

How do I join?

Sign a Union Card

It's easy to become a GSOC member! Just download, sign, and return a union card. First, download a PDF of the card at <https://bit.ly/GSOC-UAW2110-unioncard>. Then, fill out a card and sign where indicated. Lastly, scan and email the completed card to local2110@2110uaw.org.

Union dues and agency fees

When you work in a union position, 2% of your total compensation (plus a one-time initiation fee of between \$10–\$50) will go towards building a strong union. These worker contributions support organizing campaigns, fund arbitrations, and ensure our rights and benefits will be protected.

GSOC is an “agency shop.” All graduate workers in unionized positions are entitled to the benefits negotiated by the union, and GSOC represents everyone covered by the contract, regardless of their union membership status. Thus, all workers are required to contribute to the union’s costs. Union members pay “dues,” while non-members pay an equivalent “agency fee.” **All current workers must sign and return a union card as a mandatory condition of their employment.**

We ask that you become a member of GSOC! Dues and agency fees are the exact same amount, but when you join the union, you gain the right to vote in union matters! By filling out your entire enrollment card and joining GSOC, you also build a strong labor movement.

Join

Sign a union card:
<https://bit.ly/GSOC-UAW2110-unioncard>

Return the signed card to:
local2110@2110uaw.org

Stay informed

Daily: Join our Discord server at
<https://discord.gg/DNH6XzKXYS>

Weekly: Join weekly organizing committee meetings! Find the Zoom link via our Google Calendar: bit.ly/GSOCCalendar

Monthly: Join Assembly of Stewards, aka the Monthly Members Meeting. Held the 3rd Tuesday of each month 4:30–6:30pm.
bit.ly/GSOCMemberMeeting

Contact

Email Unit Representatives:
gsoc@2110uaw.org

GSOC Website:
www.makingabetternyu.org

UAW Local 2110 Website:
www.2110uaw.org

Follow

Facebook: @gsocuaw2110
Twitter: @GSOCUAW
Instagram: @nyu_gsoc_uaw

GSOC UAW 2110

THE LABOR UNION FOR
GRADUATE WORKERS AT NYU



Making a Better NYU since 1998

What does my union do for me?

GSOC negotiated a great contract. It includes:

- **Compensation:** Minimum hourly wage of \$28.25 (AY 23–24), annual raises, and paid time off (PTO)
- **Healthcare:** Basic or Comprehensive insurance with premiums covered at 95% for you and up to 90% for dependents
- **Childcare:** Access to GSOC-specific childcare funds, 6-week paid parental leave, and Bright Horizons
- **Resources:** Access to NYU Employee Assistance Program & NYU Group Legal Plan
- **Citizenship justice:** Tax and legal services fund for international + immigrant student workers, and sanctuary-campus protections for the entire NYU community
- **Grievance procedure:** Workers who experience unfair work or labor practices are entitled to union representation at each step
- **Dignity:** Workplace protections against discrimination, harassment, unsafe working conditions, and unfair termination

Since 1998, GSOC's organizing efforts at NYU have yielded historic gains in graduate compensation and benefits. GSOC has set the standard and continues to raise the floor for graduate student workers across the United States.

What are my rights as a union worker?

You're guaranteed certain rights as a worker. It's our job to enforce & protect them. You're entitled to:

- Receive your appointment letter 21 days in advance of semester, or for appointments made during semester, later within 5 days
- Payment within 14 days of the start of your appointment
- Union representation in disciplinary hearings (Weingarten Rights)
- Refuse work that is entirely personal in nature (i.e. picking up your supervisor and/or professor's dry cleaning or coffee)
- Compensation of \$150/day for pre-semester and orientation training
- Hourly workers: accrue one (1) vacation day for every four (4) consecutive weeks worked for a service bonus if you do not take vacation days
- Semesterly workers: 7% of the total amount earned as a service bonus
- A paid leave of absence in the case of religious observance, illness, or bereavement
- Safe working conditions, including non-discrimination and protections concerning sexual harassment
- Access to a desk, phone, or photocopier, as necessary for your job
- Acknowledgement of your contribution to collaborative/group projects
- Exercise your professional judgment and personal expertise regarding how to complete your job within fiscal, time, and supervisory constraints

If you think these rights have not been respected, or something at work doesn't feel right, contact GSOC unit representatives at gsoc@211Quaw.org, or find your steward's email on our website at makingabetternyu.org/stewards-and-staff.

Rank and File Power

GSOC is driven by the energy and vision of non-elected rank-and-file members. We are committed to a vibrant and democratic union, social justice values, and mass participation. We believe every worker can be a leader, and we actively encourage all members to participate in deliberation and decision-making. When you participate in meetings, vote for elected representatives, run for office, and join our committees, you not only contribute to GSOC's success—you strengthen the labor movement as a whole.

What's a union position?

Most graduate student workers at NYU are part of GSOC.

Jobs included in GSOC's bargaining unit are:

- Graduate students who teach (in TA or adjunct positions)
- Research assistants (with some exceptions)
- Graduate assistants
- Course assistants
- Proctors (who work 20+ hours throughout the whole semester)
- Hourly workers (e.g. department assistants, library workers, etc.)

Jobs excluded from GSOC's bargaining unit are:

- Graders and tutors
- Graduate assistants at the School of Medicine and School of Law
- MBA candidates at the Stern School of Business
- STEM research assistants
- NYU Guards and Supervisors
- Graduate workers & adjuncts enrolled in Ph.D. programs beyond 7th year