

From: Office of the Provost <provost@wpi.edu>

Date: October 26, 2022 at 9:37:59 AM EDT

Cc: "Duffy, Alison" <amduffy@wpi.edu>, "Heinricher, Arthur" <heinrich@wpi.edu>

Subject: GSWU Upcoming Election

Attachments: [COVID Notification to Election Participants](#), [NEE.01-RC-303677.Notice of Election-Manual case filed on or after 4-14-2015](#)

To Graduate Students Eligible to Vote in the Upcoming Union Election,

I am writing to let you know that the National Labor Relations Board (NLRB) has scheduled an in-person election for all eligible graduate students to decide whether they want to be represented by a union. **I strongly encourage you to cast an informed vote in the upcoming election.**

The election will be conducted by representatives of the NLRB in accordance with their protocols and will take place on November 2 and 3, 2022 from 9 am to 1 pm and 3 to 7 pm in the Forkey Conference Room in Harrington Auditorium. Attached is a notification from the NLRB about the voting process and information about their mask requirement for voters.

Note: The graduate students who are eligible to vote in the election are “all graduate students enrolled at Worcester Polytechnic Institute who are employed to provide instructional services, research services, or administrative services in academic departments. These include Teaching Assistants (such as teaching assistants, PLAs, GLAs, readers, tutors, and graders), all Graduate Assistants and all graduate Research Assistants (regardless of funding sources) employed by WPI” who were on the WPI payroll as of September 30, 2022.

All graduate students receiving this notification have been deemed eligible to vote. With only one week until the election, I hope you will move quickly to investigate the issues that matter most to you. I encourage you to talk with each other, and with faculty, staff, and others, to look to the experiences of other institutions, and to consult press coverage and the academic literature to decide if unionization is in your best interests academically, financially, and personally. Graduate students are an important part of the WPI community, and we respect your right to consider unionization.

Voting is an important right in this nation, and it is equally true that voters always carry a serious responsibility. Once a union is in place, it generally stays in place. I encourage every eligible graduate student worker to take the time to develop an accurate understanding of union representation so you can cast an informed vote. More information for the WPI community, and eligible graduate student voters in particular, can be found [here](#).

Key considerations include:

1. This election will be determined by a **simple majority of those who actually vote**, not a majority of all who are eligible.

2. Union members must pay annual dues—generally, a percentage of salary.
3. A graduate student workers union would replace direct negotiations between the university—and faculty—and graduate student workers.
4. Negotiations require both parties (representatives from both the graduate student workers union and the university) to engage in good faith collective bargaining. Neither party can predict or promise what the outcomes of collective bargaining might be.

Sincerely,

Arthur C. Heinricher
Provost, *ad interim*

Attachments:

1. COVID Notification to Election Participants
2. NEE.01-RC-303677.Notice of Election-Manual _case filed on or after 4-14-2015_