

## ORGANIZING OF GRADUATE STUDENT RESEARCHERS: GUIDELINES FOR SUPERVISORY/MANAGERIAL EMPLOYEES

### What part do Supervisory/Managerial Employees play in the process?

Supervisory/Managerial Employees have two legitimate interests in the representation process:

- To ensure that Graduate Student Researchers (GSRs) have the opportunity to make an informed choice
- To ensure that the representation process does not interfere with the research duties of GSRs

Supervisory/Managerial Employees may not interfere with or opine on GSRs' right to decide whether or not to form, join, or assist labor organizations (unions)

- This prohibition applies only to Supervisory/Managerial Employees. GSRs are free to debate amongst themselves the pros and cons of unionization at appropriate times and in appropriate places.

**GUIDELINES FOR SUPERVISORY/MANAGERIAL EMPLOYEES  
DURING THE ORGANIZING OF  
GRADUATE STUDENT RESEARCHERS**

<b>Supervisory/Managerial Employees:</b>	<b>Supervisory/Managerial Employees Should Avoid:</b>
<ul style="list-style-type: none"> <li>➤ <b>MAY</b> inform GSRs of the benefits that they currently have and may compare them to the benefits available to GSRs at other institutions.</li>   <li>➤ <b>MAY</b> advise GSRs that their involvement in union organizing activity or campaigning will not subject them to retaliation, involving, for example, pay adjustments or reappointments.</li>   <li>➤ <b>SHOULD</b> continue to operate normally during this period. They need not tolerate insubordination or other misconduct on the job. They may continue to take corrective action when necessary, as warranted by the circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Threatening retaliation against GSRs for exercising their rights under the Higher Education Employer-Employee Relations Act (HEERA).</li>   <li>➤ Interrogating GSRs about union activities or preferences.</li>   <li>➤ Making promises to GSRs in exchange for their support of or opposition to union organizing or activities.</li>   <li>➤ Conducting surveillance of union activities. This includes taking photographs or video recordings of union activities.</li>   <li>➤ Attending union organizing rallies or meetings.</li>   <li>➤ Displaying buttons, emblems, etc. which either support or oppose the organizing of GSRs.</li>   <li>➤ Supporting or opposing one union in preference to another.</li>   <li>➤ Making discretionary changes to working conditions for GSRs.</li> </ul>

**UNION ACTIVITIES DURING THE ORGANIZING OF  
GRADUATE STUDENT RESEARCHERS**

<b>Unions May:</b>	<b>Unions May NOT:</b>
<ul style="list-style-type: none"> <li>➤ Distribute leaflets outside any entrance to work- site as long as the union is not being obstructive.</li> <li>➤ Solicit GSRs in meeting rooms they have arranged for meetings during non-work time.</li> <li>➤ Talk to GSRs in the workplace (in cafeterias or lunchrooms) during non- work time, so long as they do not interfere with operations.</li> <li>➤ Post on general-use bulletin boards.</li> <li>➤ Send mail to the workplace through United States Postal Service.</li> <li>➤ Send email to GSRs' work email addresses by means of non-University email account(s).</li> </ul>	<ul style="list-style-type: none"> <li>➤ Violate access regulations.</li> <li>➤ Organize in the work place (areas where work is being done) on "work time" (which does not include breaks and meal periods, or before/after work).</li> <li>➤ Wander through work areas asking GSRs to take breaks so they can talk to them.</li> <li>➤ Use University business equipment for conducting union organizing.</li> <li>➤ Threaten or impose reprisals on GSRs if they choose not to participate in or assist with union organizing activities.</li> <li>➤ Discriminate against or coerce GSRs because they exercise HEERA rights.</li> </ul>