

## **Resolution to Endorse a Three-Day Strike, April 17-19, and Encourage a Yes Strike Vote**

Whereas the majority of graduate student workers at Indiana University have signed union cards requesting membership in the Indiana Graduate Workers Coalition (IGWC), demonstrating their interest in bargaining collectively with Indiana University over their wages, benefits, and other conditions of work;<sup>1</sup>

Whereas graduate student workers at Indiana University currently have no effective institutional mechanism to articulate their concerns over wages, benefits, and working conditions with Indiana University Administration;

Whereas Indiana University President Pamela Whitten has refused any form of dialogue or response to the IGWC's petition for union recognition;

Whereas the vast majority of graduate student workers subsist on an income substantially below the cost of living indexes for Bloomington, Indiana;<sup>2</sup>

Whereas to form a union is a decision for workers, by workers, and should be conducted free of employer influence;

Whereas the refusal to offer a pathway to union recognition is a violation of standards set by the National Labor Relations Act and a violation of Article 23 of the United Nations Universal Declaration of Human Rights, to which the United States is a signatory;<sup>3</sup>

Whereas graduate employees have no means to communicate as a union with the IU Administration but through our collective actions,

Therefore, be it resolved by the General Membership Meeting of the Indiana Graduate Workers Coalition:

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<sup>1</sup> Arnaav Anand, "Indiana Graduate Workers Coalition again demands wage increases, union recognition in letter," IDS News, January 17, 2024,

<https://www.idsnews.com/article/2024/01/iu-grad-workers-seek-wage-increase-union-recognition>.

<sup>2</sup> "Living Wage Calculation for Monroe County, Indiana," MIT Living Wage Calculator, <https://livingwage.mit.edu/counties/18105>.

<sup>3</sup> Article 23, Universal Declaration of Human Rights, United Nations, <https://www.un.org/en/about-us/universal-declaration-of-human-rights#:~:text=Article%2023&text=Everyone%2C%20without%20any%20discrimination%2C%20has,other%20means%20of%20social%20protection>; and "ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022," International Labour Organization, [https://www.ilo.org/dyn/normlex/en/f?p=1000:62:0::NO:62:P62\\_LIST\\_ENTRIE\\_ID:2453911:NO](https://www.ilo.org/dyn/normlex/en/f?p=1000:62:0::NO:62:P62_LIST_ENTRIE_ID:2453911:NO).

1. Endorses a three-day strike from April 17 to 19 and encourages all graduate employees to withhold instructional labor for those three days;
2. Encourages all union members to vote Yes in the strike authorization vote, join their colleagues on the picket lines and assist in the organization of the strike;
3. Encourages all members of the Indiana University community to respect our picket lines by canceling, rescheduling, or moving off-campus all instructional activities from April 17 to 19;
4. Encourages Indiana University Administration, its officers, managers, and agents to remain neutral in all communications regarding unionization and the strike.