

Bargaining Survey Report

We're bargaining a new contract in 2020
We heard from lots of you
We fight for all of us



Graduate Students Organizing Committee

GSOC-UAW-2110

Contract Campaign 2020

Last updated: Feb 25, 2020

INTRODUCTION

From December 2019 to February 2020, a working group of GSOC-2110 members conducted a bargaining survey to clarify and prioritize GSOC's demands for our 2020 contract negotiations with NYU. The bargaining survey results are a tool for all of us, as graduate student workers at NYU, to think through what changes to our working conditions would most improve our everyday lives. It is an initial step in including the voices and interests of all graduate student workers in our democratic process.

This report is a summary of the responses received by February 14, 2020. As we head into the final month before bargaining, our hope is that the anonymized bargaining survey data will help inform conversations among GSOC members about our shared goals for our next contract. We also hope that the bargaining survey report will provide clarity on existing disparities within our bargaining unit, and help us to determine our priorities as we begin negotiations with the university.

SURVEY ADMINISTRATION

All NYU graduate students were eligible to take the survey irrespective of their current employment status. The survey was administered online through jotform.com on various platforms. The survey was disseminated through the union's listserv, social media, and mass outreach by stewards and activists in their respective departments, as well as through flyering and work-ins.

CONFIDENTIALITY AND SECURITY

1. The internal survey results are controlled by a core group of five fellow GSOC 2110 members, all of whom are elected office holders.
2. This report has anonymized all information submitted.

ACCESS TO DATA

Elected bargaining committee members and other elected GSOC representatives may request access to anonymized data by emailing the bargaining survey team at gsoccontractcampaign2020@gmail.com.

PROCEDURE

1. **Main Survey:** The main part of the survey was designed to elicit bargaining priorities from the respondents. All the questions in these sections were mandatory and the survey could not be submitted unless these items were answered. The survey used a likert scale to rank the importance of each item. The survey was divided into sections that covered major bargaining issues that the union fights for. Each section was displayed as a single survey page on the online survey. For each survey section or bargaining issue, several bargaining goals were identified that make up each item in that survey section. The survey instructions asked the respondents to assign relative importance to the items in each section so that not all items are given the same importance score. A free entry field was included at the end of each section to allow respondents to include other information or suggestions that the survey might have left out.
2. **Optional Sections:** The optional sections of the survey are intended to get more information about the issues our members face. These sections, which are related to the broad bargaining issues, would be displayed if the respondent answered in the affirmative to a question at the end of the corresponding section in the main survey to answer some extra questions.
3. **Personal data:** Some preliminary information collected from the respondent were mandatory to report in order for us to confirm the graduate student status and to allow us to meaningfully analyse the data on the basis of important segmenstations. Other demographic questions were reported voluntarily.

DATA ANALYSIS

Our bargaining data is analyzed in two levels. At the broadest level, we analyzed how our respondents prioritized the different bargaining issues (compensation, equity, healthcare, etc.). This was posed to the respondents as a ranked-choice question, where in they were asked to rank the following issues in the order of their importance: working conditions, compensation, tax issues, healthcare, dental, international graduate-worker and migration related, vision insurance, transport, housing, equity and inclusion, dependent support. We assigned scores based on the rank given to the issue (1st = 11, 2nd = 10, ... 11th = 1), then averaged the scores over the respondent population. We report the ranked averaged scores as calculated by these means, in a variety of sub-populations of respondents (International students, non fully-funded students, etc...)

in Section 13: Overall Bargaining Priorities

Next, for each of the bargaining issues, we compared the importance of several related goals. For instance, with respect to compensation, is a raise in minimum wage rate more important or annual raises or guaranteed stipends. We do this in three steps.

First, the overall importance of each goal (a survey item) is calculated by assigning weights to the options (Not important=1, Not too important=2, Important=3, Very important=4, Gotta have it=5) and then calculating the mean score for each item or bargaining goal. We also calculate the standard deviation to assess the level of variation in the importance score. The mean and standard deviations for all items in each section of the survey are graphically presented below in bar charts. The item with the highest mean score is considered the most important bargaining goal for that issue.

Second, we breakdown the score of each item by the level of importance so as to know how many voted for it as not important, not too important, important, very important, and most important. This allows us to capture the variation in importance better than the standard deviation. This is graphically represented in a stacked bar graph for each question. The darker the bar, the more respondents rated it as being of more importance. With all the items/goals of each bargaining goal on the same graph to allow for easy comparison of what our respondents feel to be most important.

Third, we further analyze the data by breaking it down by relevant demographics and districts¹. We analysed each item by gender, sexuality, race/ethnicity, domestic/international, funded/unfunded, doctoral/non-doctoral, and district., to see if these led to different bargaining priorities or not. Note that some of the demographic data was voluntary; not all respondents reported gender for instance. Therefore, in all cases, we report the total number of observations for each graph.

With respect to the optional questions of the survey, we provide the results graphically for each question, first for all responding grad workers and then for relevant constituencies that are particularly affected by the issue at hand. If the data for some questions were too few and not meaningful, those questions have been left out.

¹ The various departments and centers in NYU are grouped together into 5 districts of GSOC. Our stewards are elected within these districts. GSAS-Humanities and Social Sciences, GSAS-STEM, Steinhardt, Tandon, and the Professional Schools.

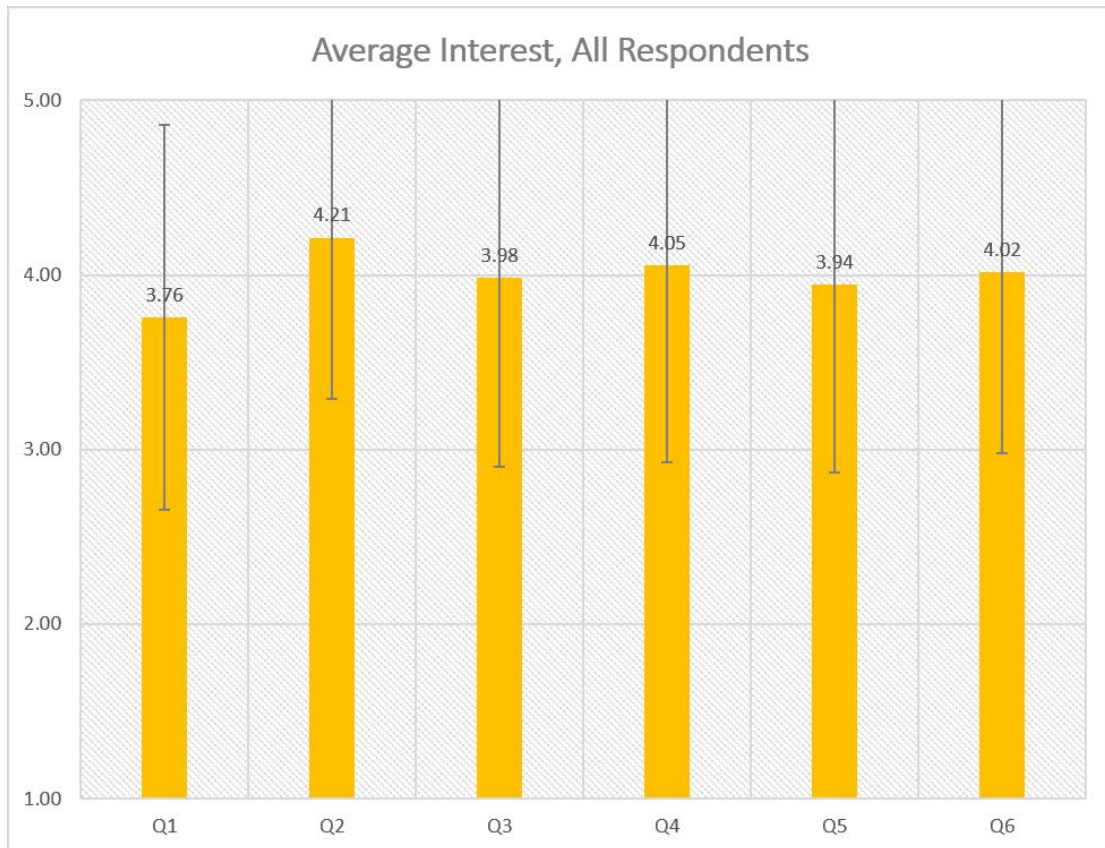
RESULTS

We present the results of the survey below in the form of graphs. Like any survey, the results of the bargaining survey must be interpreted cautiously. This report is published with the responses collected between December 3 to February 14, 2020 although the survey remains open. ***The total number of respondents was 384.***

This report therefore only represents a small part of GSOC. Furthermore, respondents may tend to respond with the same response across items, or in this case, they may tend to respond by assigning the highest importance to all items. It must also be kept in mind that the survey may not return the same returns at another time. The bargaining priorities here may change over time as the campaign proceeds.

1. Compensation

1.1. All Grad Workers



Q1 Raise minimum hourly wage rate (currently at \$20 an hour).

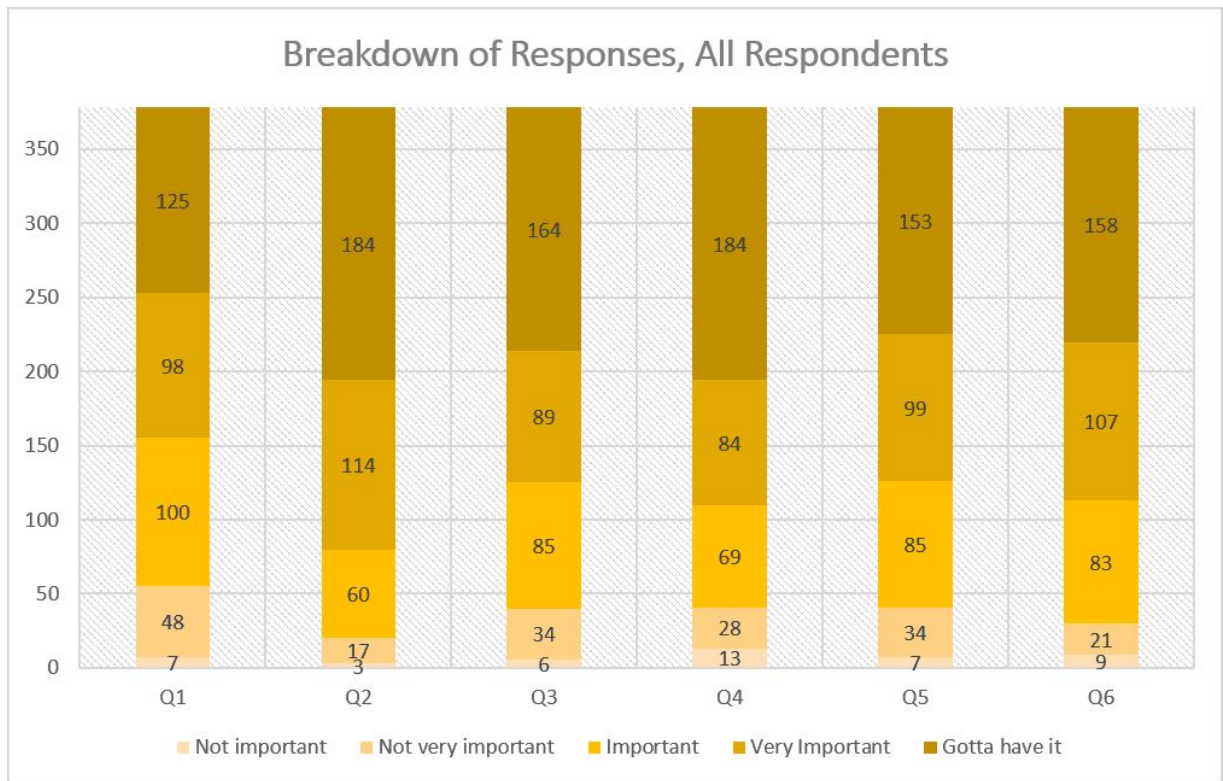
Q2 Guarantee annual wage increases.

Q3 Raise all doctoral stipends (post-tax) to a rate equivalent to the highest. prevailing rate (currently, there is neither parity nor guaranteed stipends in some schools).

Q4 Guarantee twelve-month stipends for all doctoral students.

Q5 Raise the minimum stipend amount.

Q6 Guaranteed annual raises for stipends.



Q1 Raise minimum hourly wage rate (currently at \$20 an hour).

Q2 Guarantee annual wage increases.

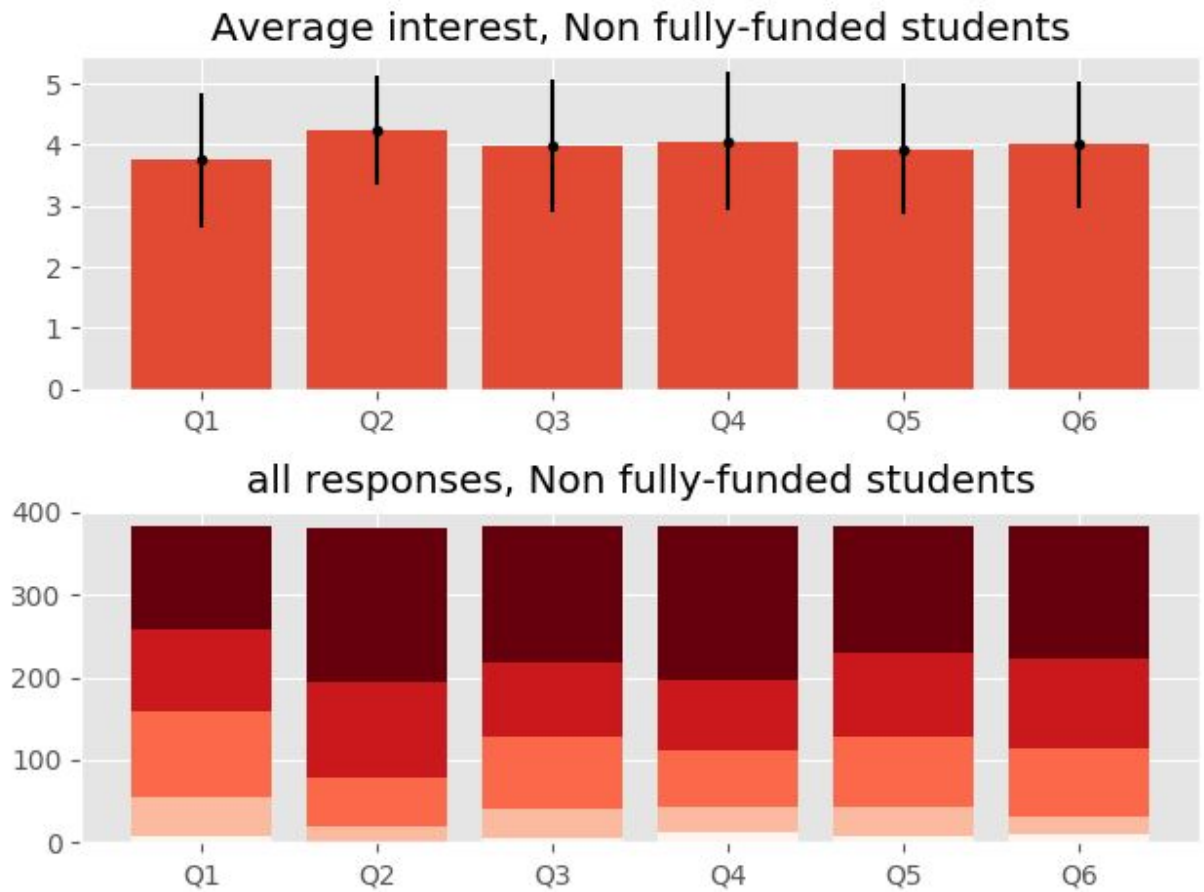
Q3 Raise all doctoral stipends (post-tax) to a rate equivalent to the highest. prevailing rate (currently, there is neither parity nor guaranteed stipends in some schools).

Q4 Guarantee twelve-month stipends for all doctoral students.

Q5 Raise the minimum stipend amount.

Q6 Guaranteed annual raises for stipends.

1.2. Non-Fully Funded Grad Workers



Q1 Raise minimum hourly wage rate (currently at \$20 an hour).

Q2 Guarantee annual wage increases.

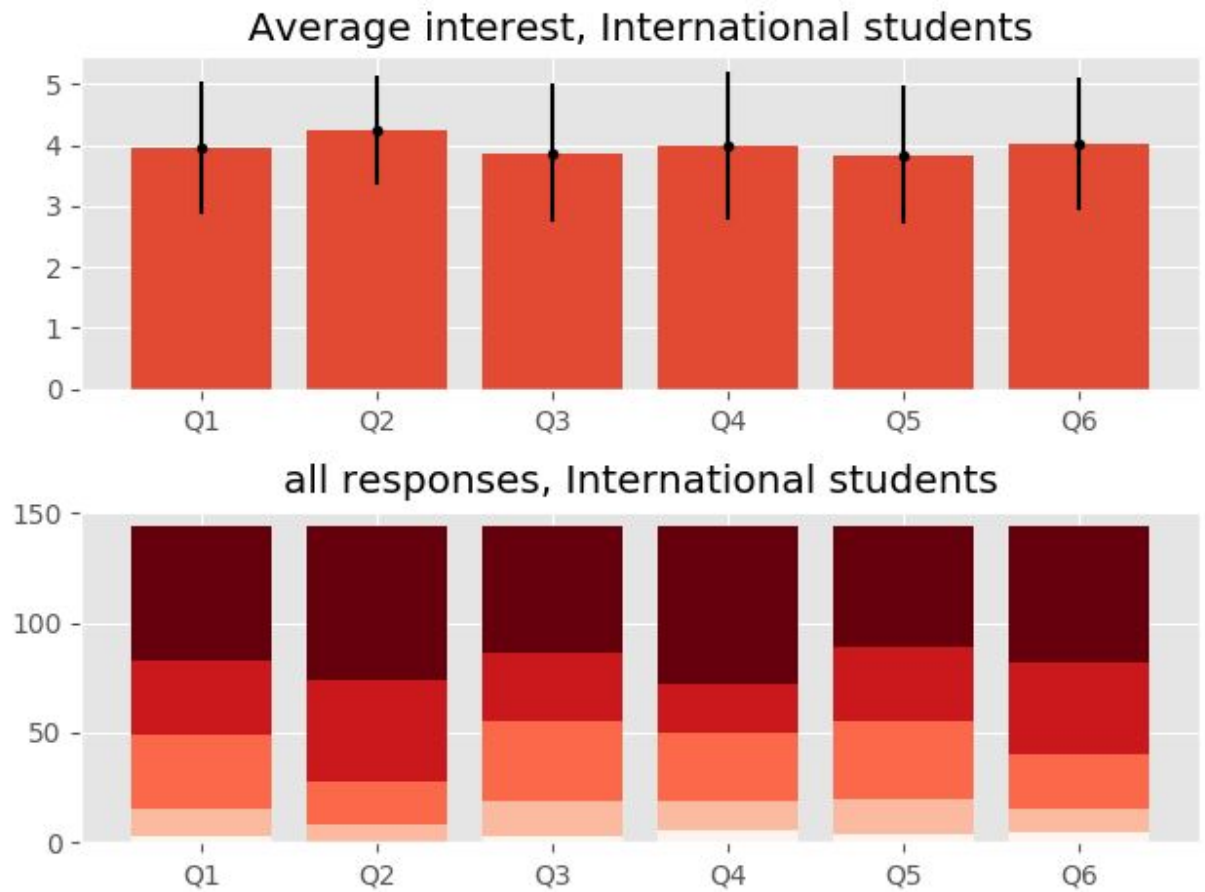
Q3 Raise all doctoral stipends (post-tax) to a rate equivalent to the highest. prevailing rate (currently, there is neither parity nor guaranteed stipends in some schools).

Q4 Guarantee twelve-month stipends for all doctoral students.

Q5 Raise the minimum stipend amount.

Q6 Guaranteed annual raises for stipends.

1.3. International Grad Workers



Q1 Raise minimum hourly wage rate (currently at \$20 an hour).

Q2 Guarantee annual wage increases.

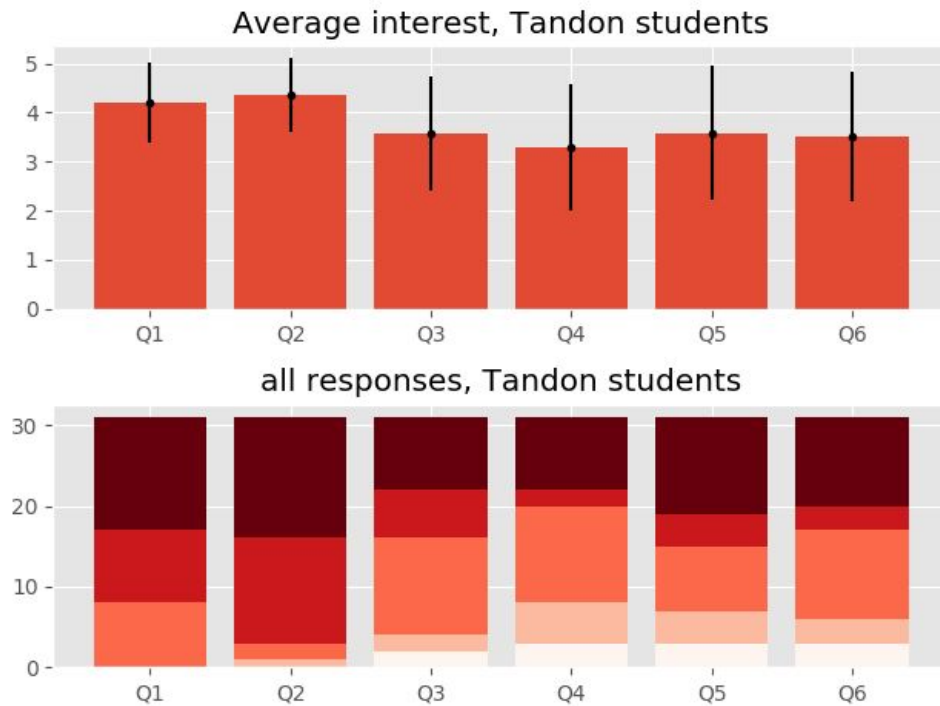
Q3 Raise all doctoral stipends (post-tax) to a rate equivalent to the highest. prevailing rate (currently, there is neither parity nor guaranteed stipends in some schools).

Q4 Guarantee twelve-month stipends for all doctoral students.

Q5 Raise the minimum stipend amount.

Q6 Guaranteed annual raises for stipends.

1.4. By District



Q1 Raise minimum hourly wage rate (currently at \$20 an hour).

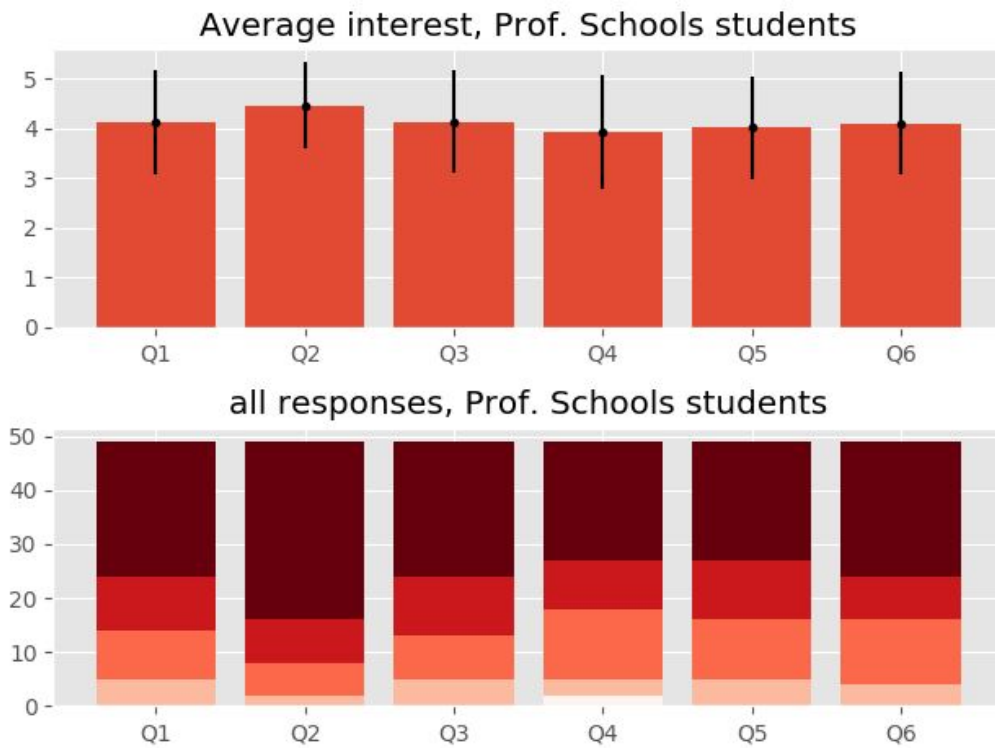
Q2 Guarantee annual wage increases.

Q3 Raise all doctoral stipends (post-tax) to a rate equivalent to the highest. prevailing rate (currently, there is neither parity nor guaranteed stipends in some schools).

Q4 Guarantee twelve-month stipends for all doctoral students.

Q5 Raise the minimum stipend amount.

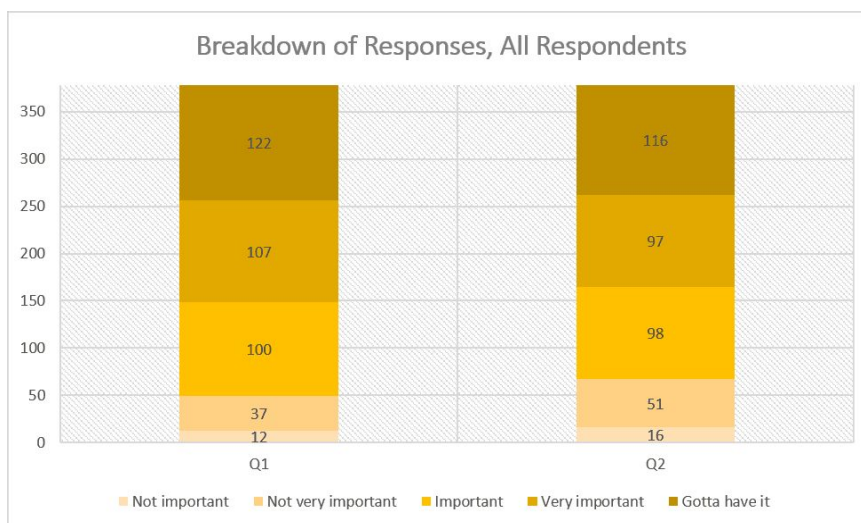
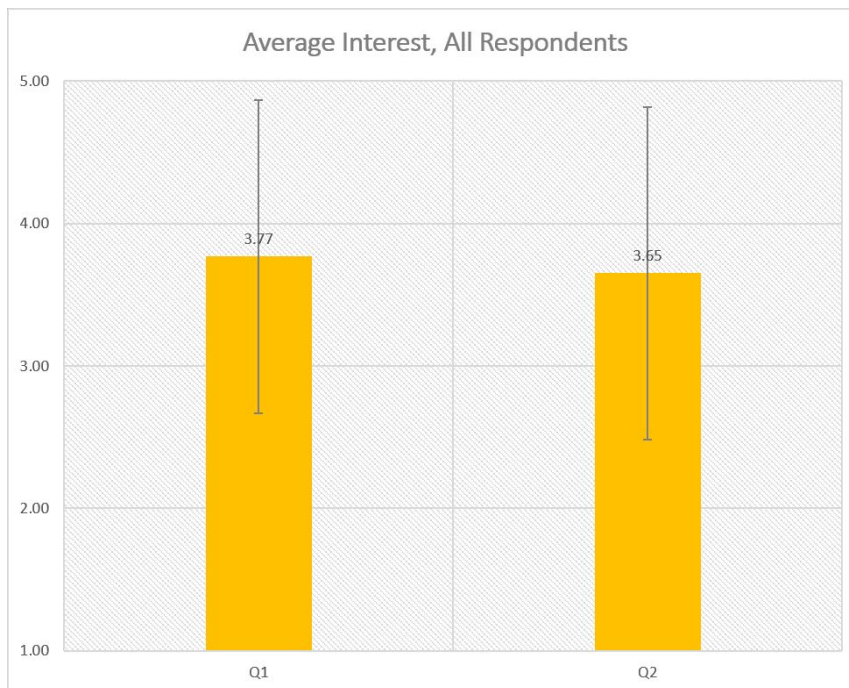
Q6 Guaranteed annual raises for stipends.



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Q2. Guarantee annual wage increases.
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Q4. Guarantee twelve-month stipends for all doctoral students.
Q5. Raise the minimum stipend amount.
Q6. Guaranteed annual raises for stipends.

2. Taxes

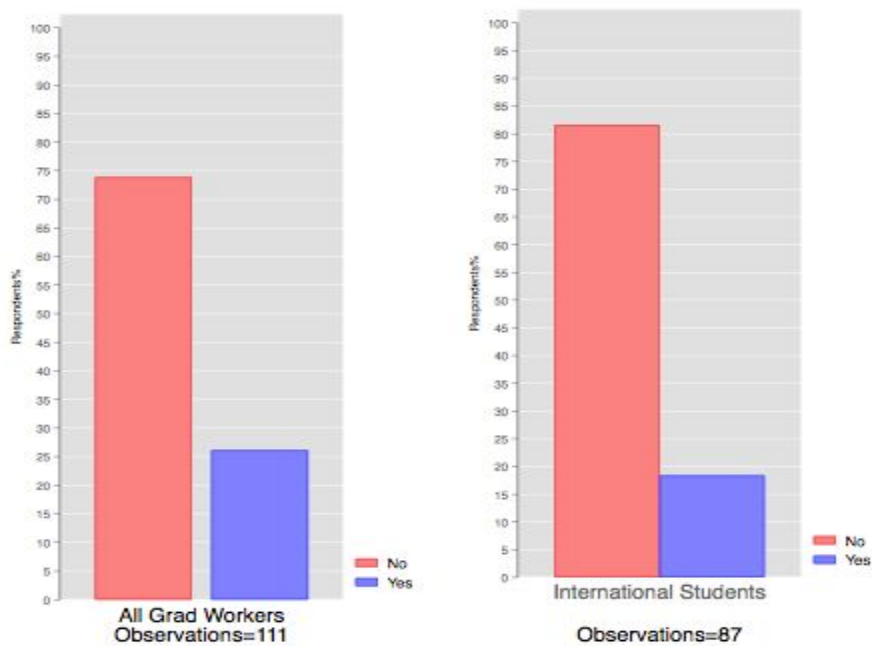
2.1. All Grad Worker



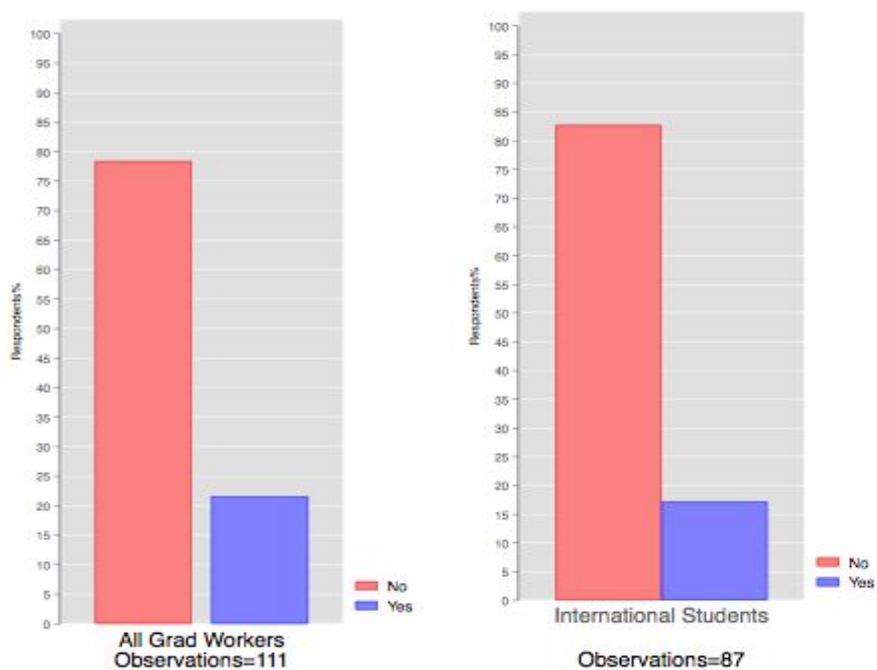
Q1. Provide universal tax accounting support for graduate workers.

Q2. Provide graduate workers yearly income estimates for tax purposes.

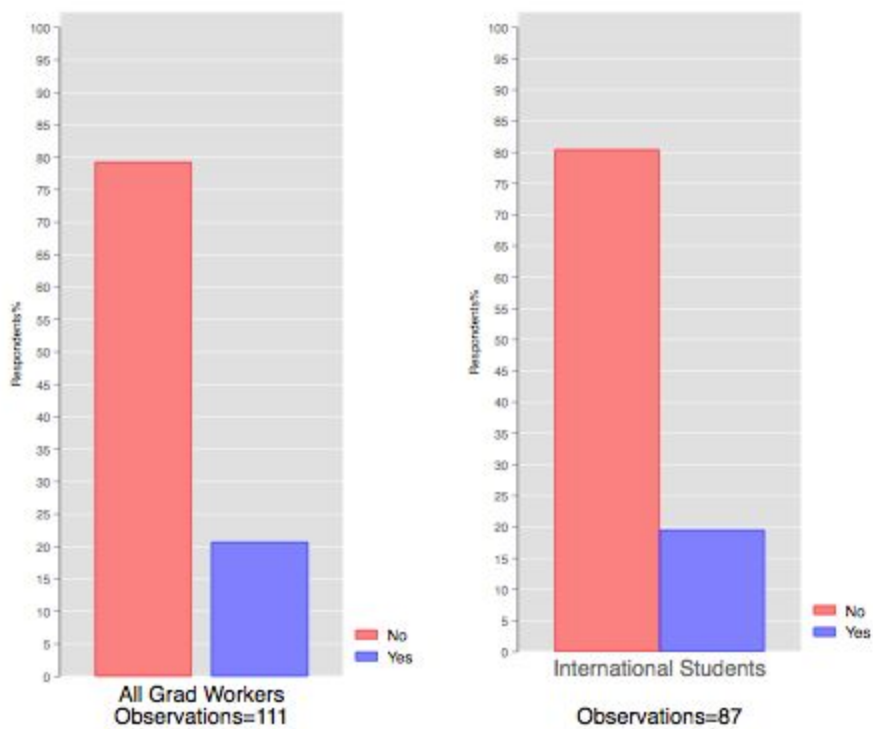
2.2. Did you know about the taxes on your compensation before joining NYU?



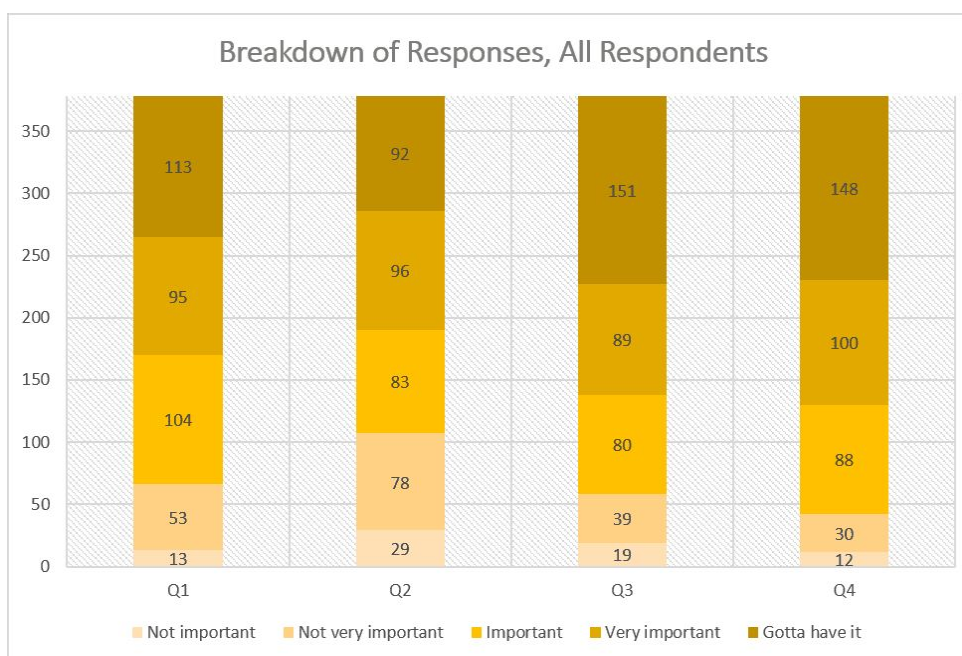
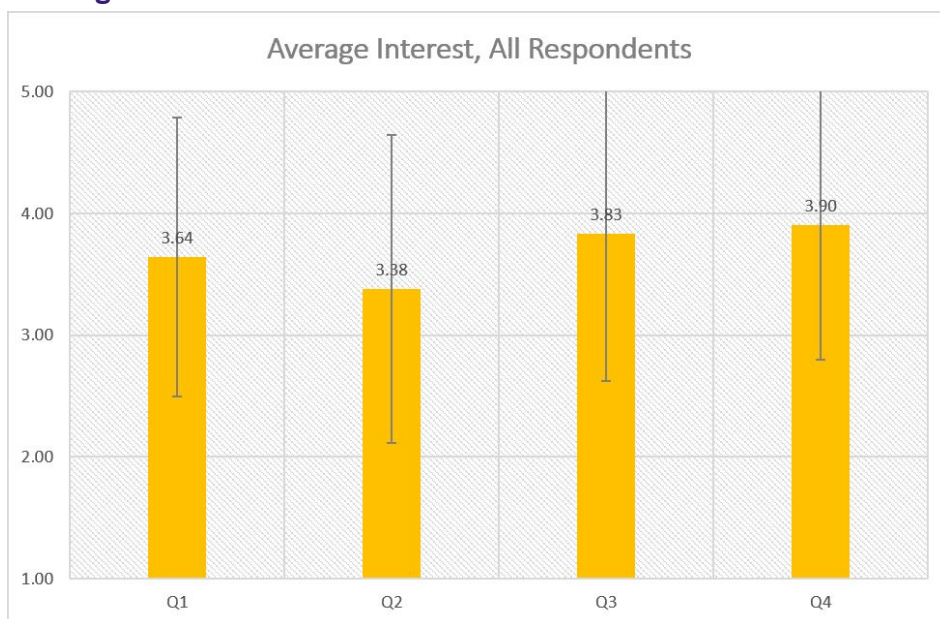
2.3. Are you sure you are paying the amount of taxes you need to pay by law, not more or less?



2.4. Have you paid a tax consultant to help with your taxes with your NYU-related income?



3. Housing



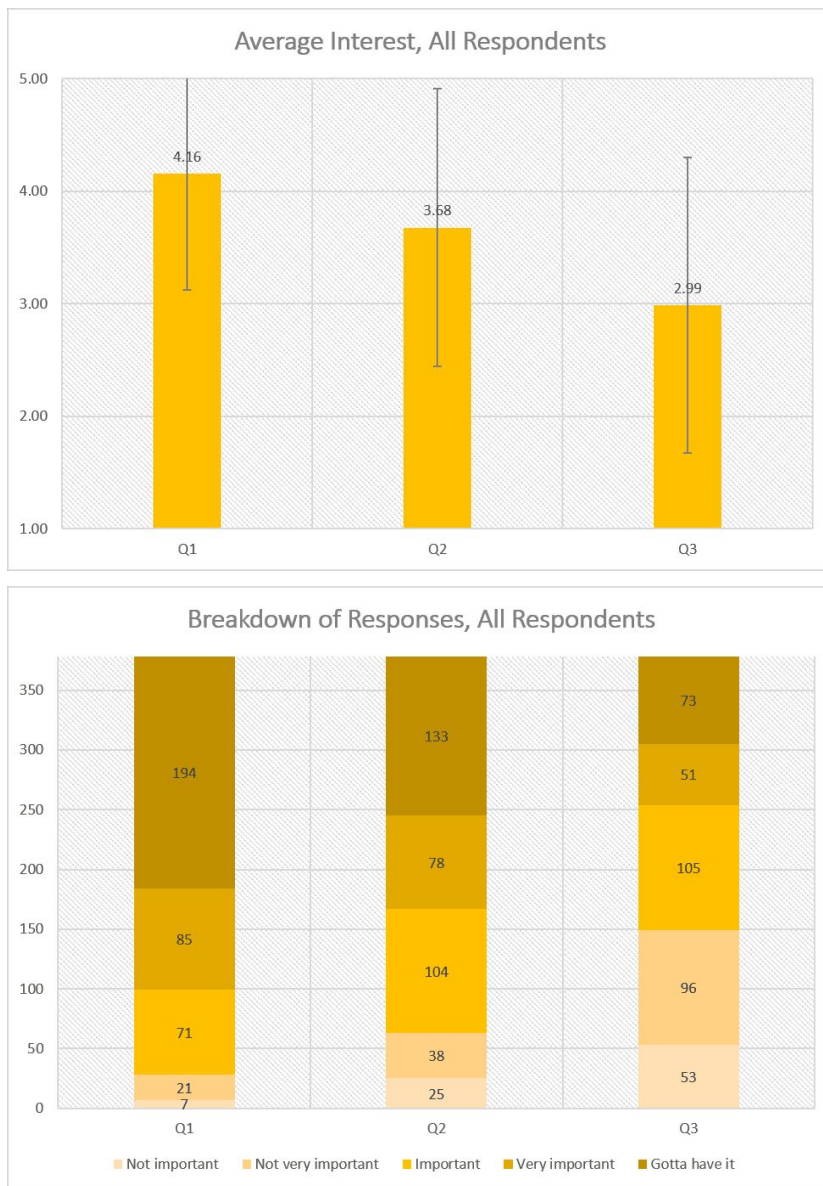
Q1 Establish a university-wide housing fund for legal costs, unexpected moves, and accidents.

Q2 Guarantee graduate housing for multiple years.

Q3 Provide a monthly housing stipend.

Q4 Provide assistance with security deposits or first month's rent when renting in NYC after initial arrival.

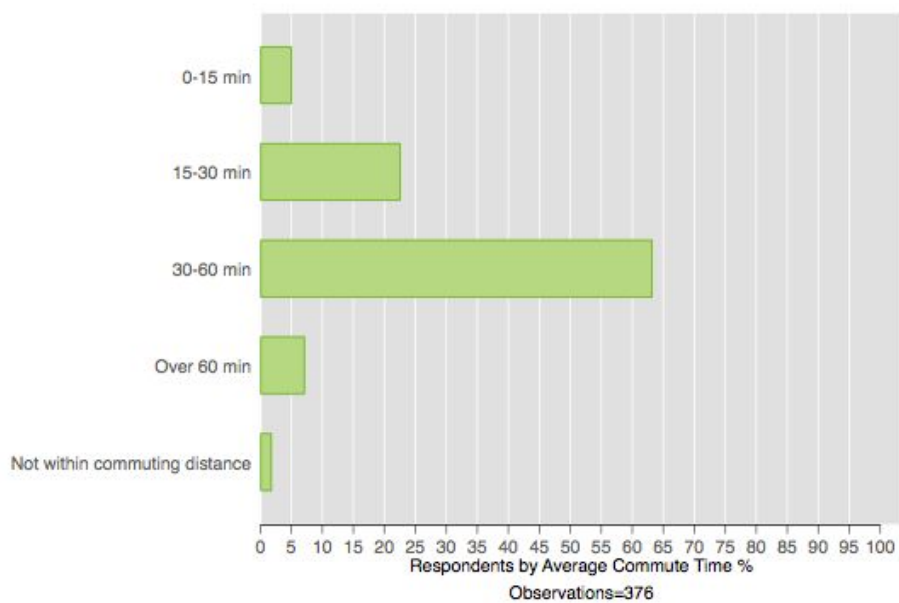
4. Transportation



Q1 Provide free MTA/Path/NJTransit monthly passes or reimbursement

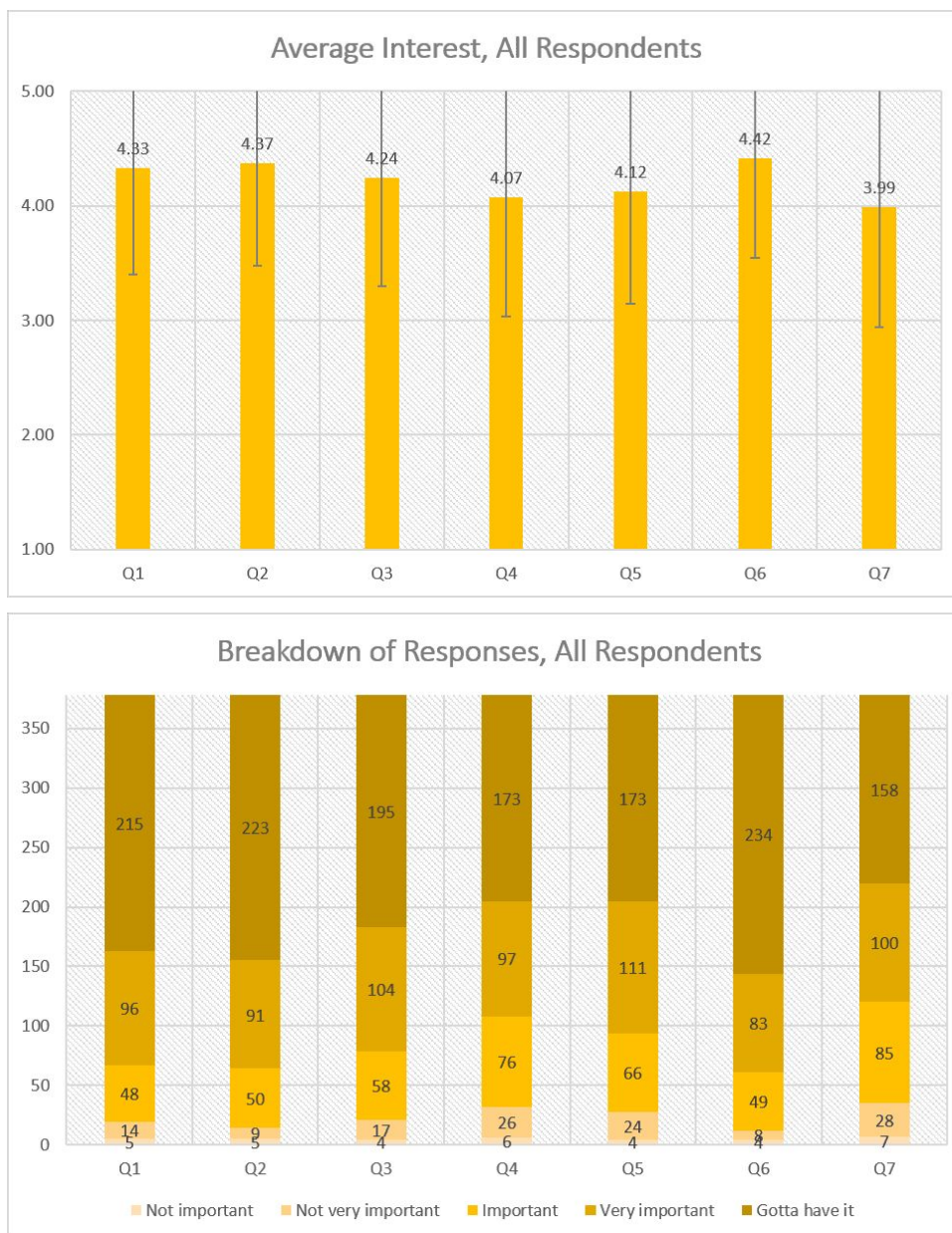
Q2 Subsidize, whether in part or in full, commuter rail

Q3 Expand bike parking space.



5. Healthcare

5.1. All Grad Worker



Q1 Fully cover healthcare premiums for all graduate workers (in contrast to the current 90% reimbursement level)

Q2 Provide the same healthcare to all graduate workers (i.e. Comprehensive Health Plan or better)

Q3 Decrease co-pay and other out-of-pocket expenses (specialist consultations, blood draws, lab testing X-rays, etc).

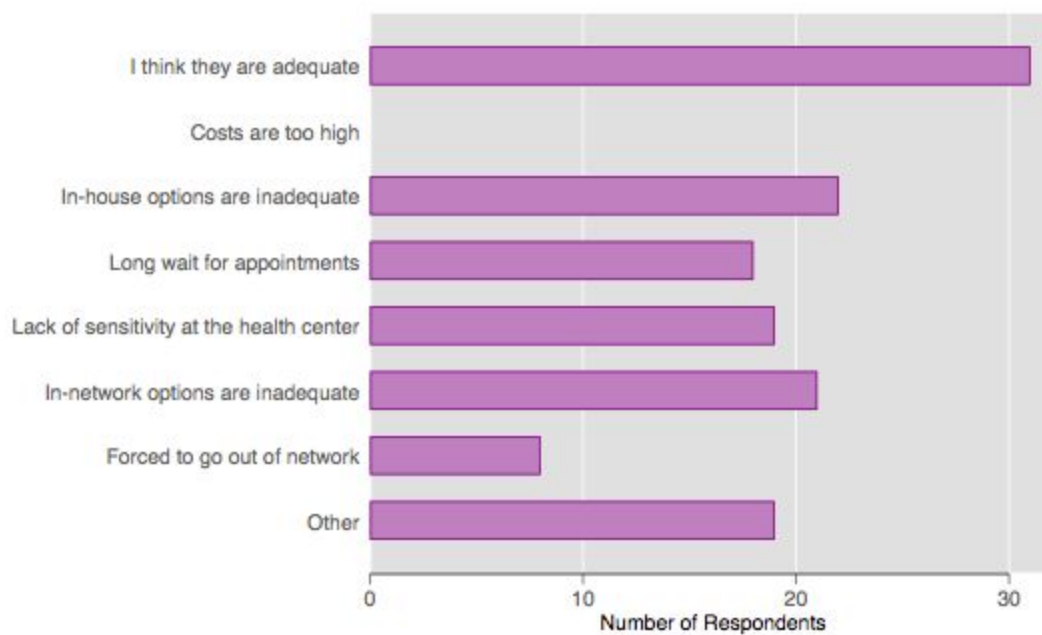
Q4 Decrease prescription costs for medications

Q5 Expand access to specialists

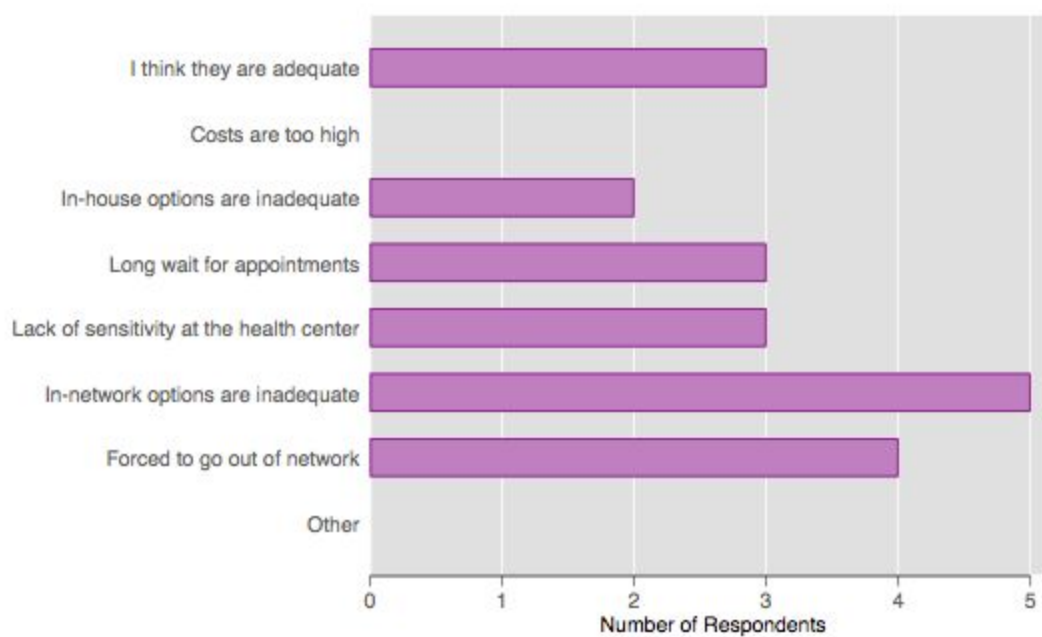
Q6 Expand free mental health services and access at no cost at NYU's SHC

Q7 Establish a needs-based healthcare emergency fund

5.2. For LGBTQ+ people, how have the student health services been inadequate?



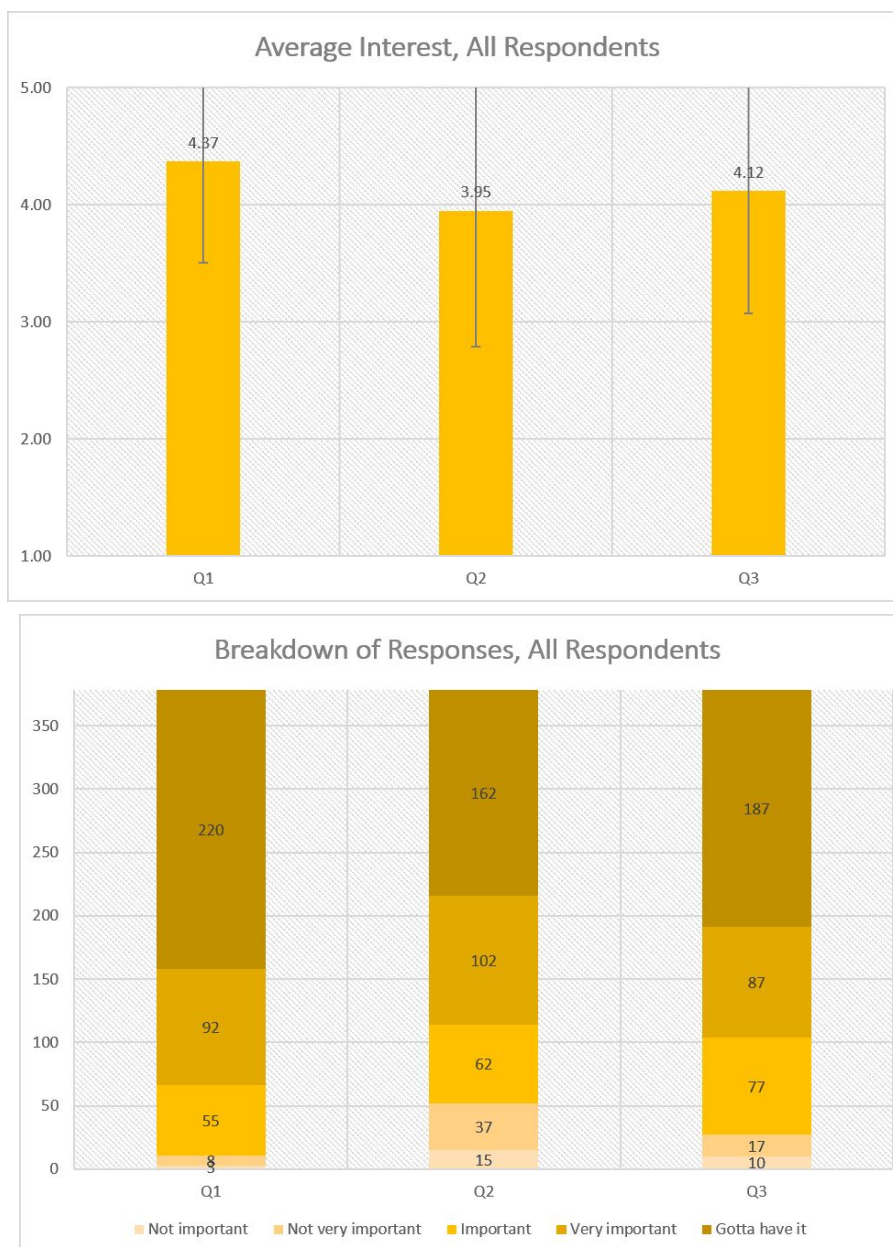
All Respondents(Observations=95)



Transgender Respondents(Observations=9)

6. Dental and Vision

6.1. All Grad Worker



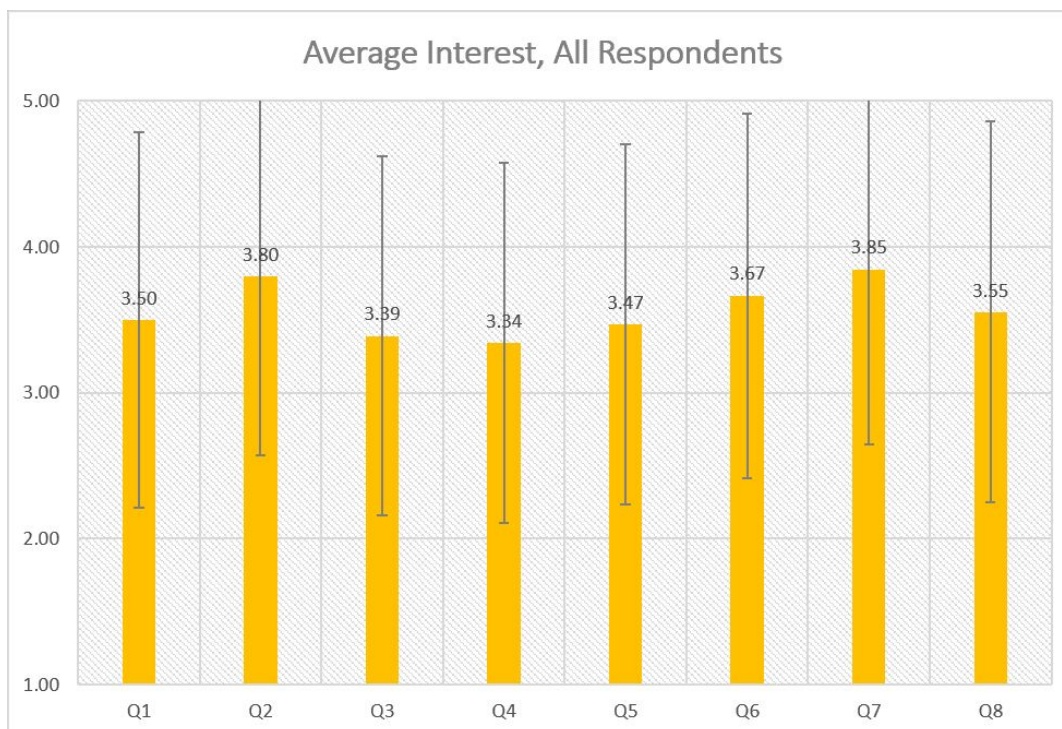
Q1 Provide dental insurance at no cost to all graduate workers and expand coverage.

Q2 Provide dental coverage with degree-holding dentists (as opposed to the current STU-Dent option, which only allows workers to receive treatment from dental students).

Q3 Provide vision insurance at no cost to all graduate workers and expand coverage (including subsidies for glasses and contact lens costs)

7. Dependents

7.1. All Grad Workers



Q1 Provide dependent healthcare to all workers at no cost as a benefit (currently, the amount of the subsidy is capped at 75%).

Q2 Provide guaranteed family leave for all graduate workers (either by including graduate workers in the NY State paid family leave program or by establishing a separate NYU benefit fund.

Q3 Provide dental insurance to dependents.

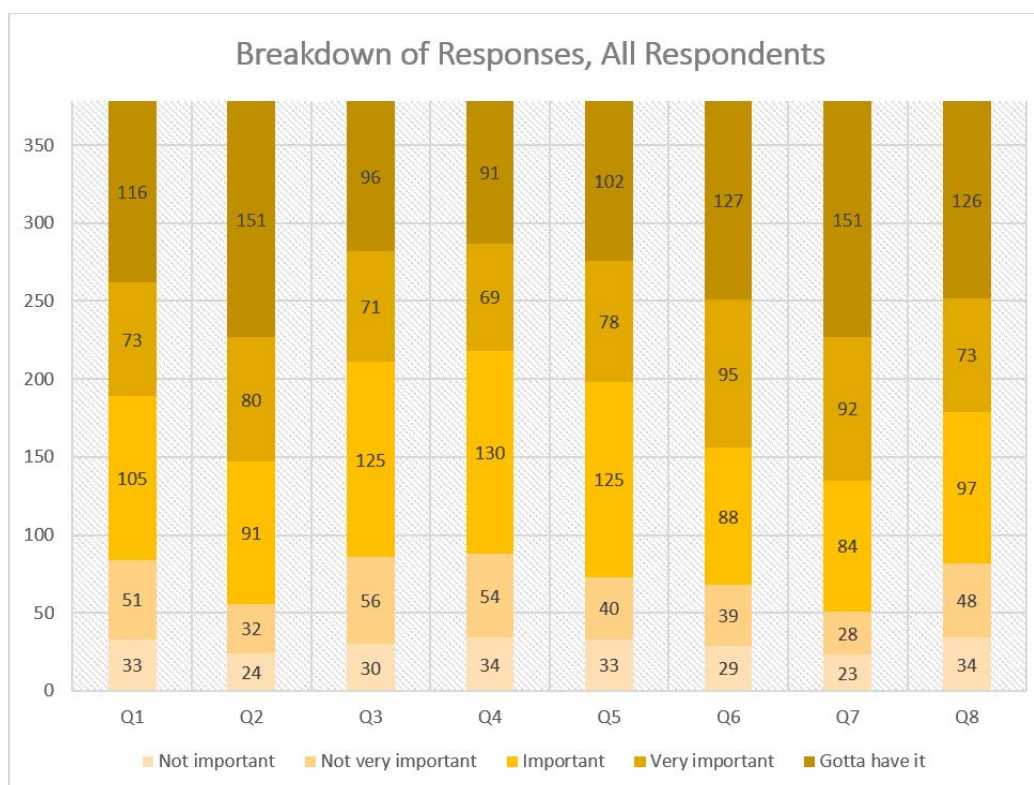
Q4 Provide vision insurance to dependents.

Q5 Establish a childcare benefit which guarantees a set amount of assistance per child (in contrast to the current “fund” which gives assistance based on the number of applicants).

Q6 Establish a no-cost, quality daycare center on campus.

Q7 Set up an emergency fund for immigration-related issues for international dependents (e.g. tickets, legal advice, visa fees)

Q8 Reimbursement of visa application and renewal fees and SEVIS fee for international dependents



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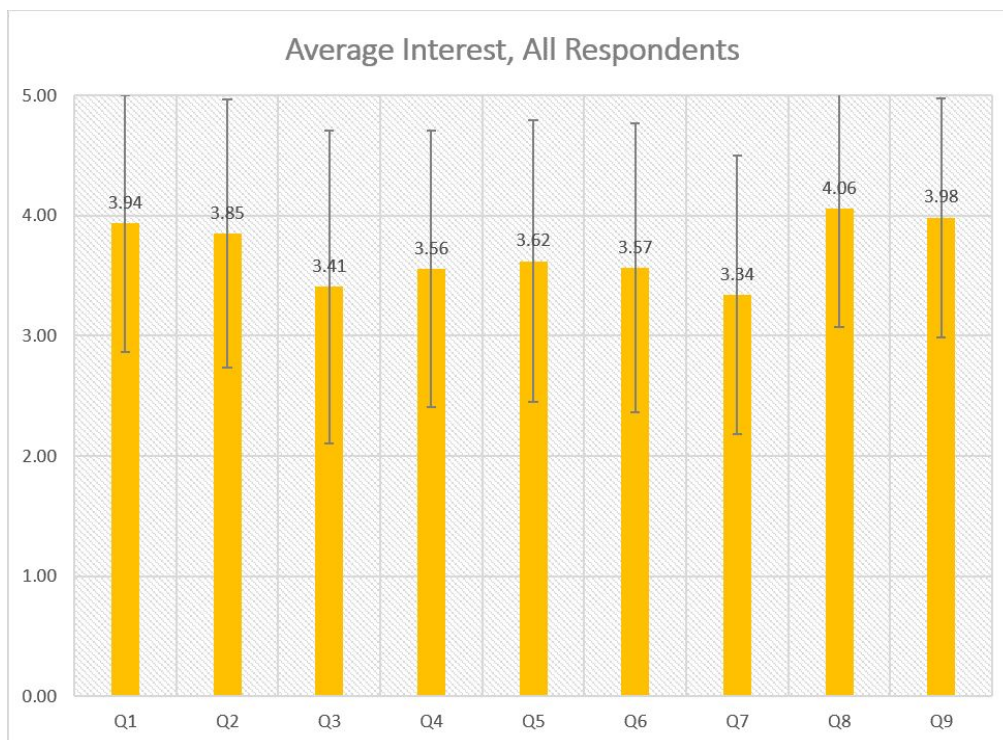
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8. Harassment & Discrimination and Accessibility & Accommodations

8.1. All grad students



Q1 Annual, department-level, anonymous climate survey for graduate students about harassment and discrimination-related issues

Q2 Stronger union-based recourse against harassment and discrimination in addition or as an alternative to existing university channels

Q3 Access to gender neutral bathrooms guaranteed by the union contract (not by state law alone)

Q4 Provide lactation rooms in all university buildings.

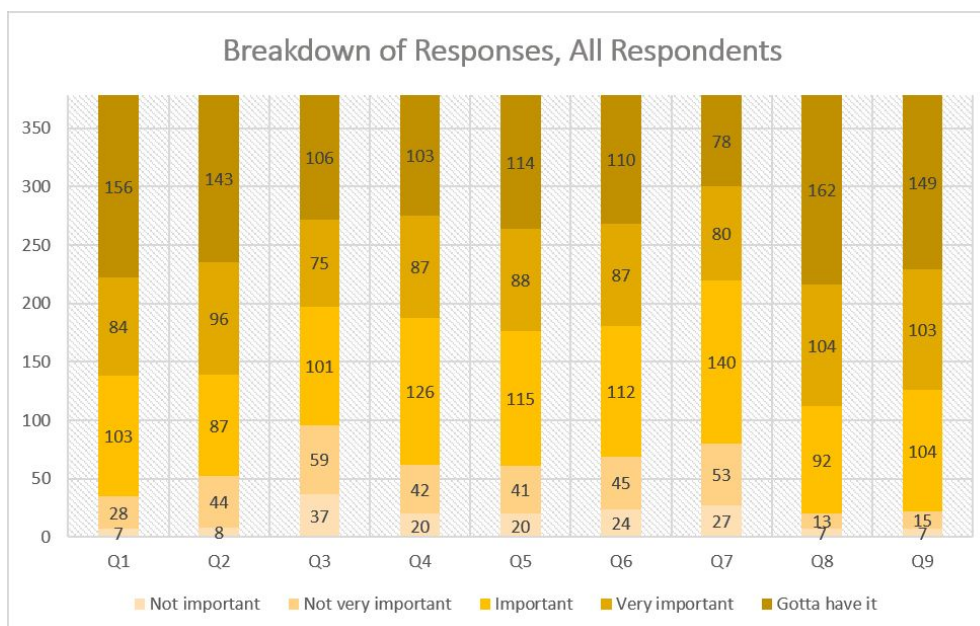
Q5 More health services offered in-house at the Student Health Center for LGBTQ+ people.

Q6 Mandatory IN-PERSON trainings for faculty and administrators that attend to harassment, discrimination, diversity, and inclusion focusing on graduate students (as teaching assistants, research assistants, graduate assistants, and advisees).

Q7 Funding from university for GSOC to host events supporting students of color, women, first generation college students, international students, LGBTQ+ students, etc

Q8 Establish a clear procedure for handling accommodations for grad-workers with disabilities and illnesses whether visible or invisible, long-term or short-term (e.g. accommodations for grading and access to course materials, accommodated work spaces, accommodations with schedules, clear communications from supervisors about available resources).

Q9 Improve support and services for grad-workers with disabilities and illnesses (visible or invisible, long-term or short-term) in their capacities as TAs, RAs, GAs (accessibility on campus, accommodating work spaces, accessible and subsidized housing close to campus, support navigating the university's disability paperwork and policies)



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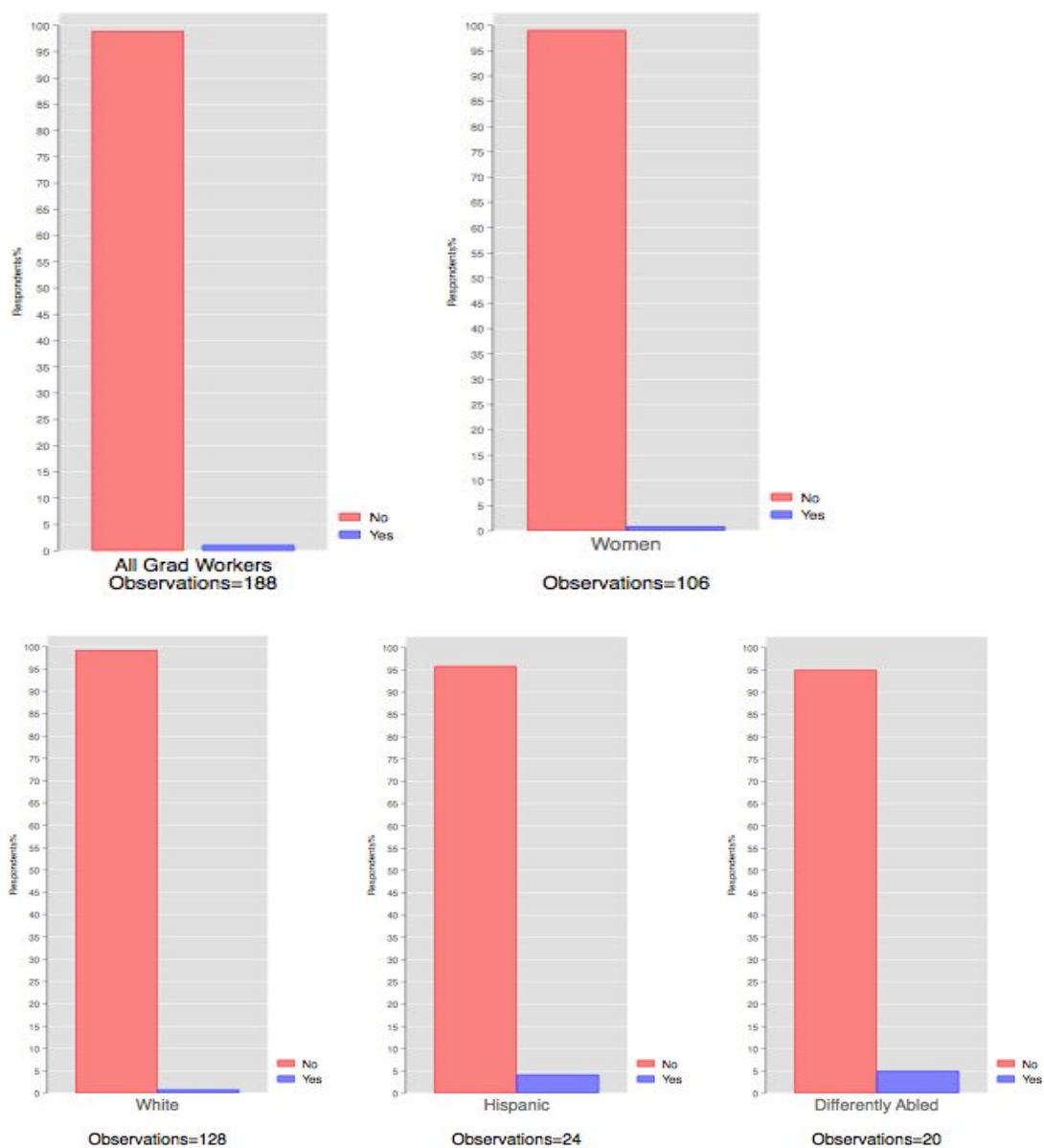
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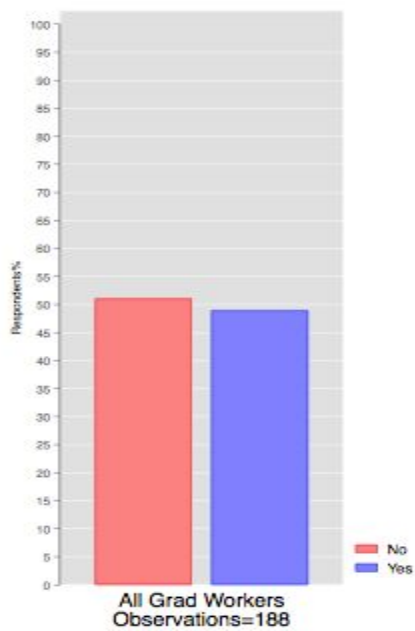
Q8 Establish a clear procedure for handling accommodations for grad-workers with disabilities and illnesses whether visible or invisible, long-term or short-term (e.g. accommodations for grading and access to course materials, accommodated work spaces, accommodations with schedules, clear communications from supervisors about available resources.

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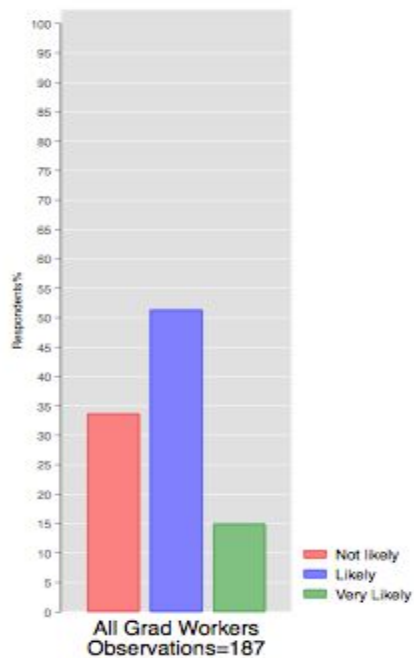
8.2. Have you ever filed a harassment or discrimination complaint at NYU?



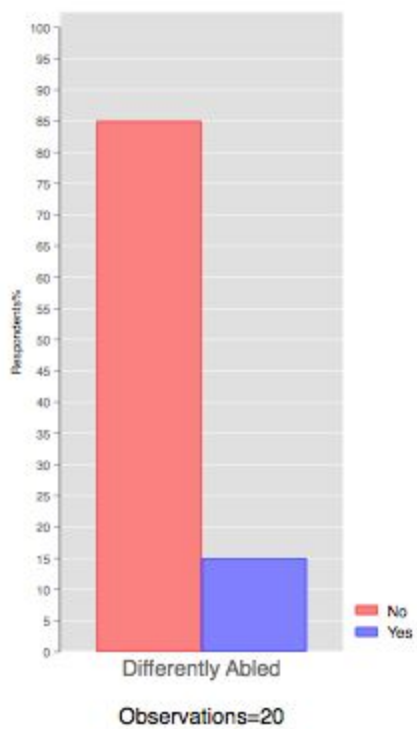
8.3. Did you know you could file a union grievance for discrimination/harassment if you are a union worker?



8.4. Now that you know, how likely are you to use the union grievance to fight against discrimination/harassment?

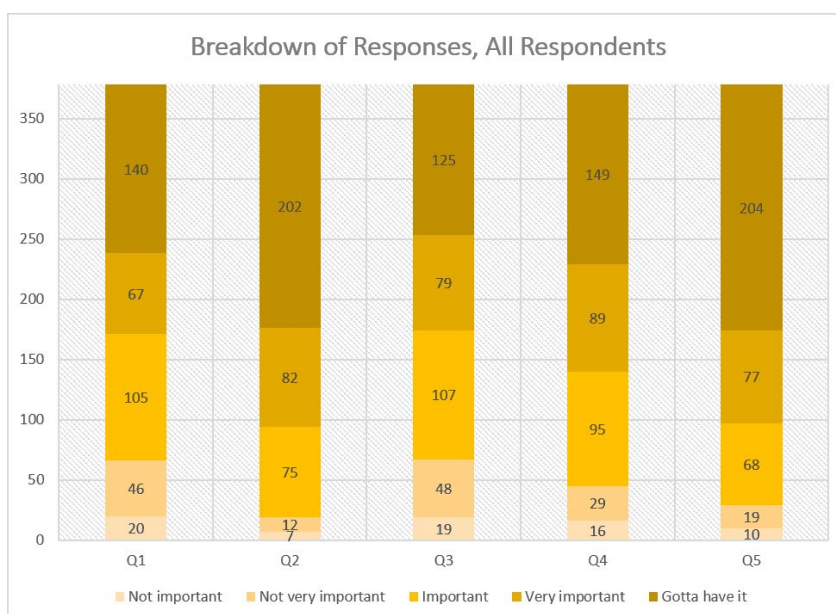
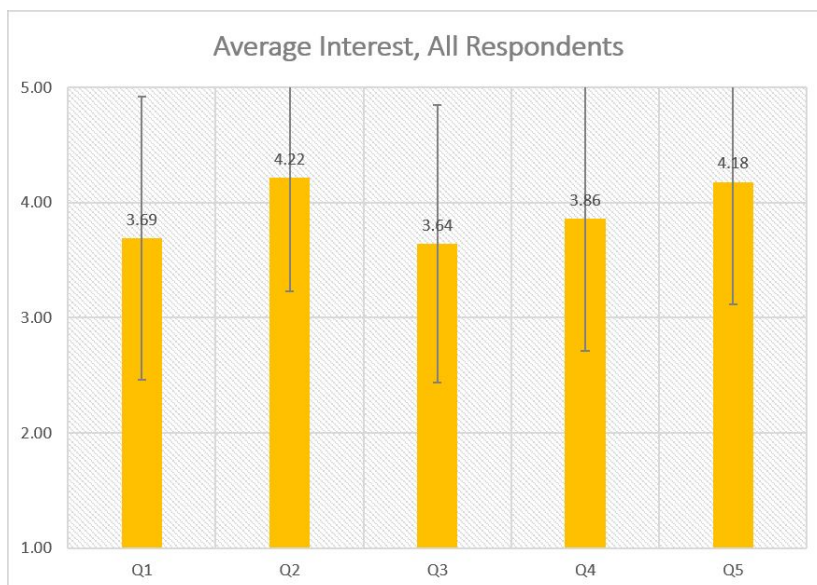


8.5. Are you satisfied with the services and accommodations to workers with disabilities at NYU?



9. International Students

9.1. All grad workers



Q1 Reimbursement of visa application and renewal fees and SEVIS fee for international students

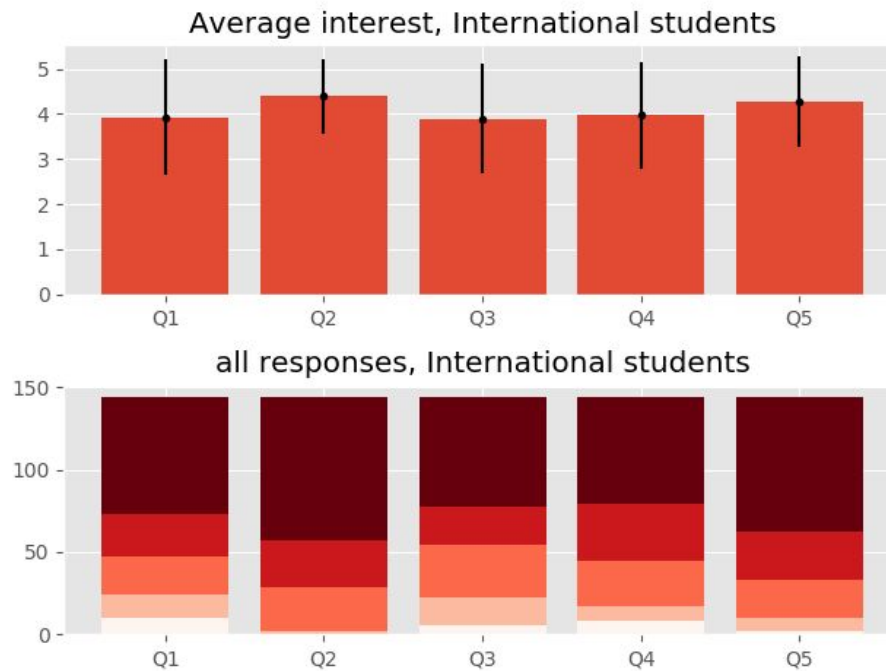
Q2 Free immigration advice and visa-related legal advice

Q3 Establish international graduate worker specific housing assistance

Q4 Set up an emergency fund for immigration-related issues for international students (e.g. tickets, legal advice, visa fees)

Q5 Legal support and institutional resources for undocumented and international grad workers facing visa trouble (Muslim ban, STEM OPTs, visa, etc).

9.2. International Grad workers



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Q2 Free immigration advice and visa-related legal advice

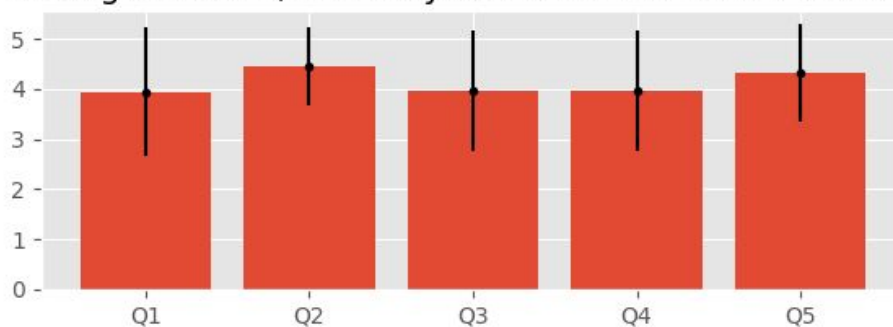
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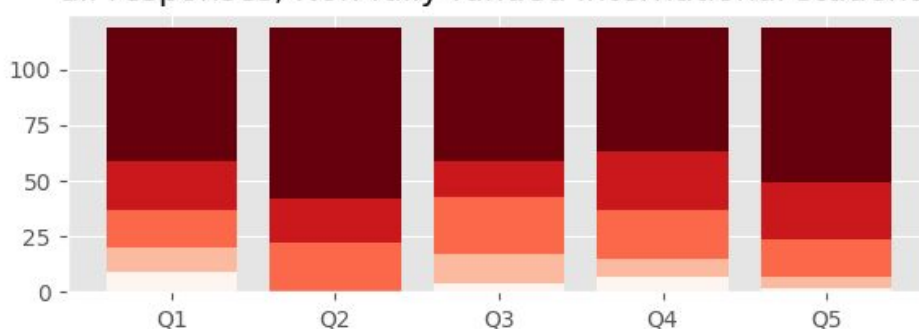
Q5 Legal support and institutional resources for undocumented and international grad workers facing visa trouble (Muslim ban, STEM OPTs, visa, etc).

9.3. Unfunded international workers

Average interest, Non fully-funded international students



all responses, Non fully-funded international students



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Q2 Free immigration advice and visa-related legal advice

Q3 Establish international graduate worker specific housing assistance

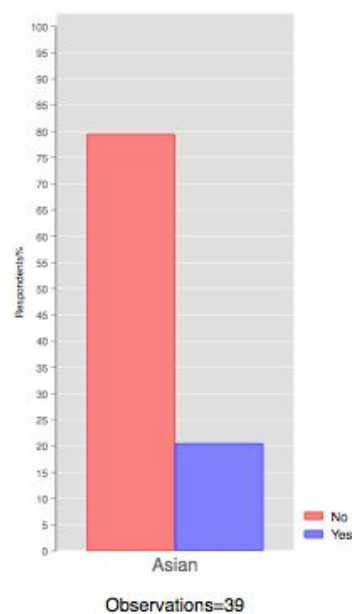
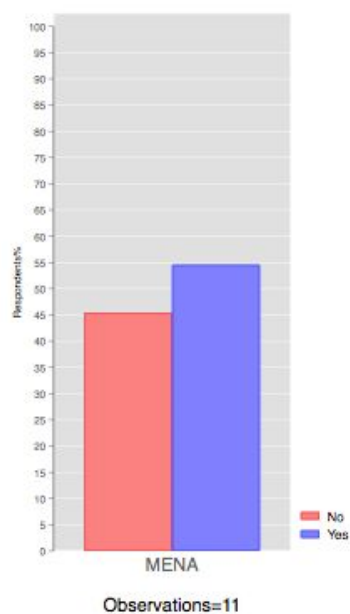
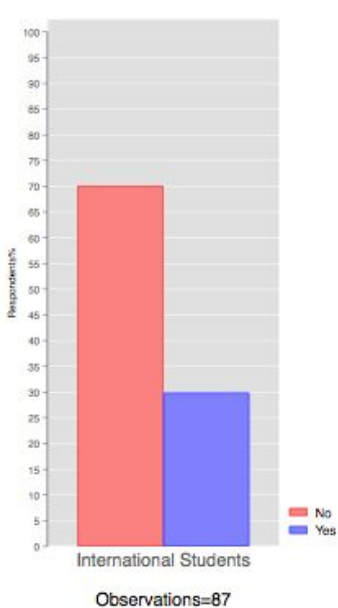
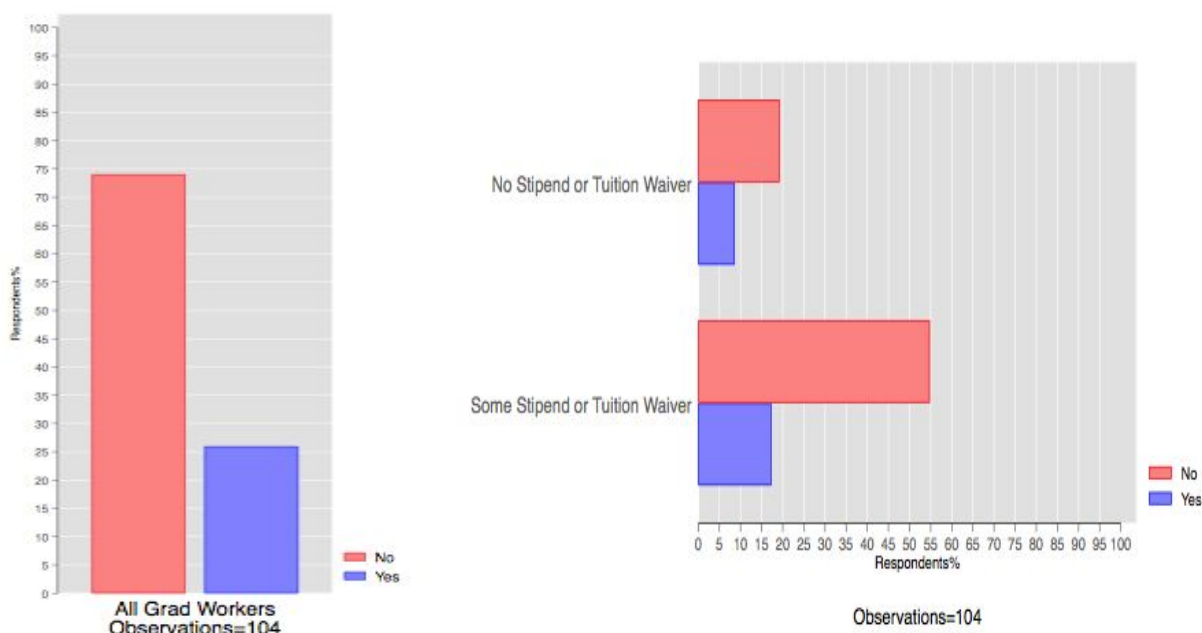
Q4 Set up an emergency fund for immigration-related issues for international students (e.g. tickets, legal advice, visa fees)

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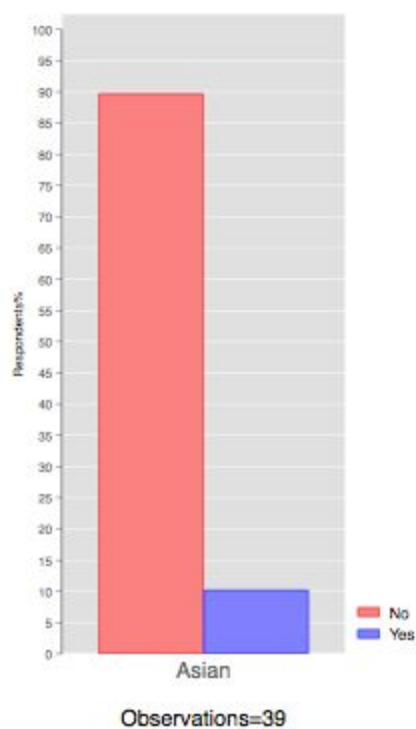
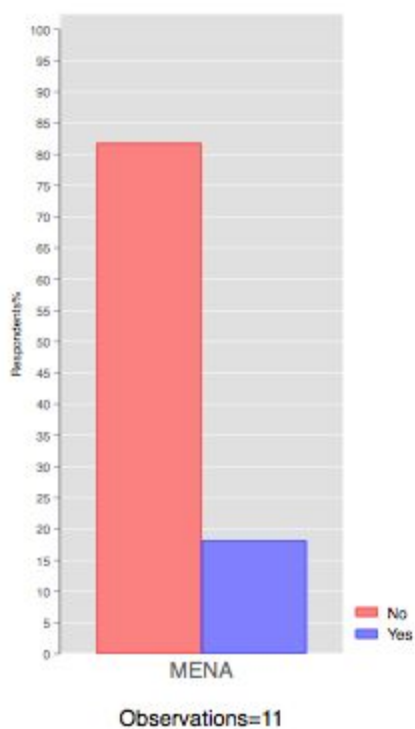
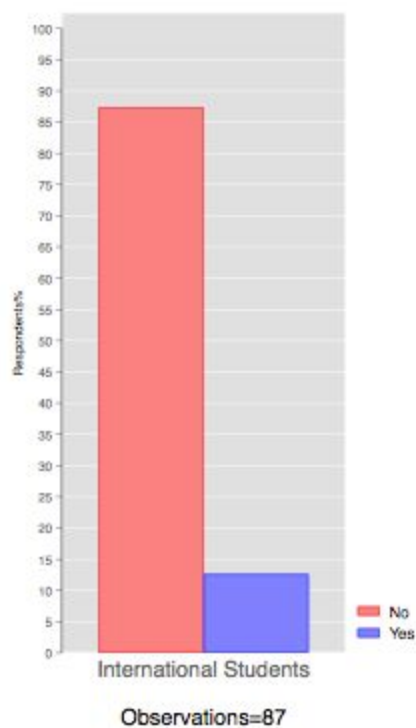
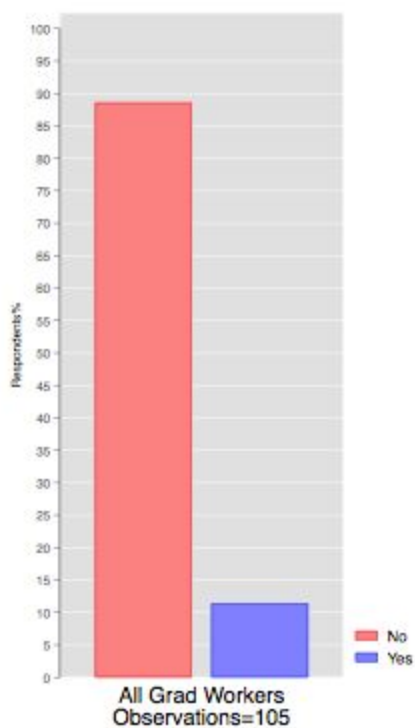
9.4. International Student Specific Issues

This section presents some of the recurring issues that international students face at NYU. This was an optional part of the survey that international as well as domestic students could take, since domestic students are not wholly unaffected by these issues.

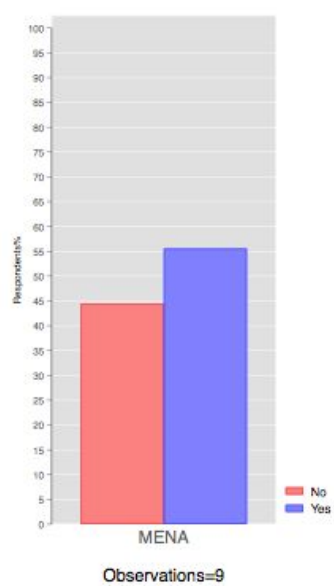
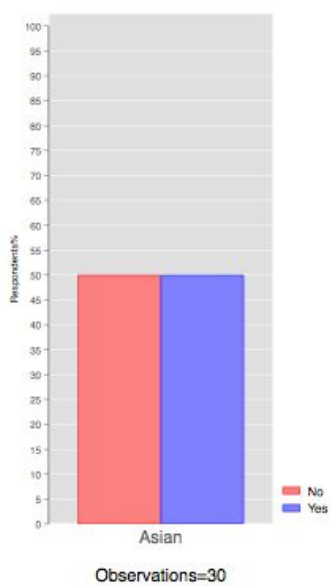
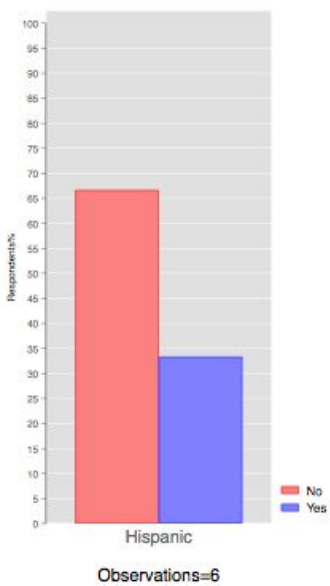
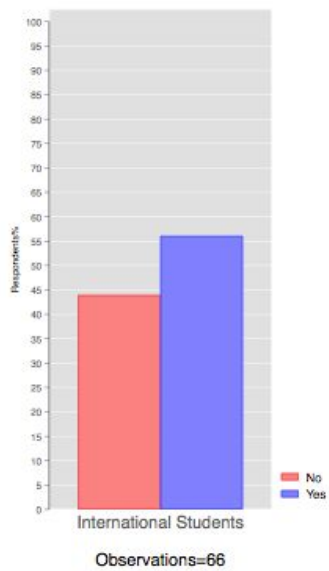
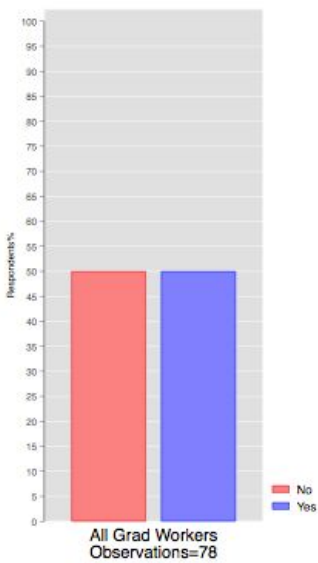
9.4.1. Have you had unexpected costs related to immigration since you joined NYU?



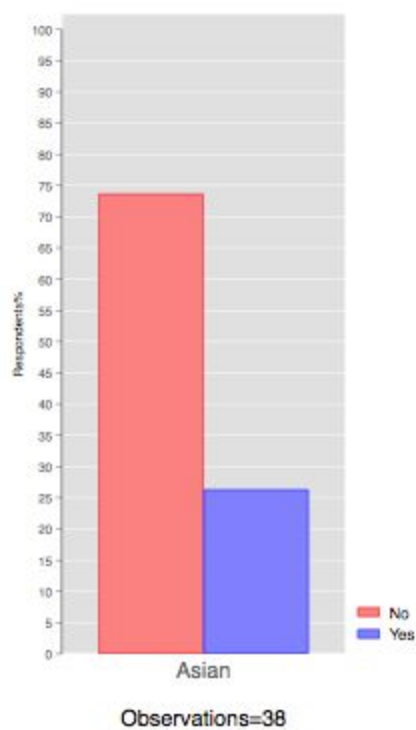
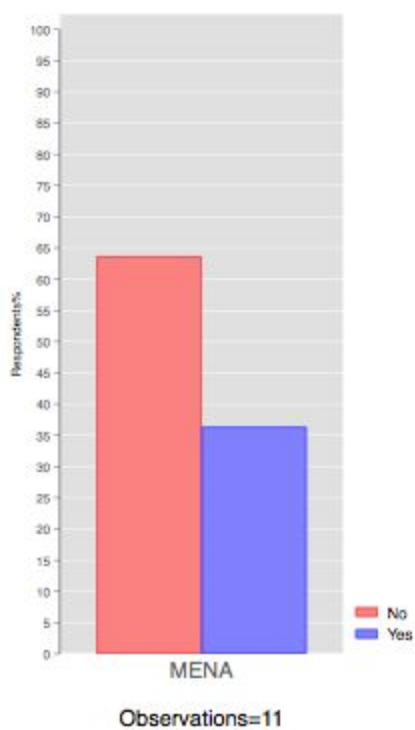
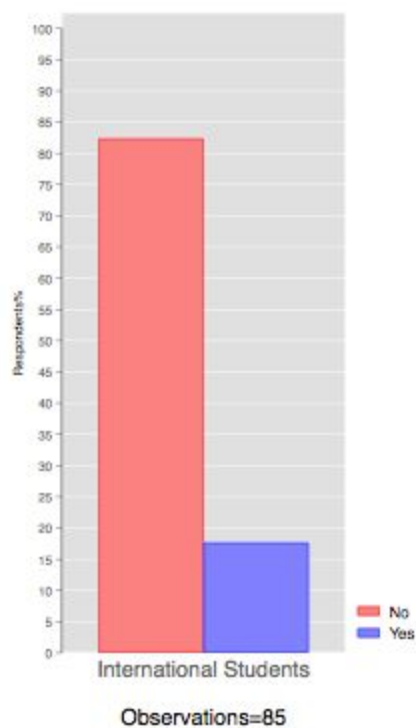
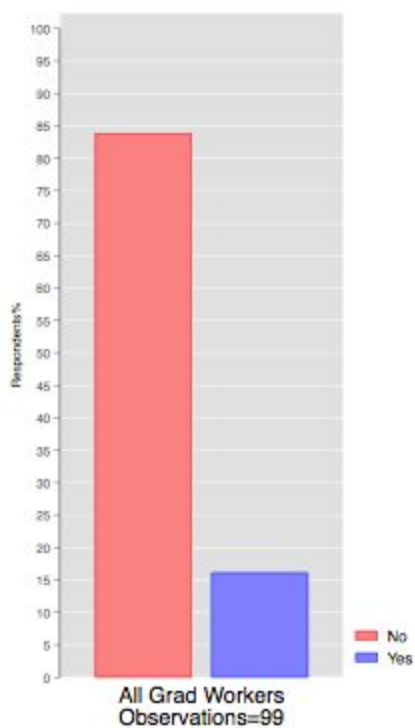
9.4.2. Have you faced visa problems going to another country for research or conferences?



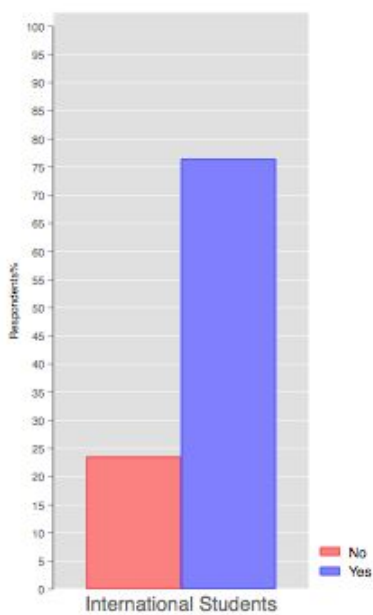
9.4.3. Did NYU assist adequately with the above issues?



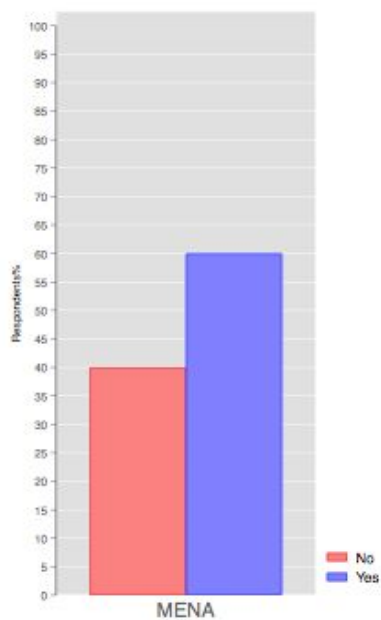
9.4.4. Has the current government's immigration policy (e.g. Muslim Ban, STEM visa restrictions for Chinese students, DACA, etc.) affected you or your research?



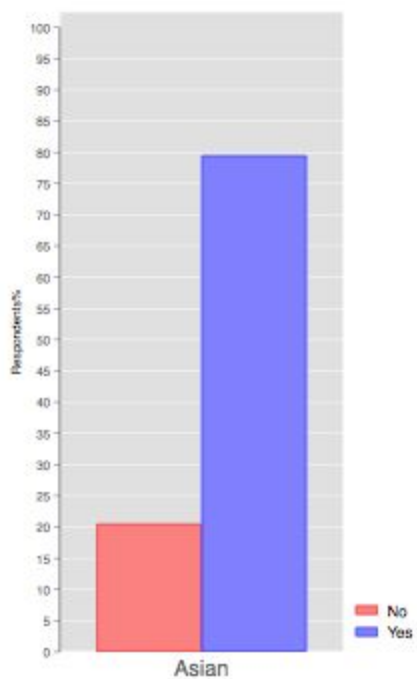
9.4.5. Are you satisfied with the Office of Global Services?



Observations=85



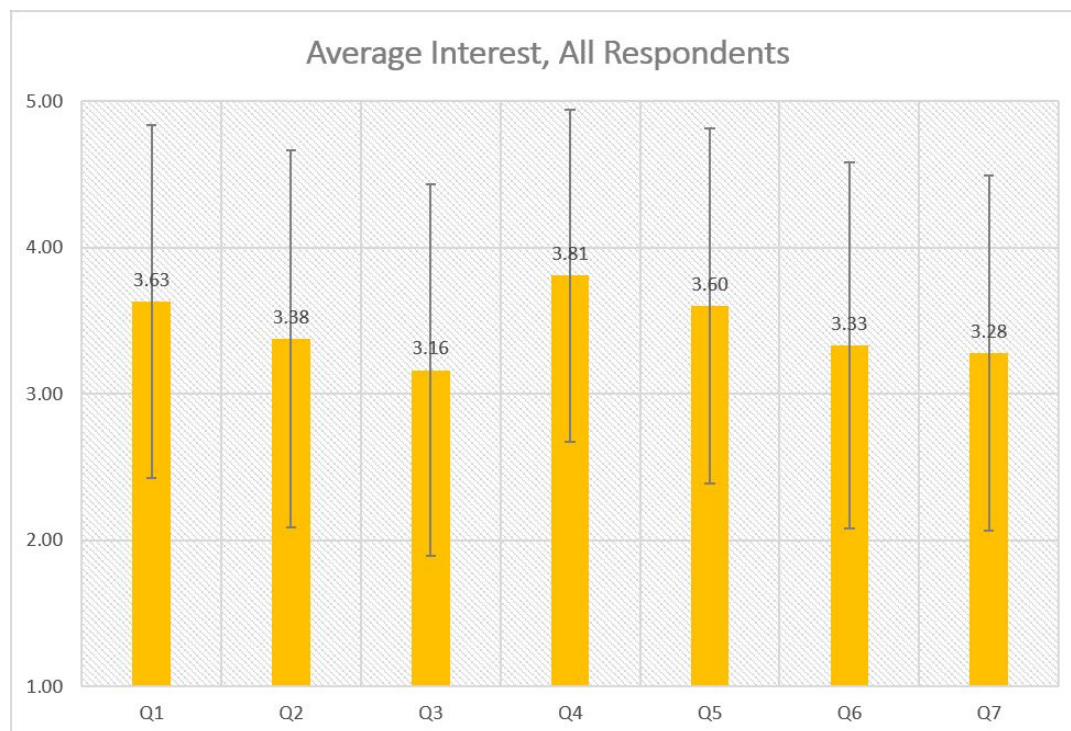
Observations=10



Observations=39

10. Non-Doctoral Students Issues

10.1. All grad workers



Q1 Access to dependent healthcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have.

Q2 Access to childcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have

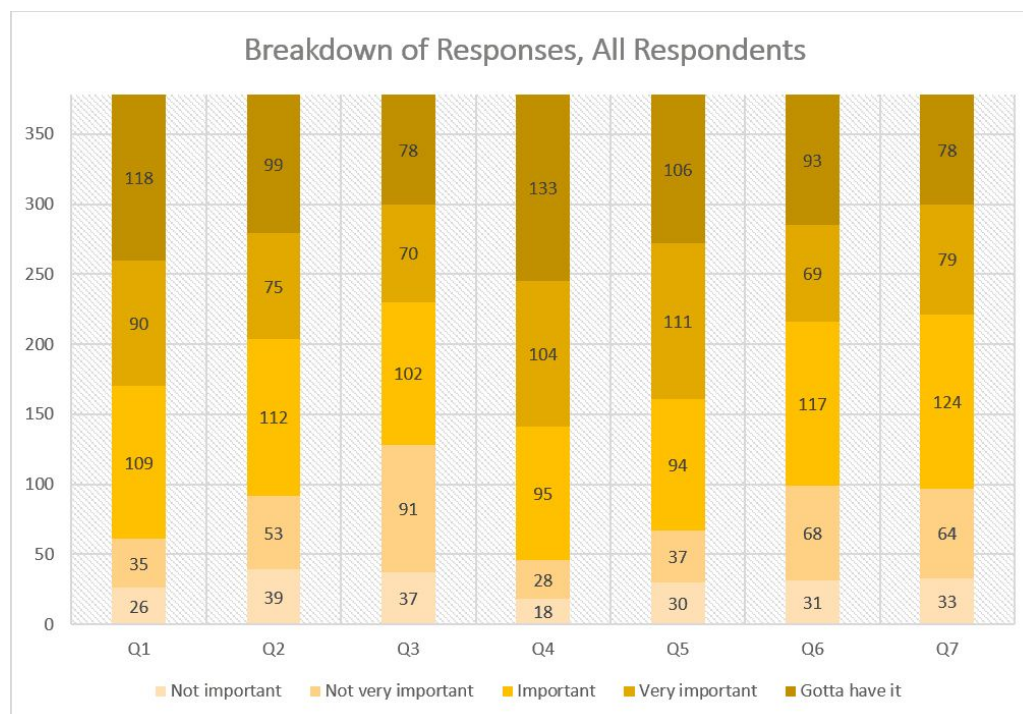
Q3 Paid vacations for non-doctoral graduate workers that doctoral graduate workers have.

Q4 Matriculation and registration fee waivers for non-doctoral graduate workers that doctoral graduate workers enjoy

Q5 Full tuition waivers for non-doctoral graduate workers in the semesters they are employed in a union position

Q6 Guaranteed paid work for non-doctoral students.

Q7 Guaranteed stipends for non-doctoral students



Q1 Access to dependent healthcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have.

Q2 Access to childcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have

Q3 Paid vacations for non-doctoral graduate workers that doctoral graduate workers have.

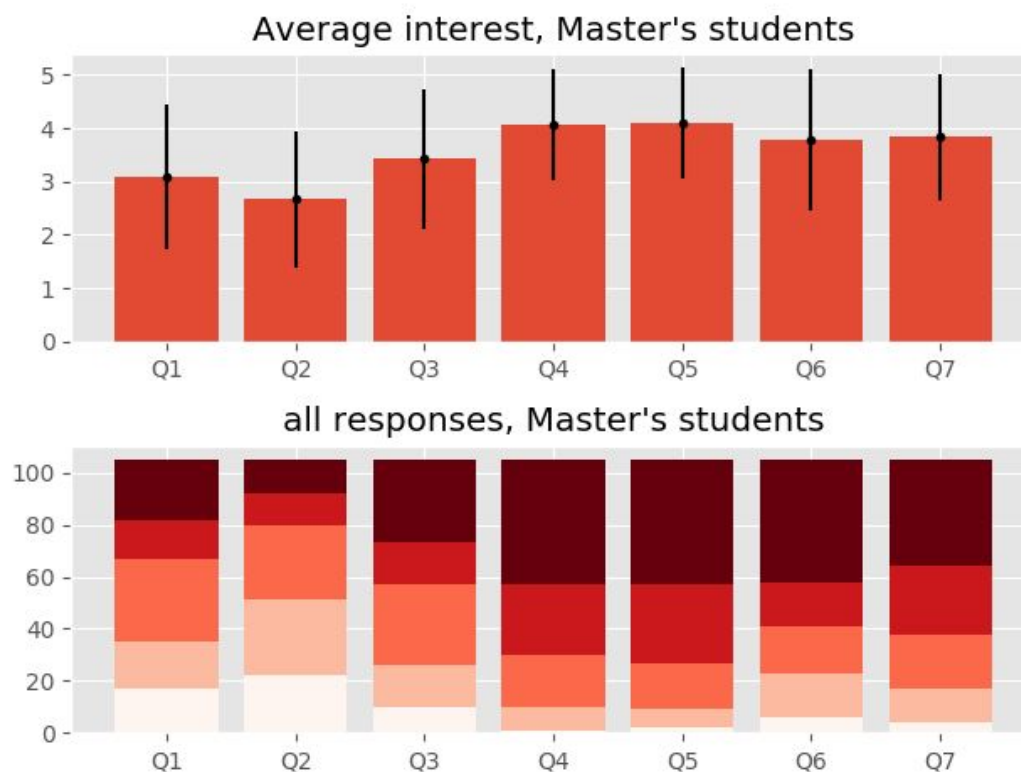
Q4 Matriculation and registration fee waivers for non-doctoral graduate workers that doctoral graduate workers enjoy

Q5 Full tuition waivers for non-doctoral graduate workers in the semesters they are employed in a union position

Q6 Guaranteed paid work for non-doctoral students.

Q7 Guaranteed stipends for non-doctoral students

10.2. Non-doctoral grad workers



Q1 Access to dependent healthcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have.

Q2 Access to childcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have

Q3 Paid vacations for non-doctoral graduate workers that doctoral graduate workers have.

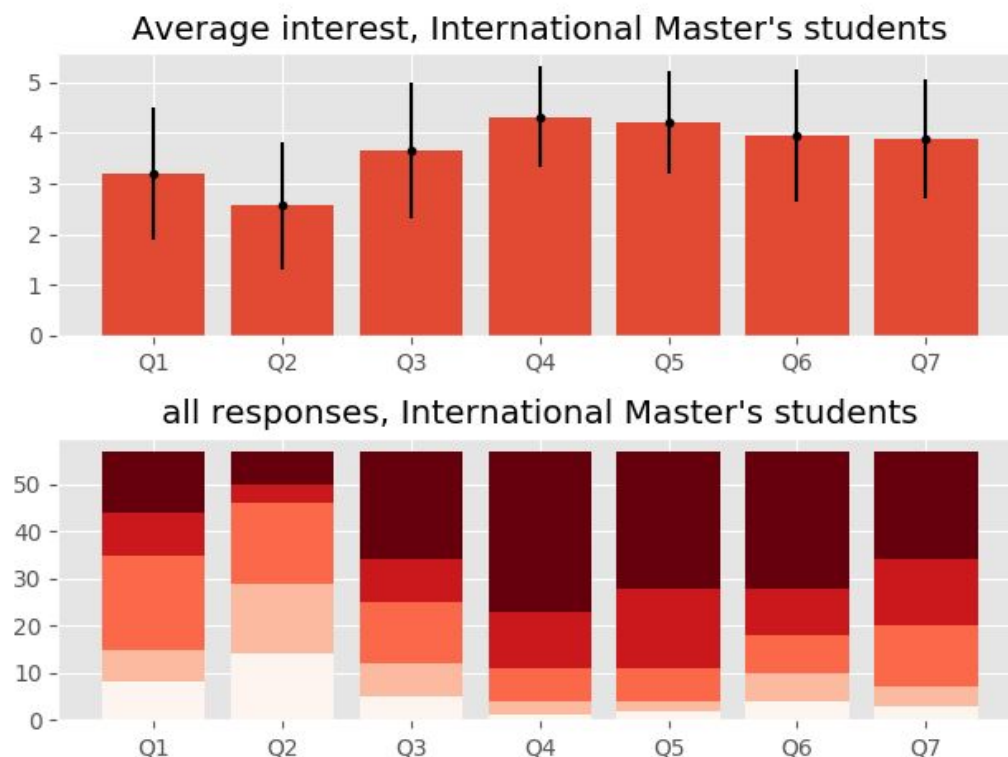
Q4 Matriculation and registration fee waivers for non-doctoral graduate workers that doctoral graduate workers enjoy

Q5 Full tuition waivers for non-doctoral graduate workers in the semesters they are employed in a union position

Q6 Guaranteed paid work for non-doctoral students.

Q7 Guaranteed stipends for non-doctoral students

10.3. International non-doctoral grad workers



Q1 Access to dependent healthcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have.

Q2 Access to childcare benefits for non-doctoral graduate workers that doctoral graduate workers currently have

Q3 Paid vacations for non-doctoral graduate workers that doctoral graduate workers have.

Q4 Matriculation and registration fee waivers for non-doctoral graduate workers that doctoral graduate workers enjoy

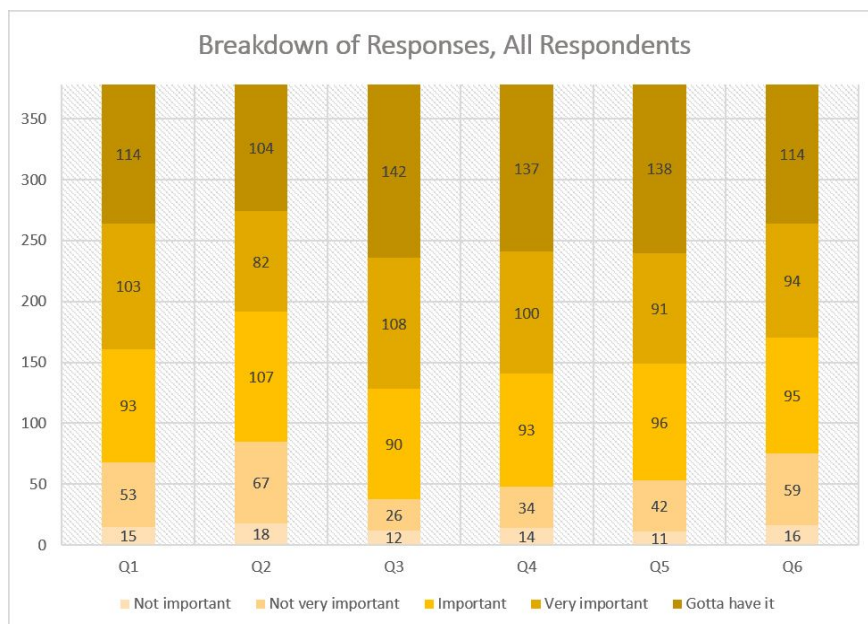
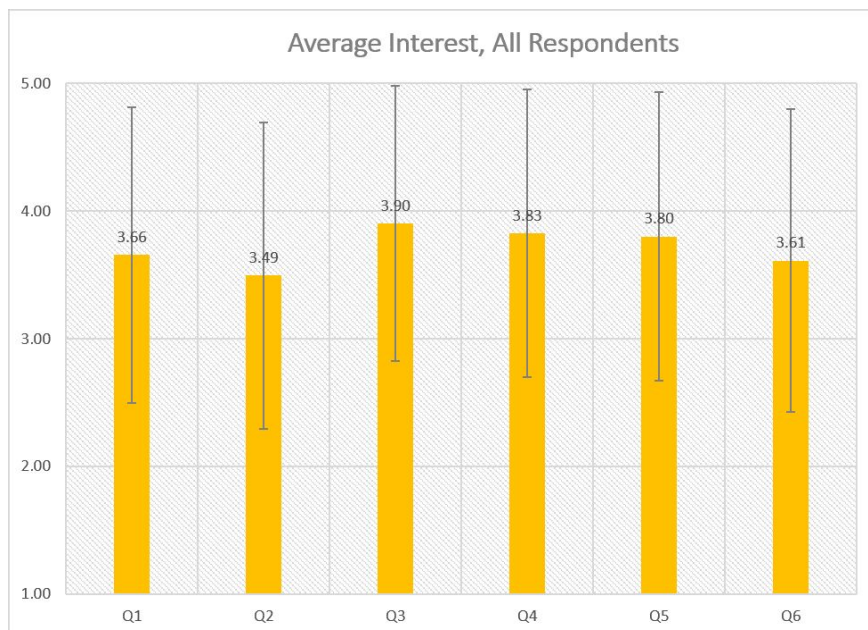
Q5 Full tuition waivers for non-doctoral graduate workers in the semesters they are employed in a union position

Q6 Guaranteed paid work for non-doctoral students.

Q7 Guaranteed stipends for non-doctoral students

11. Working Conditions

11.1. All grad workers



Q1 Guarantee office space for all TAs and RAs

Q2 Require confirmation of appointments and/or delivery of Appointment Letter earlier than the current ten business days after the start of work

Q3 Clear job descriptions for TAs, GAs and RAs in the Appointment Letter, with a detailed list of expected responsibilities

Q4 Guarantee that positions are advertised in the department and other departments within NYU before being advertised outside of NYU

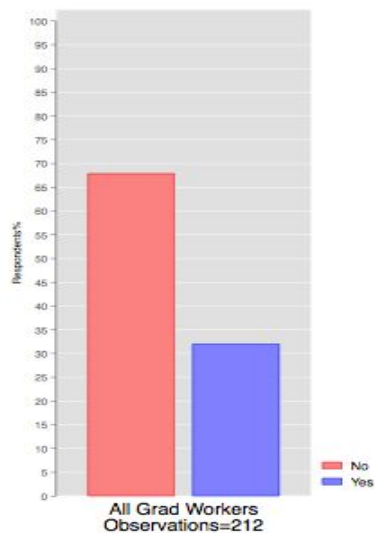
Q5 Guarantee that first paycheck is delivered by the first day of the term

Q6 Establish maximum class sizes

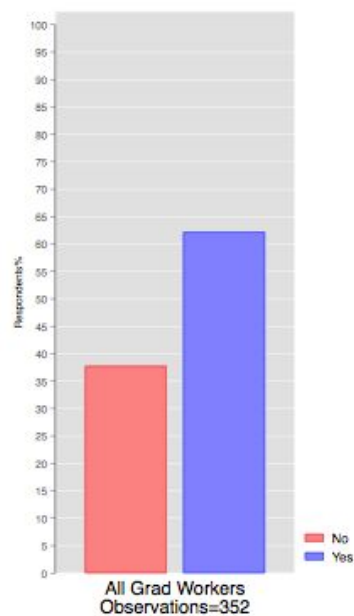
11.2. Some issues at work

We asked the survey respondents to answer some optional questions so that we may learn more about issues that we've all encountered as grad-workers.

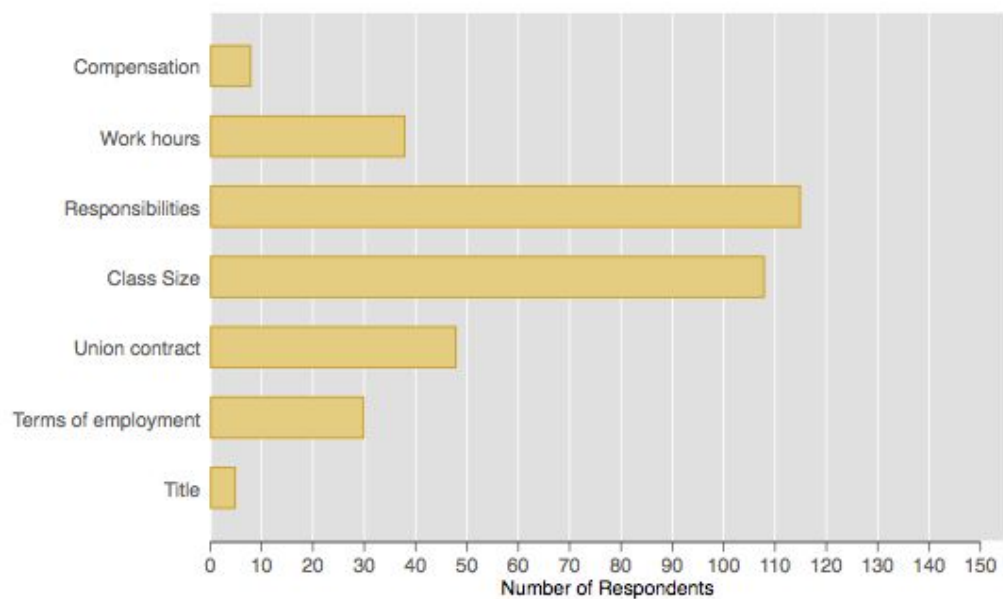
11.2.1. Have you received Letters of Appointment late? (Letters Appointment should be received within ten business days after the start of work.)



11.2.2. Did you receive your required union card and union welcome letter at the start of every semester in which you worked?

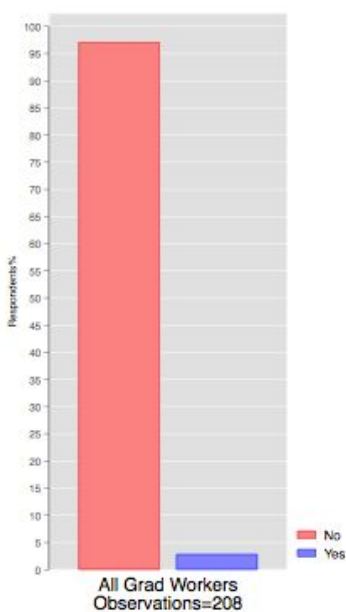


11.2.3. Which of the following have NOT been specified in your Letters of Appointment?

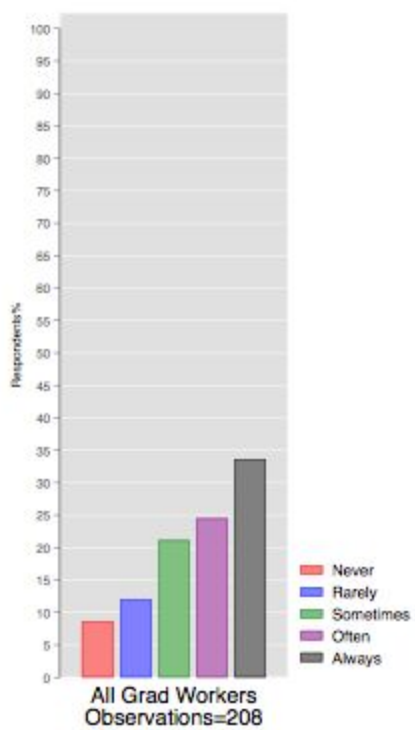


All Respondents(Observations=155)

11.2.4. Has your department cancelled your appointment without offering an alternative and/or compensation?



11.2.5. How frequently is office space available when you need it for work-related reasons?



12. Overall Bargaining Priorities

Ran king	All Grad-workers	Funded Grad-workers	Unfunded Grad-workers	International Grad-workers	Non-Doctoral Grad-workers
1	Compensation	Compensation	Compensation	Compensation	Compensation
2	Healthcare	Healthcare	Healthcare	Healthcare	Healthcare
3	Working Conditions	Working Conditions	Working Conditions	Working Conditions	Working Conditions
4	Housing	Housing	Dental	Tax	Transport
5	Dental	Tax	Housing	Housing	Dental
6	Tax	Dental	Equity & Inclusion	International Student Issues	Tax
7	Equity & Inclusion	Equity & Inclusion	Tax	Dental	Housing
8	Transport	Transport	Transport	Transport	International Student Issues
9	International Student Issues	International Student Issues	International Student Issues	Equity & Inclusion	Equity & Inclusion
10	Vision	Vision	Vision	Vision	Vision
11	Dependent issues	Dependent issues	Dependent issues	Dependent Issues	Dependent Issues