

Graduate Worker Rights Related to Reopening Yale

This year, graduate employees at Yale have provided essential labor in the university's transition to online instruction and the reorientation of research while navigating frightening uncertainty around our healthcare, finances, the future of our work, and the wellbeing of our families and communities.

We will continue to do essential work at Yale. We deserve protections and resources to do our jobs successfully and safely in the coming academic year. The Local 33 survey on Yale's reopening overwhelmingly indicated that graduate workers must at any time be able to opt out of in-person or on-campus activity and work without needing to provide justification and without facing retaliation or negative consequences.

We should have a say in the policies that Yale enacts regarding our work. These policies should prioritize the health and wellbeing of the Yale and New Haven communities, protect graduate workers from intimidation and coercion, and favor broad access to necessary resources rather than ad-hoc distribution.

Yale has a long history of criminalizing Black and brown people on- and off-campus. Yale's public health measures must not rely on policing and surveillance of workers, students, staff, or community members.

We need healthcare wherever we are working.

- Reliable access to preventative, emergency, and mental healthcare in and outside New Haven with no extra cost or burdensome pre-approval.
- Free PPE and COVID-19 testing for all graduate workers and their families.
- Guaranteed healthcare at no additional cost for recent graduates and enrolled graduate employees who have lost their Yale coverage.
- Flexible medical and personal leave policies that allow graduate workers to maintain their health coverage at no additional cost.
- Detailed plans for creating healthy workplaces, including for social distancing and contact tracing, provided by the Graduate School, departments, and/or supervisors in consultation with graduate employees.

We need clear guidelines and resources for our work.

- Detailed, written descriptions of hours and duties for teaching assignments, research, and departmental service that encourage the continuation of remote work and facilitate social distancing, including significantly reduced class/section sizes.
- The right to refuse to perform duties above and beyond the terms of our teaching and research assignments, and additional compensation for hours worked beyond the stated job description.
- Access to training in online pedagogy and compensation for any required training.
- Continued funding and additional support for international graduate workers regardless of visa status, or ability to remain in or return to the United States.
- Universal funding for materials and technology necessary for teaching and research, e.g. Wi-Fi hotspots and additional devices or software; unexpected travel, childcare, and housing costs; books, office supplies, digital reproductions, or other research materials.

We need transparency, accountability, and safety.

- Timely and inclusive consultation and communication with graduate workers about policy changes and decision making, as well as up-to-date information regarding the status of COVID-19 in the Yale community.
- An impartial and binding third-party grievance procedure to protect graduate employees from unsafe or unfair working conditions and/or retaliation.
- Guarantee of access to additional funding, institutional resources, and support not limited to one-time emergency funds.
- Termination of all relations with police departments, private security companies, and dismantling of the Yale Police Department.

If you are asked to do something that you do not think is safe, are asked to do uncompensated work, or are not being provided with adequate resources to do your work, there are ways to advocate for yourself, individually and collectively.

- Talk with your peers in your department or field. Are they facing similar issues?
- Write down what you are being asked to do; document expenses, hours, and assignments.
- Ask for work-related instructions to be put in emails so you have them in writing.
- Get in touch with an organizer in your department or reach out to the Local 33 Coordinating Committee to be connected with someone who can act as your steward or advocate in discussions with administrators.
- Convene a meeting of graduate employees in your department to discuss what policies and resources you need to teach and research.
- Write a letter with your colleagues to your department to communicate concerns and/or invite them into a dialogue about advocating for shared interests.



Contact us for resources, support, and help.

- The Local 33 Coordinating Committee, 33@yaleunions.org, can help you draft letters, connect with a steward, convene a meeting, and get involved in next steps.
- You can also reach out to Local 33 officers directly through www.local33.org/aboutus
- Visit www.local33.org/covid19 for updates and resources.
- Sign up for our email list at <http://www.local33.org/emailsSignup/> to learn about upcoming meetings