



24 January 2022

To the IU Board of Trustees and President Pamela Whitten,

As members and officers of the Communication Workers of America (CWA) and the American Association of University Professors (AAUP), organizations with chapters representing employees at Indiana University Bloomington, we write to acknowledge that graduate workers at IUB, our fellow IU employees, recently submitted 1584 signed cards to the Board of Trustees, expressing the wish of nearly two-thirds of graduate instructors to form a union in association with the United Electrical Workers (UEW).

We applaud this expression of graduate workers' rights to associate freely and elect representatives to participate in the process of collective bargaining with the administration of IU. We are proud of their determination to advocate on behalf of a fair and open process for establishing livable compensation and working conditions. We recognize, moreover, that IU's graduate instructors and researchers are at the core of IU's mission. They teach a significant share of IU credit hours and help conduct critical research projects.

Graduate employees are seeking recognition according to the University Policy governing the "Conditions for Cooperation Between Employee Organizations and the Administration of IU" ([HR-12-20](#)) which covers campus workers unionized in CWA Local 4818; American Federation of State, County and Municipal Employees (AFSCME Local 832); and International Alliance of Theatrical Stage Employees (IATSE Local 618). This IU policy acknowledges that "the rights of employees, independently, to associate themselves together, whether that association is known as a union or by some other name, is recognized in Indiana, and there is no legal bar to the collective presentation of their employment interests to the public officials charged with the duty of fixing the terms of employment."

We stand in solidarity with our fellow IU Bloomington workers in their wish to be represented by a union and collectively to present their interests to the administration. We believe labor rights are human rights that express the wish of all workers to have dignity and agency on the job. Moreover, we believe that unionization protects core academic values such as academic freedom, shared governance, fairness, and economic security.

We congratulate the graduate workers in their efforts to unionize and call upon the administration to respond promptly and openly to their overwhelming expression of interest in representation. Frank, democratic, and collective representation of graduate employee

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interests will make Indiana University a fairer and stronger institution, poised to continue another two hundred years of academic leadership, discovery, and creativity.

Sincerely,

The Executive Committee of CWA Local 4818-IU Unit
The Executive Committee of the IUB-AAUP

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