

Issue
#3

GRADUATE EMPLOYEES' ORGANIZATION BARGAINING BULLETIN



HR WON'T SHOW UP. WE WON'T BACK DOWN.

On Friday December 12th, HR refused to come to the table—again. Micki, HR's mediator, arrived solo. GEO members asked whether HR was planning to attend; Micki informed members that they would not.

HR insists on engaging only through shuttle diplomacy. Members asked Micki directly what was preventing HR from negotiating in good faith. She offered no substantive explanation and responded with condescending remarks accusing members of having no “institutional memory.”

Member organizers issued a clear, written demand: **HR must provide, in writing, the reasons they are refusing to participate at the bargaining table.** Micki returned without any written justification. Instead, she paraphrased HR's verbal explanations, an unacceptable and nontransparent practice.

Finally, Micki indicated HR has “17 or 18 proposals” they are willing to discuss through her and without ground rules. Members reject that approach. Any meaningful negotiation requires transparency and engagement from HR. GEO member organizers remain ready to bargain in public, at the table, and on our terms.

FROM THE BARGAINING TABLE

from a grad worker like you

HR is still refusing to show up, hiding behind shuttle diplomacy. The state mediator Micki is effectively acting as HR at this point.

In interactions with members, Micki repeatedly scolded and insulted graduate workers. She demanded that members give their last names, insisting HR has a “right” to know who is at the table—despite the fact that we are not obligated to provide names and are fully aware the University is actively keeping records.

She claimed we lack “institutional memory,” suggested we bring in a “bargaining consultant,” and referred to GEO members staffing the check-in table as “sergeants at arms.” Her verbal paraphrasing of HR's stance is unacceptable: we will not accept private interpretations of HR's position; we deserve a documented record.

Why should Micki remain in the room if she will not secure written statements from HR or facilitate direct engagement?

Is this neutrality? Micki is not an impartial mediator but a conduit for HR, responding with condescension and hostility toward graduate workers who are simply trying to speak about their real working conditions and the issues that directly affect our lives.

Let's be clear: this is obstruction by both HR and the mediator. HR refuses to explain why they will not come to the table, instead insisting that an unclear and biased mediator act as their conduit. That is not transparency, and it is not good-faith bargaining. HR is avoiding accountability, and we are done playing messenger games.

We refuse to continue negotiating through intermediaries. If HR refuses to sit at the table, we will escalate our response and mobilize our members. This is a matter of **accountability and respect** for the collective bargaining process.

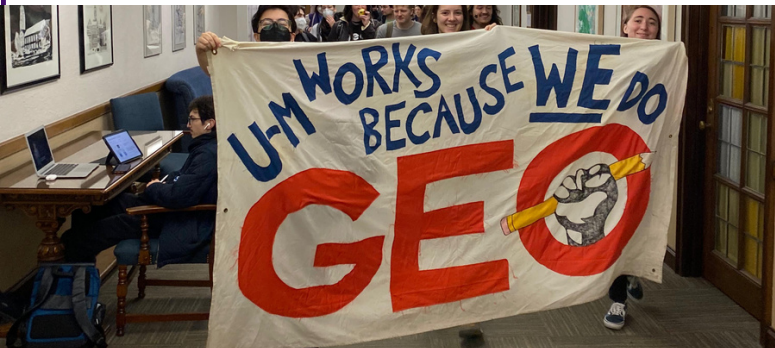
WHAT'S NEXT?

We need to build a **coordinated pressure campaign** that organizes our coworkers around two clear goals: winning our contract demands and forcing HR to come to the bargaining table. HR will not move unless they feel sustained, collective pressure and that pressure has to come from us.

We can do this by escalating visible, collective actions across campus. **Every conversation matters, and every department organized strengthens our leverage at the table.**

There are several key opportunities to plug in this week so that we can discuss what a pressure campaign will look like. The Contract Committee meets Monday at 1pm to sharpen demands and strategy. The Organizing Committee will meet on Monday at 4pm to coordinate next steps. Our Open Assembly on Wednesday at 6pm will be a critical space to align, escalate, and bring more members into the fight.

Finally, an important update on the GSRA campaign: all cards have been turned in, with 37% signed! This amazing achievement is the direct result of talking with our coworkers and organizing together. It marks a major milestone and lays a strong foundation for our contract fight!



SEE YOU AT:

- **Contract Committee: Monday, Dec. 5 @ 1 PM, GEO Office and Zoom**
- **Organizing Committee: Monday, Dec. 15 @ 4 PM, GEO Office and Zoom**
- **Organizing Assembly: Wednesday, Dec. 17 @ 6 PM, GEO Office and Zoom**

All Zoom links at bit.ly/GEOCalendar

QUESTION TO DISCUSS WITH YOUR CO-WORKERS:

HR IS REFUSING TO COME TO THE TABLE. HOW DO WE PRESSURE THEM TO BARGAIN WITH US IN PERSON?

WHAT ARE ISSUES IN YOUR DEPARTMENT AND WHAT DEMANDS DO YOU WANT TO FIGHT FOR?

HOW DO WE MAKE SURE EVERY GRADUATE WORKER IN YOUR DEPARTMENT KNOWS WHAT IS GOING ON AT THE BARGAINING TABLE?

BARGAIN! TOGETHER! NOW!



GRADUATE
EMPLOYEES
ORGANIZATION

FOR ALL DOORKNOCKING
AND DEPARTMENTAL MEETING
RESOURCES SCAN THIS QR
CODE

