

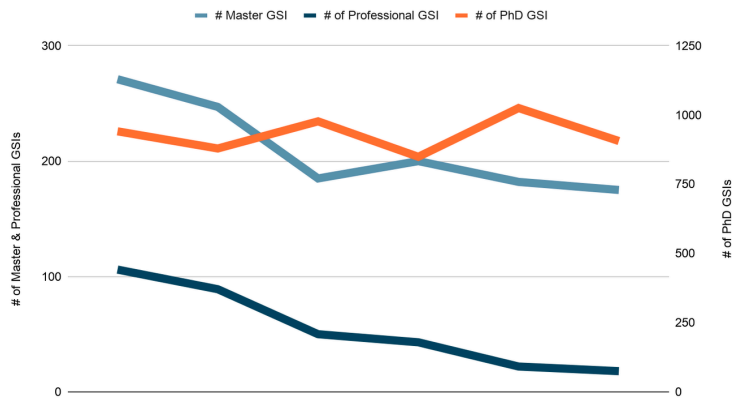


GRADUATE EMPLOYEES' ORGANIZATION BARGAINING BULLETIN



GSIS TEACHING 2000 STUDENTS, CLASS SIZE CAPS NOW!

Master GSI, # of Professional GSI and # of PhD GSI



Last Friday morning, we passed proposals dealing with class sizes, unfair hiring practices, and special conferences.

Our class size proposals aim to end a disturbing and years-long trend in LSA: **slashing GSI positions and expanding section sizes. These policies have forced some grad workers to teach more and more undergraduates crammed into fewer and fewer sections, while others struggle to secure a GSI position at all.** On the left graph, take a look at the steady decline in GSI positions, with the steepest cuts levied at PhDs without guaranteed funding, as well as colleagues in professional schools and Master's programs.

And these policies come as undergraduate enrollment hits record highs and the demand for classes surges.

Our fight to cap class sizes would result in: smaller, more effective sections for undergraduates, more GSI positions for graduate students, more manageable workloads, and less chaos during enrollment. It would reaffirm the true purpose of any university: providing a meaningful education.

We'll hear some familiar response from HR in the coming weeks, but we already know the truth. **They want to use the classroom to turn a profit. We want to use it to learn and to teach.**

On Friday, HR also pushed back against our demand for paid leaves for graduate workers traveling to renew visas. HR did not understand the difference between I-20s, which guarantee a student's good legal standing, and visas, which allow them to enter and exit the country and must be regularly renewed. That's insane, especially given that a graduate worker in Statistics— with a GSI position and a valid I-20— recently spent months stuck in China, after traveling there to renew their visa. When the Statistics department tried to provide our colleague with funding through remote work, HR fired them instead.

To make everything more absurd, Katie DeLong, chief negotiator for HR, was included on the e-mail threads about this situation, and part of the unjust firing of our coworker. On what grounds were they fired, if HR can't tell two immigration documents apart?

GRAD WORKER TESTIMONIAL

This semester I was assigned a dual GSI appointment: a 0.25 fraction for a 300 level geophysics course with 27 students, and a 0.25 assignment, split with one other GSI, for all the minicourses in the EARTH department. As the GSIs for these courses, **we are responsible for about 2,400 students.**

The 300 level course alone is extremely time-consuming, requiring GSIs to help their students with complex science and math— work worthy of a 0.5 fraction.

Instead, we have less time for these classes and must split our energy between various requests from the minicourse lead instructors: grading, proctoring, lecture monitoring, slide fixing, etc.

If you can imagine having 2400 students to your name, think about how many emails I receive for accommodation letters from the university, or the student emails about illness or absence that can not be responded to in a reasonable time frame, and the unclear expectations about the appointment as a whole.

I have very little time to do my own research due to constantly trying to balance these appointments, which is a massive oversight by LSA and my department. The amount of students and sections per GSI needs to have limitations for the sake of providing valuable teaching and reasonable response times for student inquiries—as well as for graduate students' well-being and ability to work on their own research.

— Chloe Marks, graduate worker in EARTH

WHAT'S NEXT?

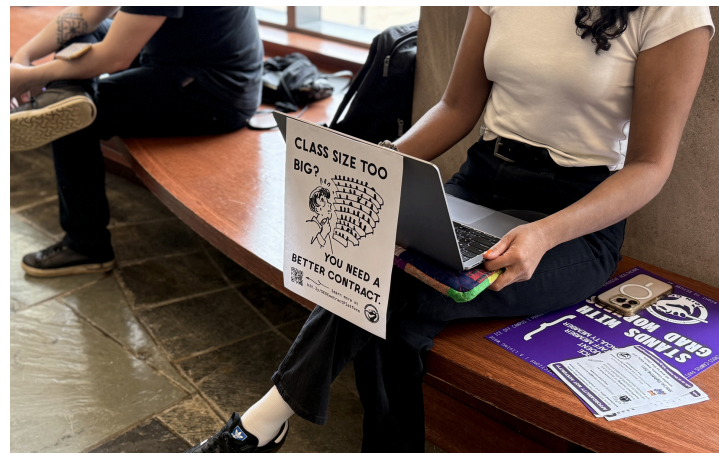
Email the Deans of Taubman College: A graduate student in Taubman was detained by ICE last week. His detention is a direct result of Taubman's lack of transparent hiring practices and transitional funding—it's U-M's fault that he is suffering right now, and we must mobilize quickly to free our colleague.

Start by emailing the Deans at bit.ly/TaubmanZap, demanding a letter of support from the College, which might help our comrade secure a temporary release on bond. And **donate to bit.ly/DetainedGradFund.** We are in close contact with the family and have already found an immigration lawyer, but your contributions will help obtain the bond.

Please share this information widely! **We must hold U-M accountable for its disgusting treatment of international workers.**

Pack the Bargaining Room on Friday: Has your rent gone up in the last three years? Is childcare bleeding you dry? Are you tired of reading MaizeyGPT papers about Marty Supreme? Do you wish the university would, for once, do something that made any sense at all? Join the club... **This Friday, April 10, we'll meet with HR to pass proposals regarding salary, artificial intelligence, and grievance arbitration.** It can't go on like this! It simply can't!

Spring Fever: We're gathering for a party this Friday, starting at 8 PM, in the GEO office at 213 W Liberty. Come celebrate the incredible organizing that won GSRAs the right to unionize, our ongoing contract fight, and the coming of spring... bring literally everyone you know.



NEXT STEPS:

- Talk to your coworkers about the contract petition (bit.ly/GEOPlatformPetition)! Use the conversation guide (bit.ly/GEOContractPetitionGuide).
- Make a plan with your co-workers to come bargaining this week on Friday, April 10 at Palmer Commons in the Great Lakes Room (4th floor) at 9:30 am RSVP at <https://bit.ly/GEOBargainingRSVP>.
- Join us to celebrate the historical win for GSRAs to unionize with food, drinks and music, at 8PM at the GEO Office (213 W Liberty)

SEE YOU AT:

- Contract Committee Mondays @ 1 PM, GEO Office and Zoom
- Organizing Committee: Mondays @ 4 PM, GEO Office and Zoom
- Organizing Assembly: Wednesdays @ 6 PM, GEO Office and Zoom



BARGAIN! TOGETHER! NOW!



GRADUATE
EMPLOYEES
ORGANIZATION

FOR ALL
DOORKNOCKING AND
DEPARTMENTAL
MEETING RESOURCES
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