

October 25, 2017

To: Faculty (via SBFACU-L)
From: Cindy Doherty, Director
Academic Personnel
Re: GSR Organizing Information

Dear Colleague:

On Oct. 15, 2017, Gov. Brown signed into law an amendment to the Higher Education Employer-Employee Relations Act (HEERA) expanding the definition of “employee” to include all student employees at the University of California, even when their work is an integral part of their educational objectives. This amendment goes into effect on Jan. 1, 2018.

Previously, Graduate Student Researchers were determined to be fundamentally students and not “employees” as defined by the state laws governing unionization at UC. All student employees at UC, including Graduate Student Researchers, are now eligible to become exclusively represented by a union under HEERA.

As a result, the United Auto Workers (UAW) or another union may be approaching graduate students, in their role as Graduate Student Researchers (GSRs), to sign materials about union representation as Graduate Student Researchers.

UC supports the rights of employees to decide whether unionization is beneficial for them and believes this choice should be well informed.

Information for faculty and principal investigators regarding unionization and GSRs is available at: <http://www.hr.ucsb.edu/labor-relations/management-updates>

If you have general questions about GSR organizing or concerns about union organizing activity in your department or lab areas, please contact Employee & Labor Relations at 893-4119.

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