVERAGE OR PARTIAL COVERAGE.

>> IT IS FULL, WE HAVE A \$25 COPAY FOR MEDICAL AND MENTAL HEALTH.

>> CHILD CARE I DON'T NEED IT IT PU YOU HAVE ALSO A SUBSCRIPTION IT TO CARE.COM AND REQUEST ALSO IMET 12 WEEKS OF UNPAID LEAVE.

>> HOW MANY WEEKS DO YOU DO, FULL TIME, 40 HOURS.

>> YEAH.

>> AND THEN ON TOP OF YOUR SCHOOL WORK OR WHATEVER ELSE IS GOING ON.

>> YEAH, SO I AM IN A LATE Ph.D STARTING MY 6th YEAR, DOING FULL TIME RESEARCH.

>> AND ZACK, YOU CAN EXPLAIN, LIKE GIVE ME A SENSE OF WHAT YOUR SCHEDULE IS, TIME WORK, TIME AT SCHOOL AND WHAT IS YOUR TIME MCT LIKE.

>> SO LIKE ALEX I'M ALSO FULL TIME RESEARCH.

I DON'T TAKE CLASSES ANY MORE.

>> OKAY.

>> I GO DEPENDING ON MY FUNDING SITUATION, EITHER MI TEACHING, AS BOSTON UNIVERSITY WE ARE EITHER FUNDED TO DO RESEARCH OR IF WE DON'T HAVE GRANTS WE'RE FUNDED TO TEACH IN MY SITUATION I'M FUNDED TO DO RESEARCH DURING THE SUMMER AND I WILL BE TEACHING IN THE FALL.

SO RIGHT NOW NORMALLY IT IS FROM MORNING UNTIL NIGHT WORKING USUALLY, AT LEAST LIKE TEN

HOURS, MAYBE 12 HOURS A DAY AND THAT IS NORMAL-- NORMALLY DURING THE WEEK AND ON WEEKENDS AS WELL.

>> DO YOU HAVE HEALTH INSURANCE.

>> YES, I DID.

>> AND WHAT IS YOUR HEALTH INSURANCE PACKAGE LIKE.

>> I DON'T USE ALL, WELL, SO CERTAIN THINGS DON'T APPLY TO ME.

I DO HAVE THINGS LIKE WE DON'T GET EYE OR DENTAL CARE, THAT IS PROBLEM AT YOU CAN FOR ME, I HAVE AN EYE CONDITION THAT REQUIRES SURGERY T COSTS LIKE 4,000 THE THE BIGGEST THING IS WE DON'T HAVE HIGHER DENTAL CARE OTHERWISE WE DO HAVE COVERAGE.

>> OKAY.

AT HARVARD YOU HAVE A STUDENT UNION.

>> WE ARE IN BAR DAINING DO 9 STUDENTS NEGOTIATE THEIR OWN PACKAGE EVERYBODY THAT IS WORKING OR ARE YOU NSHTING ON YOUR OWN.

>> STUDENTS HO ARE DOING RESEARCH OR TEACHING SERVICES, IT IS A LOT OF GRADUATE STUDENTS AND SOME PROFESSIONAL STUDENTS BUT WE ARE ALL ON ONE UNION.

>> THANK YOU VERY MUCH.

I AM, ONE OF MY QUESTIONS IS DRIVEN AM A WAY IT TO PAY A LITTLE BIT OF DEVIL'S ADVOCATE, IT TO COUNTER SOME OF THE QUESTIONS PEOPLE HAVE BEEN ASKING ME.

IT IS INTENDED TO ELICIT I GUESS.

TO HIGHLIGHT.

SO THINGS THAT I THINK ARE NECESSARY.

>> WITH BOSTON I THINK IT WAS BC, BC WE GET A LETTER FROM BC. AND SO I WANTED TO MAKE SURE I WENT THROUGH SOME OF WHAT THEY ARE SAYING, THAT THEY ARE PROVIDING AND IF THEY ARE, ARE NOT PROVIDING THEM.

BUT IS TO BE FAIR TO THEM, SO HERE IT STATES THEY RECEIVE TAX FEE TUITION.

>> COMPETITIVE STIPEND.
SO THE STIPEND THAT GRADUATED
WORKERS RECEIVE AT BOSTON
COLLEGE DEPENDING ON THE
DEPARTMENT, IN CHEMISTRY WE JUST
GOT A RAISE TO 32K.
AND MY COLLEAGUES IN OTHER
DEPARTMENTS MAKE \$20,000 A AREA
WHICH BOSTON COLLEGE CLAIMS TO
BE A LIVING WAGE IN THE THE CITY
OF BOSTON AND IT IS NOT.

>> HEALTH-CARE BENEFITS THAT ARE
100 PERCENT FINANCED BY THE
UNIVERSITY.

>> I HAD TO PAY A LOT OF MONEY
FOR DENTAL CARE BECAUSE THE
STRESS OF BRAD YAIT SCHOOL IS
MAKING MAY IMUMS RECEDE AND I
IMMEDIATE SURGERY.

>> THEY ALSO HAVE ACCESS TO
PARENTAL LEAVE.

>> TWO MONTHS PAID PARENTAL
LEAVE AND THAT POLICY WAS NOT
EQUAL ACROSS ALL THE SCHOOLS
THAT GRADUATE WORK ARES WORK AM
SO THAT WAS FOR THE ARTS AND
SCIENCES BUT IT DID NOT APPLY TO
THE SCHOOL OF EDUCATION UNTIL WE
STARTED COMPLAMMERRING FOR IT
AND THEN BOSTON COLLEGE DECIDED
TO GIVE IT TO US AS A WAY OF
MAKING US BE QUIET.
AND AFFORDABLE DENTAL PLAN.

>> AGAIN, WE DO NOT HAVE AN
AFFORDABLE DENTAL PLAN.

>> NO DENTAL PLAN.

>> WE PAY FOR IT AND IT IS NOT
AFFORDABLE ON MY CITY PEND IT IS
A LOT OF MONEY OUT OF MY BUDGET.

>> IN TOTAL FURS YEAR DOCTORAL
STUDENTS RECEIVE SALARY AND
BENEFITS WORTH AT LEAST \$40,000.

>> WE DON'T GET PAID \$40 THROW.

>> I'M JUST THIS IS WHAT IS
SUBMITTED AS TESTIMONY FROM THE
UNIVERSITY.

>> YEP.

>> IN ADDITION, CONTRARY TO
ASSERTIONS THAT HAVE BEEN MADE
BY ACT VISES SEEKING TO UNION
SIZE IN THE UNITED AUTOWORKERS
BOSTON COLLEGE IS NOT OPPOSE TO
UNION, THE FACT IS BOSTON
COLLEGE POLICE AND TRADE STAFF

ARE UNIONIZED AN BC HAS ENJOYED EXCELLENT RELATIONS WITH THEIR RESPECTIVE UNIONS FOR DECADES. BOSTON COLLEGE ALSO USES ORGANIZED LABOR FOR ALL OF ITS CAMPUS CONSTRUCTION PROJECTS OF MORE THAN \$1 MILLION. IF BOSTON COLLEGE IS NOT OPPOSE TODZ UNIONS Y DON'T THEY BARGAIN FOR US.

>> ANOTHER FALSE ASSERTION IS THE BCUA-W IS A CERTIFIED UNION FOR GRADUATE STUDENTS WHICH BOSTON COLLEGE IS REFUSING TO RECOGNIZE.

THE FACT IS ON FEBRUARY 6th, 2018, BCUA-W VOLUNTARILY WITHDRAW ITS PETITION BEFORE THE MAT RELATIONS BOARD.

>> WE PULLED OUR APPLICATION BECAUSE THE ANTI LABOR AND LRB WAS LAKELY TO OVERTURN THE DECISION THAT WOULD HAVE ENABLED BRAD YAIT WORKERS AT PRIVATE UNIVERSITIES ACROSS THE COUNTRY TO FORM WORKERS UNIONS AND WE DIDN'T WANT TO JEOPARDIZE THE ALREADY BARGAINED CONTRACTS OF WORKERS AT OTHER UNIVERSITIES.

>> SO FOR MY EDUCATION, FOR THOSE ORGANIZING, WILL IS NOTHING STOPPING BOSTON COLLEGE FROM RECOGNIZING YOUR UNION, YOU CAN NEGOTIATE WITH YOUR UNION REGARD-- REGARDLESS OF WHAT THE MLRB SAYS.

>> A UNION IS COMPOSED OF WORKERS WHO HAVE AGREED TO FORM A COLLECTIVE TO BARGAIN WITH THEIR EMPLOYERS, WE HAVE A IMREED TO DO SO AND OUR EMPLOYER VE FUSING TO BARGAIN WITH US.

>> LASTLY ADVOCATES HAVE FALSELY CLAIMED THAT UNION SUPPORTERS FROM DISCIPLINED FOR DISTRIBUTING LIQUIDS ON BC CAMPUS HAST FALL.

THE FACT IS SEVERAL GRAD STUDENTS WERE FOUND RESPONSIBLE FOR INTERFERING ON ON A PUBLIC EVENT AND INFRINGING ON THE RIGHTS OF OTHERS TO HEAR A PRESENTATION IN OUR MAY THEATER, THEY ARE BOUND BY THE SAME

POLICY AND CODE OF CONDUCT THAT BOUND THE BC STUDENTS.

>> I WAS WITHIN OF THE THE 18 GRADUATE WORKERS WHO WERE DISCIPLINED FOR HANDING OUT FLYERS AT AN EVENT.

THAT IS A FACT.

>> GO AHEAD.

>> CAN I-- WHAT WAS THE DISCIPLINE, YOU SAID HIGH LEVELS OF DISDISCIPLINE.

>> I RECEIVED AN ACADEMIC WARNING WHICH IS ESSENTIALLY THE HIGHEST LEVEL OF WARNING THEY GIVE YOU BEFORE THEY PUT YOU ON PROBATION WHICH I DON'T SEE THAT THEY HAVE ANY RIGHT TO DO. I HAVE GOOD GRADERS.

>> IT DOESN'T HAVE ANYTHING TO DO WITH ACADEMICS.

>> NO, AND I WAS TAKING PART IN A PROTECTEDDED, CONCERTED ACTIVITY AS A WORKER.

I AM A STUDENT AND I'M ALSO A WORKER.

AS A WORKER I HAVE A RIGHT TO HANDS OUT FLYERS IN MY WORKPLACE, WHICH IS WHERE I WAS, HANDING OUT FLYERS, AS A WORKER. AND AGAIN JUST WANT TO BE CLEAR, IT IS NOT FUNNY, TAND IS IMPORTANT THAT PEOPLE UNDERSTAND THAT WHEN THE UNIVERSITY IS SAYING YOU WITHDREW YOUR APPLICATION FROM THE NLRB THAT YOU WEREN'T WALKING AWAY FROM CERTIFICATION AS A UNION, AND THAT IS WHAT I BELIEVE THAT YOU ARE TRYING TO STATE IN THIS LETTER.

>> WE ARE STILL A UNION. AND THE UNION EXISTED BEFORE THE NLRB EXUSED.

SO WE ARE STILL A UNION. WE STILL HAVE THE RIGHT IT TO BARGAIN WITH OUR EMPLOYER AND THEY NEED TO O COME TO THE TABLE AND BARGAIN WITH US.

>> UNIONIZATION IN OUR VIEW WOULD FUNDAMENTALLY ALTER THE FACULTY-LEAD APPROACH TO GRADUATE EDUCATION THAT HAS BEEN THE DE FINING FEATURE THROUGHOUT OUR 156 YEARS IN SERVICE IN THE

CITY OF BOSTON, THE NATION AND THE WORLD.

IN GENERAL, HOW DO YOU SEE UNIONIZATION IMPACTING THE ACADEMIC RIGOR AT BC OR THE ACTUAL TEACHING AND QUALITY OF EDUCATION PROVIDED AT BC.

>> IT WOULDN'T AFFECT IT AT ALL. THERE HAVE BEEN MULTIPLE STUDIES WHICH WE WOULD BE HAPPY TO PROVIDE YOU WITH THAT HAVE DEMONSTRATED THAT THERE IS NO DETRIMENTAL EFFECT OF UNIONIZATION OF GRADUATE WORKERS ON THE QUALITY OF THEIR EDUCATION OR ON THEIR RELATIONSHIPS WITH THEIR ADVISORS.

>> ON TO NORTH EASTERN.

>> I WILL DO THE SAME THING. READING AGAIN FROM THE LETTER FROM NORTH EASTERN OUR PH.D STUDENTS ON AN ASSISTANTSHIP ENJOY THE BENEFITS OF A TUITION WAIVER, IS THAT TRUE?

>> COMPETITIVE FINANCIAL SUPPORT

.
>> I MEAN I'M NOT SURE HOW IT COMPARES IT TO OTHER COLLEGES. BUT I KNOW THAT SHALL-- SORRY, ONE MORE THING.

THE AMOUNT OF FINANCIAL SUPPORT DIFFERS A LOT AS OTHER PEOPLE HAVE SAID ACROSS AK KEMMICK DEPARTMENTS SO FOR EXAMPLE, THE HIGHEST PAID KEYS USUALLY IN THE STEM FIELDS GET LIKE MID 30K.

BUT IN FOR EXAMPLE THE HUMANITIES THAT NUMBER IS MUCH LOWER.

>> HEALTH INSURANCE.

>> YEAH, AND AS OTHERS HAVE SAID, WE DON'T HAVE VISION OR DENTAL.

>> YOU DON'T HAVE VISION OR DENTAL.

>> NO, WE HAVE ACCESS TO I BELIEVE IT IS ONE DENTAL CHECKUP PER YEAR FREE FOR THE OTHERS YOU HAVE TO PAY.

>> AND THE MULTITUDE OF UNIVERSITY RESOURCES RANGING FROM TRAVEL AND CONFERENCE FUNDING TO PROFESSIONAL

DEVELOPMENT SERVICES AND GUIDANCE.

>> WHAT DOES THAT MEAN?

COULD YOU GET NO TRAVEL BENEFITS AND CONFERENCE FUNDING.

>> THEY RECENTLY UPPED THE AMOUNT OF MONEY WE COULD GET REIMBURSED FOR CONFERENCE TRAVEL IT USED TO BE LIKE 2 OR 300

THERE ARE TRAVEL REIMBURSEMENTS THAT DO VARY BY DEPARTMENT AND COMPUTER SCIENCE, MY DEPARTMENT YOU CAN GET IF YOU APPLY FOR IT A TRAVEL GRANT AND THAT ASSUMES YOU HAVE THE RESOURCES IN YOUR POK TET TO PAY OUT.

>> YES, YOU HAVE TO FRONT ALL THE COSTS.

>> SO IF YOU DON'T HAVE IT EVEN TO GO, TO FURTHER SUPPORT OUR GRADUATE STUDENTS THE UNIVERSITY PERFORM FORMED A Ph.D NETWORK AS A CENTRAL RESOURCE TO ASSIST Ph.D STUDENTS WITH THE MYRIAD OF SUPPORT SERVICES OFFERED BY THE UNIVERSITY.

>> SO FUNCTIONALLY THE Ph.D NETWORK ISN'T ANYTHING.

THEY HAVE LIKE ONE OFF EVENTS. I THINK THEY STARTED A SUPPORT GROUP.

IT IT BECAME SORT OF LIKE A RESPONSE TO ORGANIZING ACTIVITY AS WE HAD STARTED DEMANDING MORE AND MORE SERVICES.

THEY BEGAN TO LIKE OFFER THEM SO AS A RESULT, DIRECT RESULT OF OUR UNION ORGANIZING.

SO FOR EXAMPLE, OUR UNION MADE A BIG CAMPAIGN ISSUE OUT OF THE FACT THAT WE HAVE NO RECOURSE WHEN WE DEAL WITH HARASSMENT ON THE JOB.

AND NORTH EVEN AT THAT TIME DID NOT OFFER AN OM BUDS PERSON FOR GRADUATE WORKERS.

THERE WAS AN OM BUDS PERSON IF YOU WERE TECHNICALLY CONSIDERED A UNIVERSITY EMPLOYEE ON STAFF, MY UNDERSTANDING OVER UNIVERSITIES DO HAVE AN OM BUZZ PERSON.

>> BUT IT IS STILL NOT ENOUGH, AS YOU KNOW AN OM BUDS PERSON

CAN'T VOOD KATE FOR YOU T IS NOT
A ROLL THAT PROVIDES ANYTHING
OTHER THAN KF DENG'S ADVISE OR
SUPPORT.

IF YOU EXPERIENCING AN ISSUE YOU
HAVE NO REAL RECOURSE FOR IT.

>> SO FOR EXAMPLE F YOU FEEL YOU
ARE BEING SEXUALLY HAR LAGSED.

IF YOU HAVE CONCERNS ABOUT
DISCRIMINATION, WHERE DO
STUDENTS GO RIGHT NOW?

>> SO YOU CAN FILE A TITLE 9
COMPLAINT.

SO TITLE 9 IS THE FEDERALLY
MANDATEED OFFICE THAT THE
UNIVERSITY USES TO PROCESS
COMPLAINTS.

SO TITLE 9 IS ENTIRELY THE
OUTCOME OF ANY TITLE 9
INVESTIGATION IS SUBJECT TO THE
UNIVERSITY'S DECISION.

SO AS A RESULT, IF YOU HAVE AN
ISSUE, AND YOU BRING IT TO TITLE
9 AND YOU GO THROUGH THAT
PROCESS, THE UNIVERSITY CAN
SIMPLY IGNORE IT.

AND THAT'S BEEN THE CASE IN
OTHER UNIVERSITIES.

SO THERE WAS A CASE THAT I'M
AWARE, I BELIEVE IT WAS
UNIVERSITY OF CONNECTICUT, I
CAN'T REMEMBER EXACTLY BUT
ESSENTIALLY THERE WAS A GRADUATE
WORKER WHO HAD EXPERIENCED
HARASSMENT AND THE TITLE 9
PROCEDURE DID NOTHING.

AND THEN THEY WERE ABLE TO
KSH-- THAT IS ESSENTIALLY WHAT
WE WANT.

BECAUSE CURRENTLY THERE IS NO
INDEPENDENCE PROCESS.

>> IS THERE ANY PROCESS FOR
EXAMPLE WITH THE STATE, THE M.C.
AD FOR DISCRIMINATION, WHERE
WORKERS SUCH AS YOURSELVES WHO
ARE COULD FILE A COMPLAIN OR
FEEL THEY COULD ABOUT THERE?
I THINK WE COULD FILE BUT I DONE
ANY THINK INFORM I OF US HAVE
TRIED.

>> YEAH, BUT RIGHT NOW, WHAT IS
THE NAME OF YOUR LOCAL?
UNION.

>> WE ARE THE GRADUATE EMPLOYEES

OF NORTH EASTERN UNIVERSITY.

>> AND THE UNIVERSITY IS NOT
NEGOTIATING WITH YOU.

>> YEAH, NO, SO WE HAD A COUPLE
MEETINGS WITH THE PROVOST AND
THEIR LEGAL COUNSEL AND THEY
SAID TO US THAT THEY DIDN'T
BELIEVE UNIONIZATION WAS IN OUR
BEST INTEREST.

>> CONVENIENT.

THANK YOU.

>> AND WOULDN'T EXPLAIN WHY.

>> SAM, YOU SAID THEY RECEIVED
TAXFREE TUITION.

THEY TAKE THE TAXES OFF-- SO
JUST THE TAXES OFF YOUR TUITION,
ARE YOU STILL PAYING TUITION BUT
THEY SHALL.

>> I NEVER PAID TUITION.

IF THAT IS SOMETHING THAT THEY
TAKE OUT OF MY DEPARTMENT'S
FUNDING, I DON'T KNOW.

>> WHAT DO THEY MEAN BY TAXFREE,
LIKE I DON'T UNDERSTAND THAT.

>> I DON'T EITHER.

>> IT IS NOT COUNTED AS INCOME.

A COUPLE OF YEARS AGO THERE WAS
AN ATTEMPT IN CONGRESS TO MAKE
OUR TUITION COUNT TOWARDS OUR
TAXABLE INCOME AND I CALLED MY
REPRESENTATIVES AND TOLD THEM
THAT I WOULD HAVE TO DROP OUT OF
GRAD SCHOOL BECAUSE I DON'T HAVE
ENOUGH MONEY TO PAY THAT.

>> UH-HUH.

>> OKAY.

WE'LL COME BACK TO YOU.

>> KOINLER FLIN.

>> WELL COLE BSH BSH WE'LL COME
BACK.

>> THANK YOU.

THANK YOU.

THANK YOU TO THE PANELISTS FOR
BEING HERE.

JUST READING SOME OF THE
DOCUMENTS.

UMASS BOSTON AND TUFTS HAVE
FORMED UNIONS.

DO YOU KNOW WHAT THE DIFFERENCE
IS BETWEEN SOME OF THE GRADUATE
WORKERS AT THOSE UNIONS AND YOUR
SITUATION AS IT IT RELATES TO
BENEFITS?

ARE THEY MORE, DO THEY HAVE MORE

BENEFITS THAN YOU BECAUSE HE
THEY ARE MORE STRUCTURED OR MORE
ORGANIZED OR KSH.

>> I KNOW THAT UNIVERSITY OF
CONNECTICUT HAS A HEALTH CARE
FUND THAT WORKERS-- THEY WON
THAT IN THEIR CONTRACT.

>> ARE YOU KSH-- WHAT UNION ARE
YOU WITH?

IS THERE AN UMBRELLA BROWP.

>> UA-W.

>> OH, UA-W, OKAY.

OKAY.

I KNOW JUST RAIDING SOME
DOCUMENTS, 10,000 STUDENT
WORKERS IN THE CITY.

IT IS A BIG PART OF THE BOSTON
ECONOMY, OBVIOUSLY IS HIGHER
EDUCATION.

A LOT OF COMPANIES AND A LOT OF
COLLEGES AND UNIVERSITIES ARE
MAKING A LOT OF MONEY OFF OF
EDUCATION.

JUST LISTENING TO YOUR STORY, IT
SEEMS TO ME THAT THE ONLY WAY
YOU REALLY COULD BE A GRADUATE
STUDENT TEACHER IS COME FROM A
WEALTHY FAMILY, UNFORTUNATELY.
AND IF YOU CAME FROM A WALELY
FAMILY, YOU WOULDN'T HAVE THESE
ISSUES.

BUT IT PENALIZES WORKING CLASS
KIDS THAT WANT TO BE A PROFESSOR
SOME DAY BECAUSE LIVING THAT
TYPE OF LIFE YOU GUYS JUST
EXPLAINED, IS MOT SOMETHING I
WOULDN'T WANT TO DO ALL THAT
STRESS.

BUT I'M SURE IT IT DOES TAKE A
TOLL ON YOU.

CERTAINLY FINANCIALLY BUT
MEDICALLY AS WELL.

>> AND WHAT IMPACTS THAT HAS ON
THE ROAD WHEN ARE YOU STILL
DEALING WITH SOME OF THE ISSUES
YOU HAD AS A STUDENT TEACHER.

IT IT MUST PUT YOU BACK IN A
NEGATIVE POSITION WITH ALL THE
HARDSHIPS YOU HAVE HAD AS A SUED
TEACHER.

EYE JUST WONDERING APPROXIMATING
MINUTE WANTS TO COMMENT ON THAT.

>> SURE.

ONE OF THE I THINK, WHAT WERE

YOU SAYING, THEY OFTEN PRESENT THE COMPENSATION AS A GIFT. OFTENTIMES HE HAD ARE LIKE WOW, WE WILL WRITE-OFF \$50,000 OF TUITION. NEXT YEAR WE COULD RAISE IT TO 70,000. WOE, YOUR PAY JUST WENT UP \$20,000 A YEAR. AND I THINK THAT THE UNIVERSITIES OFTEN DO IN ORDER TO BOLSTER THE POSITION, UNDERVALUE JUST HOW DIFFICULT THE WORK IS TO DO. IN ORDER TO TEACH THIS LAST SEMESTER OF TEACHING UNDERGRADUATE MACRO ECONOMICS COURSE. AND NOT ONLY DID THE COURSE ACTUALLY GO GIET A BIT BEYOND WHAT I MYSELF HAD LEARNED AS UNDERGRAD, BUT IT IT IS A MATHEMATICALLY VERY CHALLENGING COURSE, A LOT OF PREP TIME. I HAD TO BE ABLE TO LEARN THE CONTENT OF THE COURSE SUFFICIENTLY TO TEACH IT TO UNDERGRADUATES. MANY IN THE UNIVERSITY ARE EXPECTED-- THAT IS NOT WORK THAT ANYONE CAN DO STVMNT VERY, IT IS CHALLENGING WORK STVMNT EXTREMELY VALUABLE WORK AND SO TO BE ABLE TO BE WE'RE HANDING YOU THIS LARGE GIFT OF \$30,000. MANY PEOPLE COULD BE PURSUING OTHER CAREERS, MAKING QUITE A BIT MORE MONEY, ADDING TO THEIR RETIREMENT. ONE THING WE TALKED ABOUT IN OUR CAMPAIGN IS RETIREMENT PLANS IS SOMETHING I DON'T THINK ANY GRADUATE STUDENT HAS, PEOPLE FINISH THEIR Ph.D WHEN THEY ARE 30, SOMETIMES LATER. PEOPLE PUT OFF HAVING A KID UNTIL THEY ARE DONE. AND FOR A LOT OF PEOPLE, YOU KNOW, LATE 20S IS EXACTLY THE TIME THAT YOU WOULD LIKE TO BE ABLE TO HAVE KIDS. PEOPLE SACRIFICE A LOT BECAUSE THEY CARE ABOUT THEIR WORK, THEY CARE ABOUT THE ACADEMICS, THEY

CARE ABOUT THE INSTITUTION.
AND THE UNIVERSITIES ACT LIKE IT
IT IS A GIFT JUST TO COMPENSATE
US FOR WHAT WE ARE ADDING TO THE
INSTITUTION.

I THINK THERE IS A BIGGER
PICTURE THAT BEING TO YUBD VALUE
WHAT OUR ROLE IS FOR WHAT IS
ACTUALLY QUITE DIFFICULT LABOR
IT TO PERFORM, IS ONE OF THE
THINGS THAT I THINK IS MOST
IMPORTANT TO FIGHT IT TO FORM
THE THE YAWN TO REPRESENT
OURSELVES.

>> I JUST REALLY APPRECIATE YOUR
POINT, COUNSEL ILLER FLYNN,--
COUNCILOR FLYNN, I
THINK IT IS HE IMREEJOUS THAT
THE CAREER PATH OF ACADEMIA IS
FORE CLOSED TO ANYONE WHO
DOESN'T COME FROM AN
INDEPENDENTLY WEALTHY FAMILY AND
IT TO PUT THIS IN PERSPECTIVE,
IN STATE TUITION AT UMASS IS
\$209,000, THAT INCLUDES ROOM AND
BOARD.

BY THE TIME MY DAUGHTER BEGINS
KINDERGARTEN, I WILL HAVE PAID
OUT OF POCKET THE EQUIVALENT OF
A FOUR YEAR COLLEGE DEGREE FOR
HER.

WRCH IN DAYCARE.

>> IN DAYCARE COST AS LOAN.
THAT DOESN'T INCLUDE HOUSE
INSURANCE, HOUSING, FOOD,
DIAPERS, DAYCARE ALONE.

>> MY FINAL QUESTION, FOLLOWING
UP ON SOME OF YOUR COMMENTS.
JUST ON THE, JUST ON THE MEDICAL
AND PHYSICAL AND MENTAL HEALTH
THAT ITS TOLL TAKES ON YOU, DOES
IT ALSO IMPACT THE STUDYING THAT
ARE YOU DOING OR THE RESEARCH
THAT YOU ARE DOING, IT IT
CERTAINLY TAKES TIME AWAY FROM
WHAT YOU ARE DEDICATING YOUR
LIFE TO IN TERMS OF TEACHING OR
RESEARCH.

BUT WHEN YOU HAVE THOSE TYPES OF
MEDICAL ISSUES THAT ARE YOU
DEALING WITH, THAT PEOPLE ARE
DEALING WITH GENERALLY, IT IT IS
ALSO A TIME, COMMITMENT AWAY
FROM WHAT YOU REALLY ARE

STUDYING FOR SO IT DOES PROBABLY IMPACT YOUR PROFESSIONAL LIFE AS WELL.

>> ABSOLUTELY, CAN I GIVE AN, AMPLE.

DURING THE COURSE OF MY PREGNANCY I PROBABLY SPENT FOUR TO FIVE HOURS UNPAID DURING THE WEEK FIGHTING WITH INSURERS TO COVER MY PREGNANCY.

AND THIS YEAR I HAD TO PAY OUT OF POCKET \$50 FOR A FLU SHOT BECAUSE IT WASN'T COVERED.

HAVE I SEEN ONE DOCTOR IN THE 12 MONTHS SINCE HI MY DAUGHTER.

BECAUSE IT IS NOT CLEAR TO ME WHETHER OR NOT VISITS TO AN OB/GYN WILL BE COVERED.

>> THANK YOU, EVERYBODY.

THAT SAWLT THE QUESTIONS I HAVE.

I COULD ACTUALLY ASK MORE QUESTIONS.

>> YOU CAN GO IF YOU WANT.

>> OKAY, I WILL ASK ONE MORE QUESTION WRCHG THIS MONTH, JUNE, I SERVE IN THE MILITARY 30 YEARS.

JUNE IS IN THE MILITARY ALMOST EVERYBODY IS REQUIRED TO ENGAGE IN MEDICAL MENTAL HEALTH ASSISTANCE BUT THE MENTAL HEALTH WEAR AND TEAR ON A VETERAN HAS A HUGE IMPACT ON YOU.

BUT I JUST WISH, I HOPE EVERYONE IN THE ROOM REALLY IS ORGANIZED AS A GROUP SO YOU ARE ABLE TO GET MEDICAL CARE BUT ESPECIALLY MENTAL HEALTH CARE UNDER THE CONDITIONS THAT YOU HAVE OUTLINED HERE TONIGHT.

I THINK ST A SERIOUS ISSUE AND IT'S NOT ONE TO TAKE LIGHTLY.

AND YOU KNOW F THERE IS A WAY THE CITY COUNCIL CAN BE HELPFUL ON THAT ISSUE, BUT THE MENTAL HEALTH OF THE STUDENTS THAT ARE TEACHING THESE COURSES REALLY SHOULD BE A TOP PRIORITY FOR OUR CITY AND FOR OUR STATE.

OUR CITY AND STATE LIES ONNESS WITHIN WE WKS COUNCILOR.

>> THANK YOU, THANK YOU TO KOINLOR EDWARDS FOR LEADING THIS EFFORT AND SPONSORING THIS

HEARING, AND THANK YOU FOR SHARING THE PERSONAL STORIES.

AND I THINK SOME OF THEM HIGHLIGHTING, THE FEAR AND PRESSURE YOU MAY FEEL TO SHARE THAT STORY TODAY.

THANK YOU ALSO FOR SHARING SOME OF YOUR, BOTH YOUR EXPERIENCES AND SOME OF YOUR COLLEAGUES ESPECIALLY AROUND THE THE MENTAL HEALTH PIECE.

MY WORK ON THE COUNCIL HAS OFFERED CREATING GREATER ACCESS TO MENTAL HEALTH SERVICES ACROSS OUR CITY SO IT IS IMPORTANT TO HEAR.

HAVE ANY OF YOU OR MAYBE THROUGH THE CHAIR APPROXIMATE THE MAKER HAS WILL BEEN ANY AMAL SIS AROUND PROFIT OR REVENUE GENERATED THROUGH STUDENT WORK FOR THE UNIVERSITY'S THAT ARE HIGHLIGHTED HERE TODAY, BUT IN JUST IN GENERAL.

>> ONE OF THE HINGES THAT THEY TELL US WHEN THEY ARE RECRUITING US TO BOSTON COLLEGE FOR THE CHEMISTRY DEPARTMENT IS HOW MUCH MONEY WE HAVE.

WE ARE THE SECOND HIGHEST ENDOGENOUS DEPARTMENT IN THE UNIVERSITY.

THE FIRST HIGHEST ENDOGENOUS DEPARTMENT IN THE UNIVERSITY IS THE FOOTBALL TEAM SO WE BRING IN A LOT OF MONEY FOR THE UNIVERSITY IN THE FORM OF GRANTS AND APPROXIMATE THE UNIVERSITY HAS THAT MUCH MONEY, WHY CAN'T THEY AFFORD TO GIVE US DENTAL INSURANCE.

WHY CAN'T THEY AFFORD TO GIVE US EARLY EYE EXAMS, WE ARE ALL NERDS, WE ALL WEAR GLASSES. SO THE UNIVERSITY HAS THE RESOURCES IT OUGHT TO PAY US MORE MONEY.

>> AND I APPRECIATE THAT AND I THINK NONE OF US QUESTION THAT. BUT I AM WONDERING IF ANYONE HAS DONE AN ANALYSIS OF HOW MUCH YOU HAVE GENERATED THROUGH YOUR WORK.

ON I THINK THAT ASKERS THAT

THERE IS AN ABILITY TO DO THAT RESEARCH AND I THINK THAT ANALYSIS WOULD BE REALLY IMPORTANT IT TO BOLSTER THIS EFFORT BECAUSE WE HAVE DONE IT AND SEEN IT FORRATE LETTIC PROGRAMMING WITH UNIVERSITIES AND THEY CAN BE STAND THE REVENUE OF THE SALE OF JERSEY, FOR EXAMPLE, SO WHAT IT IS ABOUT YOUR WORK.

AND I THINK WE KNOW AND UNDERSTAND IT.

BUT WE HAVE TO GET TO A POINT WHERE WE SIGH IT ON AN AN EXCEL SPREAD SHEET.

WHAT.

>> I DONE HAVE HOSS NUMBERS RIGHT NOW WE THIS WOULD BE FAIRLY EASY IT TO QUANTITY FIE AT LEAST FOR THE LAB SCIENCES BECAUSE THE PEOPLE WITHOUT DO OFF THE BENCH WORK THAT IS GETTING FUNDED.

BY THESE GRANTS ARE THE IMRAD YAILT WORKERS.

SO IF YOU LOOK AT THE GRANT MONEY THEIR PROFESSORS LIKE THE PI'S DON'T RECEIVE THE ENTIRE AMOUNT THAT HE HAD GET IN THE IMRANT.

THE UNIVERSITY TAKES THEM I THINK WHAT WOULD BE HELPFUL TO US, WE HAVE THE STORY AND I THINK THE THE STORY LEADS THE KRVETIONS AND I FORGOT KSH-- FER GET WHO NOTED SOME OF THE RESEARCH THAT HAS BEEN DONE TO MEASURE THE IMPACT OF THIS WORK EMLY ON MENTAL HEALTH BUT I THINK IF WE CAN ALSO DO THAT QUALIFY WITH RESEARCH TO DEMONSTRATE THE IMPACT WHAT STUDENT WORKERS HAVE, IN THIS KRIRKS THE RESEARCH INDUSTRY, WHICH IT NO DOUBT IS, AND A MONEY MAKING INDUSTRY. IF WE CAN UNDERSTAND THAT INFORMATION, ST VERY HELPFUL TO THE CAUSE.

AND A CAUSE I SUPPORT IT.

I THINK IT REALLY HELPS IN THIS EFFORT.

>> ABSOLUTELY.

>> MANY OF US ARE RES DENS OF
THE THE CITY MS. THESE
COMMUNITIES FOR GOING ON A HE
CAN CADE.

WE BRING IN INCOME IT TO THIS
CITY MERELY THROUGH RAISING OUR
CHILDREN HERE, LIVING HERE, PAR
TAKE MG THE IT CITY OF BOSTON
AND NEIGHBORING COMEUMENTS HAVE
TO OFFER.

>> THANK YOU I'M HAPPY FOR WHAT
WE DO WE WILL HAVE A COMMITTEE
REPORT THAT COMES OUT TO THE
GENERAL COUNCIL AND SO I HOPE TO
HAVE SOME NUMBERS FOR MY
COLLEAGUES.

I THINK ALONG WITH LOOKING AT
REVENUE GENERATED, PATENTS ALSO
IMEN RATED BY THE UNIVERSITY,
THOSE ARE EXTREMELY VALUABLE AND
ALSO LOOKING AT WHERE WE DO
PARTNER WITH UNIVERSITIES OR
GRADUATE STUDENTS AND NURSING
FOR EXAMPLE, WILL BE WORKING AT
BOSTON PUBLIC SCHOOLS AND MAKES
SURE, I MEFER THOUGHT TO LOOK
BUT I WILL MAWK SURE THAT PERSON
IS PAID SERCHL A LIVING WAGE TO
BE A NURSE IN BOSTON PUBLIC
SCHOOLS AND I DON'T WANT THEM TO
BE CONSIDERED A STUDENT AND
LEARNING HOW TO BE A NURSE AND
CUT OUT OF ANY BEEN FITS.
THAT IS SOMETHING I PROMISE TO
DO THAT RESEARCH FOR MY
COLLEAGUES.

>> BOSTON UNIVERSITY.

>> WE GOT A RESPONSE, I WANT TO
MAKE SURE WE GO THROUGH AND
HIGHLIGHT SOME OF THE THINGS
THAT ALL THE BENEFITS YOU HAVE
BEEN RECEIVING.

BUT WE BELIEVE THAT OUR Ph.D
STUDENTS ARE FIRST AND FORE MOST
STUDENTS WHOSE TEACHING AND
RESEARCH ACTIVITIES ARE
INTEGRALLY RELATED TO THEIR
SCHOLARLY AND PROFESSIONAL
DEVELOPMENT.

WE THINK THE Ph.D STUDENT
PROGRAM BUILT FOR A 1S CENTURY
IN 2013S ABOUT TON UNIVERSITY
INTRODUCED FULL FUNDING MODEL
FOR THE Ph.D STUDENTS ON THE

CHARLES RIVER CAMPUS.
GUARANTEEING THAT ALL Ph.D
STUDENTS IF GOOD STANDING
RECEIVE FIVE YEARS OF STIPE END
SPORT AND HEALTH INSURANCE.
>> I DON'T KNOW WHY SHALL DID --
THERE A MEDICAL CAMPUS TOO THAT
HAS A LOT OF GRADUATE WORKERS SO
THEY SHOULD KNOT BE IGNORED.
FULL FUNDING RELATIVE TO WHAT
THEY WANT TO GIVE, WE'RE ASKING
FOR MORE.
SO I DON'T CONSIDER IT FULL
FUNDED.
>> SO FUNDING SUPPORTED TO PHD
STAWDS IN THE SCOOM OF MEDICINE.
>> IS THAT NOIR CAMPUS THE
MEDICAL CAMPUS INCLUDES MORE
THAN THE SCHOOL OF MEDICINE SO.
THIS THIS HAVING ALL CITY PENDED
Ph.D STUDENTS TO A SET AMOUNT
OF GUARANTEED PATIENT TIME PER
REAR.
>> WE HAVE ACTUALLY TALKED A LOT
ABOUT THIS TO OUR FELLOW IMRAD
WORKERS WITHIN THE UNION.
AND ONE OF THE BIGGEST PROBLEMS
IS A POLICY AM QUOTES, WILL IS
NO ENFORCEMENT MECHANISM, NO
MONETARY VALUE SOSHTED WITH IT.
IT IS BASICALLY JUST THE
UNIVERSITY SAYING THAT WE THINK
YOU SHOULD HAVE TWO WEEKS OFF.
SO FOR A LOT OF GRADUATE
WORKERS, ONE AS NEED A POLICY OF
ENPORESMENT MECHANISMS, THE MOST
DON'T REALLY HAVE ANY, THAT IS
WHO NEEDS THAT POLINGSEE, SO IF
YOU JUST SAY YES, YOU HAVE TWO
WEEKS OFF WHAT IF I, MY ADVISOR
SAYS I DON'T WANT TO YOU HAVE
THOSE TWO WEEKS OFF, I'M STUCK.
THAT IS THE WOL POINT OF HAVING
THE CONTRACT.
AND EVEN THIS LITTLE MINUTE MALL
STATEMENT THAT THEY ARE GIVING
US IS ONLY BECAUSE OUR UNION HAS
BEEN ADVOCATING FOR MANDATORY
VACATION TIME.
SO THERE IS A POLICY IN QUOTES
BUT IT IS REALLY MEANINGLESS AND
WE HAVE TALKED TO PLENTY OF
GRADUATE STUDENTS ABOUT THIS.
>> SO I THINK WHAT I AM HEARING

FROM FOLKS, FROM THE PAN SELL
THAT WHATEVER BENEFITS THAT ARE
PROVIDED IT AT THE UNIVERSITY
ELECTION, THEY CHOOSE TO TAKE
THEM AWAY, DECREASE THEM, YOU
HAVE NO COUNT TO THAT IN ANYWAY,
SHAPE OR FORM.

AND I THINK HARVARD HAD
MENTIONED THAT IT IS-- HARVARD
IS CURRENTLY ENGAGED IN ACTIVE
GOOD FAITH NEGOTIATIONS WITH
HDSU-UA-W.

NEGOTIATIONS WHICH BEGAN ON
OCTOBER 15th, 2018,
FOLLOWING A VOTE IN APRIL 018 BY
GRADUATE STUDENTS TO ORGANIZE.
SINCE OCTOBER WE HAVE HELD MORE
THAN 40 MEETINGS OVER 36 WEEKS
INCLUDING REGULAR BAR IMAINING
SESSIONS WITH THE HDSU-UA-W.
TRUE.

>> SO WE DID START IN OCTOBER.
BUT 40 MEETINGS FOR OUR FIRST
CONTRACT, I THINK ANYONE WHO HAS
BEEN IN CONTRACT NEGOTIATIONS
FOR A LARGE UNIT WITH WORKERS
WITHOUT DO DIFFERENT KINDS OF
WORK, 40 MEETINGS IS NOWHERE
CLOSE ENOUGH.

OVER THE SUMMER I THINK WE WILL
HAVE TWO OR THREE MEETINGS TOTAL
WORKING OUT THE DETAILS OF THIS
REQUIRES PERSISTENCE BACK AND
FORTH.

WE AS STUDENTS HAVE SIGNED A
COMPETITION, A MAJORITY PETITION
TO SPEED UP BARGAINING.

WE HAD A SIT-IN AND THE PACE OF
BAR IMAINING HAS BEEN
EXCRUCIATINGLY SLOW STILL.

>> SO HARVARD KNOWED NOTES THEY
INTEND TO CONTINUE NEGOTIATING
WITH THE UNION.

>> HOPE SO.

>> AT THIS POINT IS IT YOUR
UNDERSTANDING THAT HARVARD
UNIVERSITY RECOGNIZES YOUR
UNION.

>> YES.

>> AND IS NEGOTIATING IN GOOD
FAITH WITH YOUR UNION.

>> THEY ARE NEGOTIATING BUT
THERE ARE SOME THINGS THAT ARE
ON THE TABLE THAT HE HAD HAVE

SIMPLY REFUSED, THAT ARE VERY STANDARD THINGS FOR EITHER OTHER CONTRACTS WITH OTHER UNIONS AT HARVARD OR JUST STANDARD IN A CONTRACT.

SO THE BIGGEST ONE IS PROTECTIONS FOR DISCRIMINATION, HARASSMENT.

IF YOU CAN BRING A SEXUAL HARASSMENT OR DISCRIMINATION CASE TO A THIRD PARTY ARBITRATORS AS ONE MENTIONED.

RIGHT NOW IF YOU HAVE A DISCRIMINATION COMPLAINT, SOMEONE PAID BY THE UNIVERSITY DECIDES.

SO WE ARE ASKING FOR THE UNIVERSITY AND YEURN TO JOINTLY FUND AN ARBITRATOR SO IF YOU HAVE A CASE LIKE THIS, YOU CAN GO TO SOMEONE WHO ULTIMATELY ISN'T PAID ONLY BY HARVARD. THIS IS SOMEONE THAT EXISTS IN OTHER UNION CONTRACTS ON HARVARD CAMPUS AND THEY REFUSE TO INCLUDE THAT IN OUR CONTRACT SO FAR.

THE OTHER STANDARD THINGS ABOUT INFORMATION BEING ABLE TO ACTUALLY SUCCESSFULLY REPRESENT OUR MEMBERS AND KNOW WHO THEY ARE, AND ALSO IN COMPENSATION, SOME OF OUR COMPENSATION IS FINANCIALLY WE TEACH AND SOME OF IT IS SALARY.

FROM A STUDENT WORKERS POSITION, FINANCIAL AID IS CONDITIONAL ON TEACHING, SO APPROXIMATE THEY HAVE DISCRETION OVER PART OF OUR COMPENSATION, THE REST OF THE COMPENSATION DOESN'T MEAN MUCH. SO ON BASIC THINGS OF THAT REPRESENTATION, ABOUT WHAT WE ARE NEGOTIATING FOR, COMPENSATION DOESN'T EVEN MATTER, OR CAN WE ABOUT TO A THIRD PARTY ARBITRATOR FOR A CASE OF DISCRIMINATION, HARASSMENT.

AND HEALTH INSURANCE, HARVARD JUST HAS SO FAR SAID NO. SO WE ARE NEGOTIATING BUT AS FAR AS BASIC STUDIES FOR US TO BE ABLE TO PERFORM AS A UNION, THE

ADMINISTRATION HAS BEEN LARGELY STONEWALLING.

>> I WANTED TO THANK ALL THE THE PANELISTS FOR DESCRIBING NOT ONLY THE WORKPLACE BUT ARE YOU WORKING, YOUR WORKPLACE INJURIES, YOUR WORKPLACE RISKS AND I TRULY APPRECIATE BREAKING DOWN HOW THAT IS ACTUALLY BREAKING YOU DOWN AS WELL AS INDIVIDUALS. I THINK IT IS IMPORTANT THAT YOU EXPRESS NOT ONLY WHAT YOUR UNIVERSITIES ARE DOING BUT THE ULTIMATE IMPACT IN TERMS OF WORKPLACE, WORKER CLASS, THE INJURY AND HOW THAT IS IMPACTING US.

I WANT TO SAY YOUR ADVO CASEE LIKE ANY OTHER UNION'S ADVO CASEY IS NOT JUST FOR YOURSELF BUT ALL WORKERS WHO WILL COME AFTER YOU AND STUDENTS INCLUDING YOUR CHILDREN ONE DAY WHO WILL OPINIONLY GO AS A GRADUATE STUDENT SO I WANT TO THANK YOU FOR YOUR BRAVERY, AND VOICE AND LOOK FORWARD TO CONTINUE TO PARTNER WITH YOU.

>> THANK YOU.

>> JUST ONE MORE QUESTION. SO IS EVERYBODY'S PACKAGE YOU GET TUITION S IT FULL TUITION YOU GET?

OR IS IT VARIED BY --.

>> AND YOU PAY FEES WITH SONS WHEN ARE YOU DONE WITH KRUR SCHOOLING, SOME WERE SAYING THEY WERE JUST TEACHING, WHAT DO THEY BASICALLY JUST OWN YOU, LIKE SO HOW LONG IS THAT THE CONTRACT WHEN YOU ARE NOT GETTING PAID FOR SCHOOL, THEY STILL, ARE YOU STILL WORKING LIKE HOW LONG ARE THOSE CONTRACTS TYPICALLY.

>> SO I WOULD SAY IT IS NOT A CONTRACT, IT IS THE MOST IMPORTANT THING.

>> AGREEMENT.

>> I JUST WANT TO-- REINFORCE THAT POFNLT THE ONLY CONTRACTS WE SIGN ARE LIKE INTELLECTUAL PROPERTY RIGHTS, A AGREEMENTS. SO I CAN SPEAK FOR MY EXPERIENCE, FOR INSTANCE JUST TO

GIVE YOU AN IDEA HOW THAT WORKS.
WHEN I WAS TAKING CLASSES FOR
LIKE A YEAR OR SO, YOU SIGN UP
FOR CLASSES, THERE IS A CERTAIN
COST THAT THE UNIVERSITY
DETERMINES.

THEY SAY THAT COST, THERE ARE
FEES SORTED WITH IT THAT WE PAY
OR SOMETHING.

AND THEN THE UNIVERSITY SAYS
WE'LL COVER IT AFTER WE ARE
FINISHED, YOU KNOW, I DON'T
HAVE, AFTER I FINISHED
COMPLETING THE AMOUNT OF COURSE
WORK THAT I NEED TOO WHICH IS
VERY MINIMAL.

THEN WE'RE JUST PAID BY, FOR
TEACHING OR THROUGH A GRANT.
SO THE UNIVERSITY IS CONTINUE
ALL FOCUSED ON-- IT FEELS VERY
MUCH LIKE THEY JUST MAKE UP
TUITION BECAUSE IT IT IS NOT
LIKE IT THEY ARE ACTUALLY-- THEY
ARE THE ONES THAT ARE SETTING
THE TUITION.

THEY ARE SAYING THIS IS HOW MUCH
YOU WILL PAY AND PAYING IT IT
HEM SELVES.

>> YOU HAVE TO WORK THIS AMOUNT
OF TIME.

>> YEAH, THE TUITION DOESN'T
REALLY MATTER FOR GRADUATE
WORKERS, ESPECIALLY AFTER YOU
HAVE COMPLETED YOUR TEACHING
ASSIGNMENT OR YOUR STUDENT
ASSIGNMENTS.

FOR MOST GRADUATE WORKERS, WE'RE
WORKING, RESEARCHING, TEACHING.
WE'RE NOT TAKING CLASSES AND SO
THAT EMPHASIS ON US BEING
STUDENTS IS JUST NOT OUR
EXPERIENCE, WHICH IS OUR WHOLE
POINT.

>> ARE YOU MORE WORKERS THAN
STUDENTS AT THIS POINT.

>> YES.

>> OKAY A BC WE RECEIVE A LETTER
FROM OUR DEPARTMENT EVERY
SEMESTER TELLING US HOW WE ARE
BEING TO BE PAID.

IF THAT COMES FROM TEACHING OR
IF THAT COMES OUT OF OUR GRANT.
AND THEN AT THE BOTTOM OF THE
LETTER IT SAYS FOR WORK THAT IS

NOT TO EXCEED 20 HOURS PER WEEK.
AND IN MY EXPERIENCE WE WORK
MANY MORE HOURS THAN 20 HOURS
PER WEEK.

THE EXPECTATION IN MY LAB IS
THAT WE WORK 60 HOURS A WEEK
MINIMUM AND OUR ADVISOR
REGULARLY REMINDED US OF THAT
FACT VIA EMAIL AND I DO NOT
REMEMBER THE LAST DAY THAT I DID
NOT COME TO WORK.

>> THANK YOU.

>> ANY OTHER QUESTIONS?

>> COUNCILOR FLYNN.

>> THANK YOU.

THANK YOU, HAVE I ONE FINAL
QUESTION.

DID ANYBODY EVER TRY TO FIGURE
OUT WHAT THE-- IF YOU ADDED UP
ALL YOUR HOURS IN A WEEK, WHAT
THE HOURLY RATE WOULD BE.

>> FOR ME IT WAS \$15 AN HOUR,
SOME SEMESTERS IT GOES DOWN AS
LOW AS FIVE.

>> 10.

>> WITH RESEARCH AND TEACHING IT
CAN BE, THE HOURLY RATE, I WAS
GOING TO IT TO SAY EASILY 60
HOURS OF WEEK OF JUST WORK
INCLUDING AK DEM YOU CAN WORK.
BUT WE HAD HOURLY RAS AM LAW
SCHOOL WHO GOT A RAISE BECAUSE
MASSACHUSETTS RAISED THE MINIMUM
WAGE.

>> OKAY.

THANK YOU.

>> THANK YOU.

>> THANK YOU, COUNSEL ILLER.

>> AND AT THIS POINT, WE WILL
CALL THE NEXT PANEL UP, BUT WHEN
THE NEXT PANEL IS COMING UP I
WOULD LIKE TO-- DORIS.

>> LONG BOND DE VERDE.

>> GEORGE BOGE.

>> JAMES MASER CES.

>> AND THE MEX PANEL IS.

>> IF YOU ARE HERE, THERE ARE
FOLKS WHO SIGNED UP FOR PUBLIC
TESTIMONY, SO THEY CAN COME UP
AND SPEAK AT THE TWO MICS ON THE
SIDE WHILE THE NEXT PAN SELL
COMING UP.

>> THE MKS PAN SELL DARLENE,
RYAN DOHERTY, ED CHARLS OR DES

IG KNEE, SARA FAZUKU, APRIL
HARRIS, CHERRY BUCKNOR, SWRORD
AN McMILLEN AND BEVERLY
BRAKEMAN AND WE CAN FILL IN BOTH
SIDES OVER HERE, SO THERE IS
NOBODY FOR PUBLIC SYSTEM
TESTIMONY.

>> DID WE CALL YOUR NAME?

>> NAME AND AFFILIATION.

>> MAY NAME IS KSH-- I AM FROM I
AM HERE TO SUPPORT OUR BROTHERS
AN SISTERS AT HARVARD UNIVERSITY
IS.

I WANT IT TO SHARE HOW IMPORTANT
IT IT IS TO HAVE AGREEMENT.

YOU CANNOT WORK AS A WORKER,
PROTECT US.

I WAB TO GIVE JUST ONE SHORT
STORY ABOUT HOW ONE SUPERVISOR
HARASSING MY COWORKERS, WHEN THE
UNION TAKE THE AGREEMENT, SHE
GOT FIRED.

THIS IS THE GROUP AND ALSO I
WANT IT TO SHARE, WE HAVE CHILD
CARE AND I THINK WHY THE
STUDENTS CAN HAVE THAT
OPPORTUNITY, CAN RECEIVE CHILD
CARE, LAKE HELP, IT TO TAKE CARE
OF THAWR KIDS AND ALSO I WANT IT
TO MENTION HOW IMPORTANT IT IT
IS IT TO HAVE A-- IN OUR
CONTRACT BECAUSE SOMETIMES WE
NEED IT TO HAVE A CLEAR LANGUAGE
AND HOW WE CAN DO AGREEMENTS.
EEM'S SO HAPPY TO SUPPORT OUR
BROTHERS AND SISTERS.

>> THANK YOU, TOR IS.

>> MY MAIM IS JAMES, I'M A
MASTERS STUDENT AT BOSTON
COLLEGE.

AND EVEN THOUGH I'M A MASTER
STUDENT, I ORGANIZE WITH THE
UNION.

AND JUST ONE HUNG I WANTED TO
TALK ABOUT TODAY, WHY UNIONS ARE
SO IMPORTANT TO MAY SELF AND IT
TO A LOT OF OTHER GRADUATE
WORKERS IS HOW IMPORTANT UNIONS
ARE FOR LGBTQ PLUS WORKERS.

SHORT OF EXRENSZIVE LIKE STATED
TORE PROTEKS FOR STATE AND
FEDERAL LAWS, UNIONS PROVIDE THE
ONLY PROTECTION THAT A LOT OF
LGBTQ EMPLOYEES HAVE ACROSS THIS

COUNTRY.

CURRENTLY THERE IS NO FEDERAL LAW PROHIBITING DISCRIMINATION AGAINST TRANSGENDER EMPLOYEES.

THE TRUMP ADMINISTRATION RIGHT NOW IS WORKING TO ROLLBACK PROTECTIONS FOR TRANSGENDER EMPLOYEES AND FOR EMPLOYEES BASED ON SEXUAL ORIENTATION. THERE ARE THREE CASES BEFORE THE SUPREME COURT RIGHT NOW WHICH WILL WHICH WILL DETERMINE WHETHER TITLE 7 OF THE 1964 CIVIL RIGHTS ACT DOES IN FACT COVER SEXUAL ORIENTATION OR GENDER IDENTITY.

MORE THAN HALF THE STATES IN THIS COUNTRY, YOU CAN STILL BE FIRED BASED ON SEXUAL ORIENTATION OR SEXUAL IDENTITY. UNLESS YOU HAVE THE PROTECTION OF A UNION CONTRACT AND FOR MANY LGBTQ EMPLOYEES THE ONLY EMPLOYMENT PROTECTION THAT YOU HAVE IS YOUR UNION CARD.

UNIONS HISTORICALLY HAVE BEEN INCREDIBLY IMPORTANT FOR LGBTQ WORKERS.

AND THERE IS PARTICULARLY IMPORTANT WHEN YOUR EMPLOYER CLAIMS RELIGIOUS EXEMPTION OR RELIGIOUS STATUS LIKE BOSTON COLLEGE DOES.

IN ITS FILINGS IN THE NLRB BESIDES ORGANIZING AGAINST THE UNION BC CLAIMS THEY HAD NO INJURES TICKS OVER THE SCHOOL BECAUSE OF ITS RELIGIOUS STATUS. YOU MIGHT HAVE SEEN THIS ON THE NEWS JUST IN THE LAST WEEK, THE ARCH DIOCESES IN INDIANAPOLIS TOLD TWO CATHOLIC SCHOOLS THAT THEY HAD TO FIRE TWO TEACHERS BECAUSE THEY WERE GAY.

ONE OF THE SCHOOLS AGREED AND FIRED THE TEACHER.

THE OTHER SCHOOL REFUSED AND THE ARCHDIOCESE REVOKED ITS CATHOLIC ACCREDITATION.

IN 2004, AT BC THE ENGLISH DEPARTMENT TRIED TO FILL A CHAIR AND THEIR TOP TWO CANDIDATES WERE BOTH GAY MEN.

THE SCHOOL INCLUDING INPUT FROM

THE CURRENT PRESIDENT FATHER LEAHY WANTED TO BIPASS THOSE CANDIDATES AND HIRE ANOTHER CANDIDATE.

THE ENGLISH DEPARTMENT WAS UPSET, THOUGHT THIS HAD TO DO WITH THEIR SEXUAL ORIENTATION BUT SAID OKAY, GO WITH YOUR CANDIDATE BUT IF HE REFLECT -- REJECTS THE OFFER, WE WOULD LIKE OUR TOP TWO CANDIDATES TO BE PUT ON THE LIST, AND THE SCHOOL REFUSED. THAT MADE IT IT CLEAR THERE WAS SOMETHING THAT AIR SECRETARIES ULT ORIENTATION MAY HAVE HAD SOMETHING TO DO WITH THE DECISION.

WHY IS THE UNION IMPORTANT FOR LGBTQ WORKERS AT BOSTON COLLEGE IT IS 20 1-9D AND THE SCHOOL STILL CONTINUES IT DISCRIMINATION IMENS COMMUNITY MEMBERS.

GENLDER IDENTIFY IS NOT PART OF ABOUT KRVMENT'S NONDISCRIMINATION POLICY IN BC STILL TO THIS DAY REFUSES TO RECOGNIZE ANY CLEAR STUDENT ORGANIZATION.

IN 20002 THE-- RANGED BC AS THE SECOND LEAST WELCOMING COLLEGE IN THE COUNTRY FOR LGBTQ STUDENTS PUTTING IT 344 OUT OF 345 JEUFORTS SURVEYED.

IN RESPONSE TO THIS AND A LOT OF OTHER BAD PRESS THEY WERE GETTING BC RECOGNIZED THAT GAY STRAIGHT ALLIANCE BUT NOT AND CONTINUES O REFUSE TO RECOGNIZE ANY CORE STUDENT GROUP AND CHANGED ITS SEXUAL ORIENTATION TO INCLUDE NONDISCRIMINATION POLICY TO INCLUDE SEXUAL ORIENTATION BUT NOT GENDER IDENTIFY.

BUT WHEN THEY ADDED SEXUAL ORIENTATION.

THEY PUT A CAR YET IN WHICH BASICALLY SAID IT IS THE POLICY OF BOSTON COLLEGE, WE ARE RESERVING THE LAWFUL RIGHT APPROPRIATE IT TO TAKE ACTIONS DESIGNED TO PROMOTE THE JESS YEUT CATHOLIC PRINCIPLES THAT

SUSTAIN THE MISSION TO COMPLY WITH STATE AND FEDERAL LAWS, THEY PUT IN A CAV YET IT WAS SO IMPORTANT TO THEM TO RESERVE THE RIGHT TO DISCRIMINATION AGAINST LGBTQ MEMBERS OF THE COMMUNITY THAT THEY HAD TO PUT THAT CLAUSE TO GIVE THEM THE RIGHT TO DO IT. THEY WERE STILL GOING TO ASSERT THEIR RELIGIOUS EXEMPTION.

HAVE I SAT IN MEETINGS WHERE ADMINISTRATORS AND TEENS, HE HAD SAID WE AGREE WITH YOU AND SIMPATHIZE WITH YOU BUT THE SCL'S POSITION HAS TO BE RESPECTED AND YOU HAVE TO UNDERSTAND IT IS NOT GOING TO CHANGE AND I SIT THERE AND THINK, I LOOK AT THEM AND I THINK YOU NEED TO CALM DOWN IT IS REALLY NOT THAT IMPORTANT FOR ME TO DISCRIMINATION AGAINST LGBTQ COMMUNITY MEMBERS YOU COULD GRANT EVERYONE THE SAME RIGHTS IN THE WORLD, IT'S FOOT GOING IT TO END.

ON TOP OF THAT, BC REFUSES TO HAVE AN LGBTQ PLUS STUDENT CENTER.

GEORGETOWN, A CATHOLIC UNIVERSITY HAS AN LGBTQ STUDENT CENTER.

BUT BC'S APPLICATION OF THIS IDEA OF VALUES IS SELECTIVE. JUST THIS PAST WEEK THEY HAD AN EVENT, TWO WEAPONS MANUFACTURERS, THEY REFUSED TO DIVEST.

IN 2003 THE SITTING PRESIDENT OF BC WHO OPPOSED GAY MARRIAGE REFUSED TO RECOGNIZE LGBTQ STUDENT CENTER

PETITION OPPOSING THE IRAQ WAR. IT SEEMS ONLY LGBTQ ISSUES THE IDEA WHERE JESUIT CATHOLIC VALUES IS APPLIED AND NOT IN OTHER AREAS.

TRY TO BE BRIEF AND WRAP UP. YOU CAN SEE WITH A LOT OF THIS HAPPENING WHY LGBTQ GRAD STUDENTS OR GRAD WORKERS AT BC WOULD NOT FEEL COMFORTABLE REPORTING HARASSMENT OR DISCRIMINATION OR WOULD NOT FEEL

THEY WOULD BE TREATED FAIRLY IN
A GRIEVANCE OR DISCIPLINE
PROCESS WHERE YOU DON'T HAVE ANY
SETOUT PROTECTIONS THAT AGREED
UPON IN A UNION CONTRACT WHERE
IT'S BASICALLY ARBITRARY AND UP
TO A DEPARTMENT CHAIR OR A DEEN
OR ADMINISTRATOR WHO YOU HAPPEN
TO BE DEALING WITH AND WHETHER
OR NOT THEY ARE SYMPATHETIC TO
YOUR CAUSE.

SO BASICALLY, UNIONS ARE CRUCIAL
FOR PROTECTIONS FOR LGBTQ
EMPLOYEES AND STUDENTS BECAUSE
UNIONS ARE BASED ON THE
PRINCIPLE THAT NO ONE'S RIGHTS
ARE SECURE UNLESS EVERYONE'S
RIGHTS ARE SECURE.

AND IN CLOSING I JUST WANT TO
THANK THE COUNCIL AND COUNCILLOR
EDWARDS FOR THE SUPPORT OF GRAD
WORKERS BECAUSE IF YOU SUPPORT
LGBTQ ISSUES YOU SUPPORT LABOR
ISSUES AND UNIONS.

>> THANK YOU, JAMES.

(APPLAUSE)

>> WE'LL START WITH YOU.

THANKS, COUNCILLOR BAKER --
OH.

>> IS GEORGE HERE?

YEAH.

I'M SORRY, GEORGE.

LL BE REALLY BRIEF.

I'M THE PRESIDENT OF THE
CLERICAL WORKERS UNION AT B.U.,
SO, I MEAN, I SEE WHAT GRAD
WORKERS DO.

PERSONALLY, MY SON IS GRADUATE
STUDENT IN A UNIVERSITY IN
ANOTHER CITY, SO I REALIZE WHAT
THEY DO.

BUT I JUST WANT TO SAY THAT BU
AND THESE OTHER SCHOOLS MAKE
MONEY OFF THE WORK THESE PEOPLE
DO, SO IF THAT'S NOT SOMETHING
THAT YOU QUALIFY FOR UNIONS, I
DON'T KNOW WHAT IS.

THANK YOU.

>> THANK YOU, GEORGE.

(APPLAUSE)

>> STATE YOUR NAME AND
AFFILIATION PLEASE.

>> I WILL.

CAN I DO THAT LATER AFTER I

THANK YOU?

>> SURE.

THANK YOU, COUNCILLOR BAKER FOR HOLDING THIS HEARING AND COUNCILLOR EDWARDS FOR SPONSORING IT AND TO THE ENTIRE BOSTON CITY COUNCIL. TIME AND AGAIN THIS BODY ALONG WITH THE WALSH ADMINISTRATION HAS STOOD UP FOR THIS CITY'S MULTIRACIAL WORKING CLASS MULTI-GENDER COMMUNITIES AND OUR RIGHTS TO COLLECTIVELY BARGAINED AND THERE SHOULD BE NO EXCEPTION IN THIS CASE.

I WANT TO THANK ELLEN WALLACE AND SISTERS AND BROTHER OF UAW AND SISTERS AND BROTHERS SPENDING THEIR EVENING TELLING US WHAT IT'S LIKE TO BE STUDENT WORKERS.

YOU ARE INSPIRING ME TO CONTINUE THE WORK THAT I DO. MY NAME IS LAMBOS, THE EXECUTIVE DIRECTOR OF COMMUNITY LABOR UNITED AND VICE PRESIDENT OF THE GREATER BOSTON LABOR COUNCIL AND, TOGETHER, WE REPRESENT OVER 100,000 UNION MEMBERS AND COMMUNITY LEADERS THROUGHOUT THE GREATER BOSTON AREA.

TODAY OUR LABOR COUNCIL AND COMMUNITY PARTNERS STAND WITH THE MORE THAN 10,000 WORKERS IN OUR CITY WHO ARE DOING THE AMAZING WORK FOR YRTS IN BOSTON, TEACHING CLASSES, PERFORMING GROUNDBREAKING RESEARCH AND HELPING FIND CURES FOR DISEASES. THEY ARE DOING THE WORK THAT OUR CITY, OUR FAMILIES AND THE PUBLIC RELY ON, AND THAT'S WHAT UNIVERSITIES ARE SUPPOSED TO BE ABOUT, RIGHT?

EDUCATING AND INNOVATING FOR THE PUBLIC GOOD, NOT PROTECTING THEIR BOTTOM LINE OR THEIR TENS OF MILLIONS OF DOLLARS IN THEIR ENDOWMENTS.

UNIVERSITIES ARE NOT BUSINESSES, AND THEY DON'T PAY TAXES, BUT, UNFORTUNATELY, TOO MANY OF THEM HAVE LOST THEIR MORAL COMPASS AND EXPLOIT STUDENT WORKERS IN

THE SAME WAY SOME OF THE WORST
CORPORATE GIANTS HAVE DONE.
STUDENT WORKERS ARE JUST LIKE
ANY OTHER WORKER, AND THEY
DESERVE THE SAME RIGHTS AND
RESPECT AS EVERYONE ELSE.
THEY DESERVE A LIVING WAGE, GOOD
HEALTHCARE AND PROTECTIONS FROM
HARASSMENT AND DISCRIMINATION
JUST LIKE EVERYONE ELSE.
AND JUST AS ORGANIZED WORKERS
HAVE ALWAYS DONE, WHETHER IT WAS
THE FAMOUS STRIKING UAW WORKERS
IN THE '30s OR THE WORKERS
WALKING OUT IN COPLEY SQUARE
YESTERDAY, WE ARE DEEPLY
COMMITTED TO CONTINUING THE
LEGACY OF CHALLENGING CORPORATE
GIANTS OR ANY OTHER INSTITUTION
THAT ACTS LIKE ONE SO THAT WE
CAN PROTECT AND EXPAND THE
PUBLIC GOOD.

ON BEHALF OF THE COMMUNITY UNION
UNITED AND GREATER LABOR COUNCIL
AND ALL OUR COMMUNITY AND LABOR
VIEWERS, I RESPECTFULLY CALL ON THE
TOWNS -- LABOR UNION, I CALL
FOR THE COUNCIL TO STAND WITH
THE STUDENT WORKERS IN BOSTON.
I WANT TO MAKE SURE THESE
UNIVERSITIES SERVE OUR
MULTI-GENERATIONAL, MULTI-GENDER
WORKING CLASS COMMUNITIES BY
FULLY RESPECTING AND BARGAINING
WITH OUR STUDENT EMPLOYEES.
THANK YOU.

>> THANK YOU, DARLENE.

BRYAN?

>> THANK YOU.

GOOD EVENING.

, MEMBERS OF THE
BOSTON CITY COUNCIL.

THANK YOU FOR THIS OPPORTUNITY
TO SPEAK TONIGHT.

MY NAME IS BRYAN DOUGHERTY AND I
HAVE THE OPPORTUNITY TO
REPRESENT THE BUILDING AND
CONSTRUCTION TRADE UNIONS IN
GREATER BOSTON AND THE BOSTON
BUILDING TRADE UNIONS
REPRESENTING 35,000 WORKING
FAMILIES IN THE BOSTON AREA.
THANK YOU TO ALL OF THE
COMMUNITY AND LABOR VOICES AND

ALL THE WORKERS AT THESE
UNIVERSITIES WHO ARE FIGHTING SO
HARD AND ADVOCATING FOR THE
PROTECTIONS THEY DESERVE.
OUR UNIVERSITIES AND COLLEGES
WE'RE DISCUSSING HOWARD
UNIVERSITY, BOSTON COLLEGE,
NORTHEASTERN UNIVERSITY HAVE A
GREAT TRACK RECORD OF USING
UNION LABOR BUILDING AND
MAINTAINING THE CAMPUSES.
THEIR COMMITMENT TO BUILDING
WITH UNION LABOR IS GOOD FOR
WORKERS, WORKER FAMILIES AND
GOOD FOR THE COLLEGES AND
UNIVERSITIES, ESSENTIAL FOR OUR
LOCAL ECONOMY AND ESSENTIAL FOR
STRENGTHENING OUR COMMUNITIES.
TO UTILIZE THE REGION'S BEST
TRAINED AND MOST INCLUSIVE
WORKFORCE RECOGNIZE THE VALUE OF
A WELL-TRAINED, SKILLED AND
INCLUSIVE WORKFORCE.
BEYOND THE BUILDING TRADES, THEY
ALSO HAVE A VERY HIGHLY TRAINED
AND SKILLED WORKFORCE IN TERMS
OF THEIR STUDENT EMPLOYEES.
THEY ARE UP WARD OF 10,000.
WE COMMEND AND APPLAUD THE
UNIVERSITIES FOR BUILDING UNION.
WE BELIEVE THE EMPLOYEES WHO
WORK IN THE BUILDING AFTER WE
BUILD THEM OUGHT TO HAVE THE
RIGHT TO FORM A UNION AND
COLLECTIVELY BARGAIN.
WHETHER POURING CRETE OR COFFEE
IN BEAKERS, EVERY WORKING
DESERVES A VOICE IN AND OUTSIDE
THE WORKPLACE.
WE'VE SEEN BOSTON COLLEGES SERVE
THE COMMUNITY IN THE PAST.
WE TRUST THEY WILL BARGAIN
SAFELY WITH THEIR STUDENT
WORKERS FOR SAFE AND FAIR
WORKERS CONDITIONS JUST AS ON
THE SITES OF THE CRITICAL
INSTITUTIONS.
THAT MEANS GIVING THEM THE
RECOGNITION, WAGES, HEALTH CARE
AND PROTECTION FROM HARASSMENT
AND DISCRIMINATION, THAT WORKERS
DESERVE AND NEED IN THE
WORKPLACE.
>> I WOULD ALSO LIKE TO DEDICATE

STUDENT WORKERS TO THESE BOSTON
UNIVERSITIES.

PLEASE KNOW THAT THE BOSTON
TRADE UNION STAND WITH YOU
TODAY, TOMORROW AND EVERY STEP
OF THE WAY TO CONTINUE WITH YOU
IN THIS FIGHT.

WE WORK ON THE SAME CAMPUSES,
SHARE THE SAME VALUES, SHARE THE
VALUES THAT WORKERS RIGHTS ARE
HUMAN RIGHTS AND COLLECTIVE
BARRING IS AN ESSENTIAL PART OF
THE DEMOCRACY.

ON BEHALF OF THE BUILDING TRADE
UNIONS, WE SAY THANK YOU FOR THE
OPPORTUNITY TO SPEAK THIS
EVENING.

THANK YOU TO THE GRADUATE
EMPLOYEES FOR YOUR ARVEGDZY AND
COURAGE IN THIS SPACE TO FIGHT
FOR WHAT'S RIGHT AND FAIR, AND
THANK YOU TO YOUR PARTNER AND
COMMUNITY LABOR ORGANIZATIONS
FOR YOUR CONTINUED ARVEGDZY.

WE BELIEVE THAT THIS IS AN
OPPORTUNITY FOR ALL OF US TO
COME TOGETHER, FOR THE WORKERS
OF THE WORLD TO UNIT, AND WE
THANK YOU FOR THE OPPORTUNITY TO
SHARE THIS TONIGHT.

THANK YOU.

>> THANK YOU, BRYAN.

(APPLAUSE)

>> ED.

CHILES FROM HARVARD
UNIVERSITY I'M SPEAKING FOR
KEISHA WHO WASN'T ABLE TO MAKE
IT TODAY.

>> LOCAL 26.

YES.

ED CHILES, RETIREE, RETIRED LAST
WEEK.

>> CONGRATULATIONS.

HARVARD UNIVERSITY DINING
HAUL SERVICES.

I SERVED 40 YEARS AS THE CHIEF
STEWARD AND NEGOTIATED ELEVEN
CONTRACTS THERE.

OUR UNION SUPPORTS THE RIGHT OF
THE STUDENT WORKERS AT HARVARD
TO ORGANIZE THEIR UNION, AND WE
BELIEVE THAT THEY HAVE THIS
RIGHT FOR COLLECTIVE BARGAINING
AND HAVE A RIGHT TO A FAIR

CONTRACT.

THE ADMINISTRATION HAS REFUSED TO AGREE TO BASIC RIGHTS SUCH AS ARBITRATION FOR HARASSMENT AND DISCRIMINATION THAT GIVES A STUDENT WORKER THE RIGHT TO HAVE THEIR CASE DECIDED BY A NEUTRAL PARTY WHO IS NOT PAID BY HARVARD.

THIS IS OUTRAGEOUS.

WE ALL KNOW FROM THE NEWS THAT THE ADMINISTRATION CANNOT POLICE ITSELF -- WE KNOW THAT, FROM INSIDE HARVARD, WHERE THE PRESIDENT ACTUALLY PUT OUT A SURVEY OF STUDENTS AND FOUND THAT 20 TO 30% OF THE STUDENTS WERE HARASS BID THE TIME THEY GRADUATED AT HARVARD.

THAT'S A TERRIBLE, TERRIBLE STATISTIC, THAT WE WOULD NOT TOLERATE IN THE KITCHENS OF HARVARD.

AND WE SEE WHERE THIS COMES FROM BECAUSE THEY'RE NOT ALLOWING THESE TWO ARTICLES THAT WE HAVE THAT OUR DINING HAUL WORKERS HAVE, I JUST WANT TO READ THEM, THE SMALL ONES.

WE ACTUALLY HAVE TWO PAGES OF THIS STUFF, BUT HERE ARE TWO ARTICLES THAT THEY WILL NOT ALLOW.

THE UNIVERSITY AND THE UNION AGREE TO INCORPORATE TO PREVENT SEXUAL HARASSMENT WHETHER FROM SUPERVISORS, EMPLOYEES, STUDENTS OR VISITORS.

THE OTHER ARTICLES THAT THEY WILL NOT TOLERATE FOR THE STUDENTS TO HAVE IS THE EMPLOYER AND THE UNION AGREE THAT ALL EMPLOYEES AND MANAGERS SHALL TREAT EACH OTHER, REGARDLESS OF POSITION OR POSITION, WITH DIGNITY, RESPECT, COURTESY AND TRUST.

HOW DARE STUDENTS ASK FOR THIS.
(LAUGHTER)

SO I WOULD LIKE TO TELL YOU WHAT WE HAVE BEEN DOING WITH THESE ARTICLES AND WHY THESE ARE NECESSARY TO BE IN A CONTRACT. BOTH OF THESE ARTICLES ENFORCE

ARBITRATION IN OUR CONTRACT.
WHAT'S THE DIFFERENCE BETWEEN
HAVING LANGUAGE IN A CONTRACT
AND NOT HAVING LANGUAGE?
IT'S THE DMRCHES WHAT WE CALL
SOLIDARITY -- IT'S THE
DIFFERENCE IN WHAT WE CALL
SOLIDARITY VERSUS SOLITAIRE.
SOLIDARITY MEANS A COOPERATIVE
EFFORT OF ALL OUR MEMBERS AND
ASPECTS IN FIGHTING FOR THIS
LANGUAGE, COMING UP WITH THIS
LANGUAGE AND VOTING FOR THIS
LANGUAGE.
IT MEANS A LOT TO THOSE WHO ARE
MOST AFFECTED.
IT LETS THEM KNOW THAT THEY ARE
TOGETHER WITH PEOPLE WHO HAVE
THEIR BACKS.
IT GIVES THEM POWER AND
ENCOURAGEMENT TO ENFORCE THIS
LANGUAGE.
SOLITAIRE MEANS THAT YOU ARE ON
YOUR OWN, YOU MAY HAVE A LITTLE
HELP HERE AND THERE BUT YOU
DON'T HAVE THAT ENCOURAGEMENT IN
KNOWING THAT PEOPLE HAVE FOUGHT
FOR YOU AND HAVE YOUR BACK.
A GOOD EXAMPLE FOR THAT WITH US
IS A WORKER WHO WAS HARASSING
WOMEN AND HARASSED A WOMAN WHO
FINALLY COMPLAINED TO US, AND
THROUGH OUR GRIEVOUS
PROCEDURE --
>> IN YOUR UNIT.
-- IN OUR UNIT, THE STUDENTS
ARE NOT PROTECTED.
THE DINING HALL WORKERS ARE
PROTECTED, MORE THAN ANYBODY
ELSE IN HARVARD.
THAT'S WHY WE WENT ON STRIKE.
OUR DISHWASHERS AND COOKS DO NOT
TOLERATE SEXUAL HARASSMENT ON
THE JOB.
SO THERE WAS A -- SOMEONE WHO
WAS SEXUALLY HARASSING A WOMAN,
AND WE IMMEDIATELY TOOK IT UP
THROUGH OUR GRIEVOUS PROCEDURE
AND THIS WORKER WAS FIRED.
BUT IN OUR INVESTIGATION, WE
FOUND OUT HE HAD HARASSED OTHER
WOMEN, AND WE ASKED WHY DIDN'T
YOU COME FORWARD?
IT'S BECAUSE THEY FELT THAT IT

WAS SLIGHT AND THAT THEY DIDN'T WANT HIM TO BE FIRED. THEY KNEW THEY HAD THE CONTROL OVER HIS BEING ABLE TO WORK, AND THEY TRIED TO DISCIPLINE HIM. THAT'S POWER. THAT'S POWER IN THEIR HANDS. BUT WHEN THEY'VE SEEN THAT HE HARASSED SOMEONE WHO WAS VULNERABLE AND HE WAS IMMEDIATELY FIRED BY THE ACTIONS OF THESE WOMEN AND THE UNION THROUGH OUR GRIEVOUS PROCEDURE, WHICH INCLUDES ARBITRATION. WHEN YOU DON'T HAVE THIS LANGUAGE, YOU HAVE A TENDENCY TO NOT COMPLAIN BECAUSE IT'S NOT DEALT WITH, AND IF IT'S NOT DEALT WITH, YOU FEEL THE RERP REPERCUSSIONS. THAT'S A WELL-KNOWN STORY IN THIS COUNTRY AND AT HARVARD UNIVERSITY. PEOPLE DON'T COMPLAIN ABOUT SEXUAL HARASSMENT OR DISCRIMINATION BECAUSE THEY GET REPERCUSSIONS, IF THEY DO NOT HAVE A CONTRACT WITH THIS LANGUAGE IN IT. ANOTHER EXAMPLE OF HOW THIS STOPS A HOSTILE WORK ENVIRONMENT FROM HAPPENING IS WE HAD A MANAGER A WHILE BACK WHO WAS PASSING OUT CHECKS. AS HE PASSED OUT CHECKS, HE WENT TO BLACK, LATIN AND ASIAN YOUTH AND SAID, VERBATIM, OH, HERE YOU GO, YOU CAN BUY A LOT OF CRACK WITH THIS. WHEN WE FOUND OUT, WE FOLLOWED THIS UP WITH A GRIEVOUS AND CAMPAIGN, BUT WHILE WE WERE CAMPAIGNING, THERE WAS A SNOWSTORM, AND WORKERS USUALLY STAY AT HARVARD IN A MAJOR SNOWSTORM BECAUSE WE'VE GOT TO FEED THE STUDENTS IN THE MORNING. WELL, HE ONLY WANTED SOME OF HIS FAVORITE MEN TO STAY, SO HE -- AND SOME OF THE WOMEN WHO CAME FORWARD AND SAID, WE'LL STAY BECAUSE WE WANT TO HELP FEED THE STUDENTS -- YOU ALSO GET

OVERTIME FOR THIS.
AND HE SAYS, OKAY, WELL, YOU'RE GOING TO HAVE TO SLEEP IN THE BASEMENT.
THERE ARE SOME DIRTY MATTRESSES DOWN THERE YOU CAN SLEEP IN, AND WATCH OUT FOR THE RATS.
THEY SAID, WELL, WE'RE NOT STAYING, AND THEY WENT HOME.
WELL, THE MEN THAT HE WANTED, HE PUT THEM UP IN A HOTEL, AND THE WOMEN COMPLAINED THE NEXT -- WHEN THEY CAME BACK.
WELL, THIS WAS ALSO WHILE WE WERE IN THIS ASH ADMINISTRATION MOVEMENT ABOUT WHAT HE HAD DONE TO THE OTHER YOUTH.
AND, SO, ADDING THIS TO IT, HE WAS FIRED.
HE ALSO DID A LOT OF OTHER THINGS.
HE WAS A TERRIBLE, TERRIBLE PERSON.
AND DURING THE PROCESS, IT WAS AMAZING TO OUR WORKERS IN THE GRIEVOUS PROCEDURE, HARVARD'S DEFENSE OF THIS GUY -- BECAUSE THEY DEFENDED HIM.
WE WERE ON OUR WAY TO ARBITRATION -- WAS THAT UPPER MANAGEMENT TOLD THE LOWER MANAGEMENT TO BE TOUGHER ON THE WORKERS.
THEY TOLD HIM SPECIFICALLY BE TOUGHER ON THESE WORKERS.
HIS TOUGHNESS WAS SEXUALLY HARASS PEOPLE, RACIALLY HARASS PEOPLE.
IN A LOT OF MANAGEMENT, THAT'S TOUGH NECESSARY IN THIS COUNTRY.
AND WE WERE APPALLED WHEN THAT HAPPENED.
THAT UPPER MANAGER WAS ALSO A TERRIBLE PERSON, WHO LATER WAS ALSO FIRED IN OUR PROCESS BECAUSE, IN A MANAGEMENT MEETING, HE SAID THE N WORD THREE TIMES -- NOT ONCE, NOT TWICE, BUT THREE TIMES IN A MANAGEMENT MEETING -- AND THE MANAGERS TRIED NOT TO TELL US.
THEY TOLD US DON'T LET ANY UNION WORKERS, OBVIOUSLY THE BLACK MANAGEMENT THERE, THEY TOLD THE

UNION.

WITHIN TWO WEEKS, HE WAS GONE,
AND IT'S BECAUSE WE HAVE THIS IN
OUR CONTRACT.

IT'S NOT BECAUSE THERE'S A LAW
OUT THERE.

SO EVEN IF THERE IS LAWS THAT
SOMEWHAT PROTECT US, WE NEED
LANGUAGE TO PROTECT US IN
ARBITRATION IN OUR CONTRACT,
BECAUSE LANGUAGE BY ITSELF,
WHICH IF YOU DON'T HAVE
ARBITRATION, IS NOT ENFORCEABLE.
THAT IS HOW WE MAKE A GOOD
ENVIRONMENT.

OUR WORKERS CAN GO HOME FEELING
SAFE AT WORK, GO HOME, COME BACK
THE NEXT DAY BECAUSE THEY KNOW
THEY'RE GOING TO FEEL SAFE AT
WORK.

WITH THESE ARTICLES IN OUR
CONTRACT, WE ARE THE ONES THAT
ENFORCE THE LAWS THAT ARE GOOD
FOR OUR WORKPLACE.

WE NOT ONLY ENFORCE THE LAWS
THAT YOU'VE MADE, WE'VE ALSO
ENFORCED THE RULES THAT WE MAKE.
AND YOUR RULES, YOU MAKE LAWS,
AND THERE'S LAWS ON THE BOOKS,
THAT ARE NOT ENFORCEABLE IN
WORKPLACES.

I'LL GO OVER AN EXAMPLE IN A
LITTLE WHILE.

BUT WE'RE THE ONES WHO DO IT,
AND WE DO IT THROUGH THIS,
AND THIS IS NOT ONLY GOOD FOR
OUR WORKPLACE, IT'S GOOD FOR THE
CITY, BECAUSE UNLESS THESE LAWS
ARE ENFORCED, YOU HAVE A
TERRIBLE SITUATION.

SEXUAL HARASSMENT AND
DISCRIMINATION ARE NOT
ACCEPTABLE.

HOW IS REFUSAL TO GIVE THAT SAME
RIGHT TO THE STUDENT WORKERS TO
ARBITRATE THESE CASES IS SIMPLY
NOT ACCEPTABLE.

WE NEGOTIATED WITH HARVARD MANY
TIMES.

MOST RECENTLY, IT TOOK A THREE'
WEEK STRIKE WHICH Y'ALL
SUPPORTED, THANK YOU VERY MUCH,
TO GET A FAIR CONTRACT.

BEYOND THAT, WE ACTUALLY ADDED

MORE STUFF.

WE ADDED TRANSGENDER RIGHTS,
NATIVE AMERICAN RIGHTS, ALONG
WITH OUR -- AND I WANT TO TELL
YOU THE CONSCIENCES OF OUR
WORKERS IS THAT WE GOT OUR WAGES
AND WE GOT OUR HEALTHCARE, WHICH
ARE OUR MAIN ISSUES, BUT WE GOT
THEM, AND THE WORKERS DECIDED TO
STAY ON STRIKE UNTIL THOSE
CLAUSES ON TRANSGENDER AND
NATIVE AMERICAN RIGHTS BE PUT IN
THE CONTRACT, WE STAYED OUT ON
STRIKE FOR ANOTHER DAY.

SO THAT'S THE CONSCIOUSNESS.

NOW, I WOULD LIKE TO SAY WHAT
HAPPENS WHEN YOU DON'T HAVE A
CONTRACT LIKE THIS, BECAUSE WE
HAVE -- BECAUSE ONE OF THE
UNIVERSITIES THAT'S REPRESENTED
HERE -- I WON'T SAY WHAT IT IS,
BUT WE HAD A CONTRACT WITH THEM
FIVE YEARS AGO, WE JUST
NEGOTIATED WITH THEM, I WAS ONE
OF THE ORGANIZERS AT THE TIME TO
DO THAT.

AT THE FIRST MEETING OF OUR
WORKERS THAT WE HAD GOTTEN TO
HELP ORGANIZE, 35 OF THEM, WE
SAT THEM AROUND IN A ROOM, AND
WE SAID TO THEM, WHAT IS THE ONE
THING YOU WANT FROM THE UNION?
AND THEY MAKE HALF THE MONEY WE
MAKE, SO EVERYBODY THOUGHT 35
PEOPLE WOULD SAY MONEY, MONEY,
MONEY, MONEY.

NOT ONE SAID MONEY.

THEY ALL SAID RESPECT.

THE HARVARD WORKERS SAID WHAT'S
GOING ON?

THEY MAKE HALF AS MUCH.

AND WE FOUND OUT THESE THINGS.

SEXUAL HARASSMENT WAS GOING
RAMPANT IN THERE -- NOT
HARASSMENT, THERE WAS NO SEXUAL
HARASSMENT, THERE WERE ASSAULTS.

THERE WAS A GUY WHO SAYS, YOU
KNOW WHAT I HAVE TO DO EVERY DAY
IN WORK IS THAT I HAVE TO WATCH,
IN THE KITCHEN, WHERE A MANAGER
SEXUALLY ASSAULTS MY MOTHER, AND
I CAN'T DO NOTHING ABOUT IT.

HE SAID THIS HAS BEEN HAPPENING
FOR YEARS.

AND THE FIRST THING WHEN WE GOT
OUR FIRST CONTRACT THERE WAS SIX
MANAGERS WERE FIRED IMMEDIATELY.
THAT'S WHAT HAPPENS AND THAT'S
WHAT'S GOING ON IN KITCHENS.
THAT'S WHAT'S GOING ON IN
MANAGEMENT THAT DON'T HAVE A
UNION TO PROTECT THEM, BECAUSE
WE ENFORCE THE LAWS, WE MAKE THE
THINGS RIGHT, WE MAKE HOSTILE
ENVIRONMENTS DISAPPEAR.
WE'RE THE ONLY ONES THAT CAN DO
IT, NOBODY ELSE IS GOING TO DO
IT, AND THAT'S OUR TESTIMONY AND
THAT'S WHY THE HARVARD GRAD
STUDENTS AND ALL THE GRAD
STUDENTS FOR THE UNIVERSITY
SHOULD HAVE, MUST HAVE A
CONTRACT, SPECIAL PROTECTION.
HARVARD UNIVERSITY SAYS THEY
CAN'T HAVE SEXUAL HARASSMENT
PROTECTION?

THIS CLAUSE?

THIS IS INSANE.

>> THANK YOU, ED.

(APPLAUSE)

NOW WE'LL START HERE ON THE LEFT
AND WORK OUR WAY THAT WAY.
THAT WILL COME ON WHEN YOU
START.

>> OH, OKAY.

MEMBERS OF THE COMMITTEE, THANK
YOU FOR THIS OPPORTUNITY.

PLEASE BEAR WITH ME.

I HAVE A LITTLE BIT OF
LARYNGITIS.

MY NAME IS GURNET McMILLAN, I
AM A -- MY NAME IS JORDAN
McMILLAN, A Ph.D. IN
PSYCHOLOGY.

AS SOMEONE WHO WORKED AT UConn
BEFORE WE HAD A UNION CONTRACT
AND AFTER, I AM HERE TODAY TO
SPEAK ABOUT HOW COLLECTIVE
BARGAINING CAN AND HAS WORKED TO
ACHIEVE FAIR PROCESSES AND O
OUTCOMES FOR SURVIVORS OF
DISCRIMINATION AND HARASSMENT.
GIVEN THAT THERE ARE 10,000
GRADUATE WORKERS AT PRIVATE
UNIVERSITIES HERE IN BOSTON, I
HOPE MY TESTIMONY HELPS THE
COUNCIL UNDERSTAND THE CRITICAL
NATURE TO THE ISSUE OF THIS

WORKFORCE IN YOUR CITY.
OUR UNION HAS MADE A HUGE
DIFFERENCE IN THE LIVES OF G.A.
IN UConn INCLUDE AN EXCELLENT
HEALTHCARE PLAN AND CRITICAL
WORKPLACE RIGHT AN PROTECTION.
WE ARE PARTICULARLY PROUD OF AND
I WANT TO FOCUS ON OUR
NEGOTIATION OF STRONGER
PROTECTION AGAINST AND RECOURSE
FOR SEXUAL HARASSMENT AND OTHER
FORMS OF DISCRIMINATION.
AS HARVARD IS APPARENTLY DOING
CURRENTLY, UConn ATTEMPTED IN
THE BARGAINING PROCESS TO PLACE
WOMEN ON GRADUATE ASSISTANCE
OPTIONS FOR RECOURSE FOR SEXUAL
HARASSMENT AND DISCRIMINATION.
IN 2015 AND 2018 IN OUR
CONTRACTS, THE UNIVERSITY
ULTIMATELY AGREED THAT GIVEN THE
EXTREMELY LOPSIDED POWER
RELATIONSHIP THAT CAN EXIST
BETWEEN G.A.s AND A
SUPERVISOR, IT IS IN THE MUTUAL
INTEREST OF THE INSTITUTION AND
G.A.s TO HAVE THEIR RECOURSE.
IN FACT, AT THE CONCLUSION OF
THE 2018 CONCLUSION THE
UNIVERSITY'S LEAD NEGOTIATE TOLD
THE PORED OF TRUSTEES OUR TEAM
NEEDS STRONGER NONHAMPLET RULES.
WE ARE DEEPLY APPRECIATIVE HAT
THE UNIVERSITY ULTIMATELY AGREED
THAT UNION RRPTION AND ACCESS IF
NECESSARY TO A NEW CENTRAL
ARBITRATOR TO RENDER A SEDITION
ON DISCRIMINATION AND HARASSMENT
GRIEVOUSs A FAIR AND MUTUALLY
BENEFICIAL PROVISION.
I'LL SHARE A RECENT EXAMPLE TO
ILLUSTRATE HOW CRITICAL THESE
PROTECTIONS AND ADVOCACY
REPRESENTATION BY THE UNION ARE
FOR GAs AND GENDER EQUITY IN
THE UNIVERSITY AND WORKFORCE.
ANYONE WHO KNOWS ANYTHING ABOUT
THE ACADEMIC WORKFORCE IS
FAMILIAR WITH THE FOLLOWING
SCENARIO THAT HIGHLIGHTS THE
EXTREME POWER IMBALANCE THAT OUR
CONTRACT ADDRESSES.
AN INTERNATIONAL G.A. IN THE
SIGNS IS PAID TO DO RESEARCH AS

A G.A. UNDER THE SUPERVISION OF THE MALE PROFESSOR WHO WILL EVENTUALLY SIGN OFF ON HER Ph.D. DISSERTATION.

IN THIS DAYS, IN THIS PARTICULAR CASE, AFTER ENDURING MONTHS OF SEXUAL HARASSMENT, CULMINATING IN AN EFFORT BY THE PROFESSOR TO FORCIBLY KISS HER, THIS G.A. INDEPENDENTLY FILED A COMPLAINT WITH THE UNIVERSITY'S TITLE 9 OFFICE.

THE UNIVERSITY CONCLUDED HER CASE LACKED SUFFICIENT EVIDENCE FOR THE UNIVERSITY TO SUSTAIN THE COMPLAINT, THEN THE RETALIATION STARTED.

NO ONE WILL KNOW WHAT THE OTHER PROFESSOR SAID TO OTHER FACIALLY BUT, NOT SURPRISINGLY, MORE THAN HALF A DOZEN FACULTY REJECTED HER REQUEST TO BE HER SUPERVISOR, WOULD COMMENT AS FACULTY MEMBERS WOULD PREFER TO HAVE A FRESHLY ADMITTED STUDENT THAN TAKE ON A STUDENT WITH PROBLEMS WITH A FORMER ADVISOR AND SAID I WOULD HAVE ASKED TO HAVE TRANSFERRED A LONG TIME AGO.

ON THE VERGE OF LEAVING GRADUATE SCHOOL, HE REMEMBERED THE UNION STEWARD WHO HAD COME A FEW MONTHS AGO TO INTRODUCE HER WITH THE UNION.

WORKING CLOSELY WITH THE UNION, SHE FILED A GRIEVOUS UNDER THE CONTRACTION FOR HARASSMENT AS WELL AS RETALIATION WITH THE POSSIBILITY OF THIS ACT BEING SUBMITTED TO A NONSTUDENT ARBITRATOR IN THE UNION, THIS G.A. WORKED OUT A SETTLEMENT THAT ENABLED HER TO REMAIN IN THE GRADUATE PRARNLINGS WORK WITH A NEW SUPERVISOR AND GRADUATE WITH A Ph.D. AND GET A GREAT JOB.

WITHOUT THE UNION AND THE NEGOTIATED CONTRACT, THIS G.A. WAS READY TO LEAVE HER PROGRAM AND BECOME A GENERATED STATISTIC IN THE UNIVERSITY.

TENS OF THOUSANDS OF WORKER

GRADUATE COLLEAGUES ACROSS THE
U.S. HAVE SIMILAR PROVISION IN
THEIR CONTRACTS INCLUDING THOSE
AT U.S. AM HURST.

NYU, THE UNIVERSITY OF
WASHINGTON, UNIVERSITY OF
CALIFORNIA AND UConn.
HARVARD LIKE UConn SHOULD
RECOGNIZE THE MUTUAL INTEREST IN
HAVING STRONGER PROTECTIONS
AGAINST SEXUAL HARASSMENT.
NO GRADUATE WORKER SHOULD FEEL
LIKE LEAVING GRADUATE SCHOOL IS
THEIR BEST OPTION.

I WOULD LIKE TO CLOSE BY
ENCOURAGING THE COUNCIL TO AGREE
TO A FAIR RECOURSE IN THE
CONTRACT IN THE CURRENT
NEGOTIATION AND QUICKLY.
>> THANK YOU, JORDAN.

.
MY NAME IS BEVERLY BRAKEMAN.
I AM THE DIRECTOR OF UAW REGION
9A.

WE REPRESENT MORE THAN 36,000 36,000
MEMBERS IN NEW ENGLAND, NEW YORK
CITY AND PUERTO RICO.

I WANT TO THANK YOU FOR THE
OPPORTUNITY TO SPEAK TONIGHT.
THANK YOU, COUNCILLOR BAKER AND
THANK YOU COUNCILLOR EDWARDS.

WE REALLY APPRECIATE THE
OPPORTUNITY TO BE HERE AND TO
ALLOW ALL OF US TO BRING THIS
IMPORTANT ISSUE FORWARD.

AS A REGIONAL DIRECTOR, I SIT ON
THE UAW INTERNATIONAL EXECUTIVE
BORED REPRESENTING 400,000
MEMBERS IN A WIDE VARIETY OF
WORKPLACES IN THE UNITED STATES,
CANADA AND PRE-K O. IN HIGHER
EDUCATION, THE UAW REPRESENTS
MORE THAN 75,000 ACADEMIC
WORKERS ACROSS THE UNITED
STATES, INCLUDING MORE GRADUATE
STUDENT WORKERS THAN ANY OTHER
UNION.

WE ALSO REPRESENT POST-DOCTORAL
RESEARCHERS, ADJUNCT FACULTY,
SUPPORT STAFF AND OTHER
UNIVERSITY EMPLOYEES.

THIS UAW HAS A LONG AND
SUCCESSFUL TRACK RECORD
REPRESENTING WORKERS IN THIS

SECTOR.

GRADUATE WORKERS IN UMass
AMHERST NEGOTIATED AND RATIFIED
THEIR FIRST CONTRACT IN THE
EARLY '90s AND CONTINUE TO
HAVE A STRONG UNIT THAT HAS MADE
NUMEROUS IMPROVEMENTS IN THEIR
CONTRACTS OVER THE YEARS.
IN FACT GRADUATE WORKERS IN
PARTICULAR GENERATED
UNPRECEDENTED ENERGY AND
MOMENTUM IN THE VERY RECENT
PAST.

IN JUST THE LAST FIVE YEARS,
MORE THAN 17,000 ACADEMIC
WORKERS HAVE ORGANIZED AND
DEMOCRATICALLY CHOSEN
REPRESENTATION BY THE UAW IN THE
NORTHEAST, INCLUDING GRADUATE
WORKERS HERE TONIGHT AT BOSTON
COLLEGE, HARVARD, BOSTON
UNIVERSITY, NORTHEASTERN
UNIVERSITY, AND THOUSANDS MORE
STILL IN THE PROCESS.

AS YOU HAVE HEARD TONIGHT AND
WILL HEAR FROM SIMILAR FOLKS,
GRADUATE WORKERS AT FOUR MAJOR
UNIVERSITIES IN BOSTON MAKING UP
A TOTAL OF 10,000 WORKERS ARE IN
ACTIVE CAMPAIGNS AT VARIOUS
STAGES OF THE PROCESS AND ARE
DEALING WITH VARIOUS DEGREES OF
OPPOSITION FROM UNIVERSITY
ADMINISTRATORS.

THESE WORKERS ARE CRITICAL
WORKFORCE IN THE CITY.

THEY ARE TEACHING AND -- THEIR
TEACHING AND RESEARCH BOTH
ENHANCE THE CITY AS A HUB OF
QUALITY, EDUCATION THAT ATTRACTS
THE BEST STUDENTS FROM ACROSS
THE GLOBE, AND ALSO HELPS BRING
THOR THAN \$2 BILLION PER YEAR IN
RESEARCH GRANTS AND CONTRACTS TO
STIMULATE THE LOCAL ECONOMY.

AND A DAUGHTER WHO WILL BE
COMING HERE TO COLLEGE IN THE
FALL, SO I'M VERY PROUD SHE WILL
BE COMING TO THIS CITY.

AS YOU HAVE ALSO HEARD THESE
WORKERS SHARE MANY OF THE SAME
CONCERNS AS ALL OTHER WORKERS
SUCH AS FAIR PAY AND BENEFITS
BUT THEY HAVE ALSO IDENTIFIED A

NUMBER OF ISSUES.