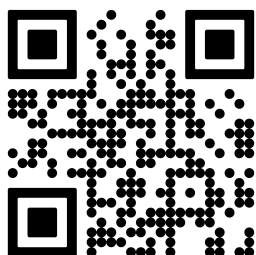


Steps to Organizing a Graduate and Professional Student Worker Union at ISU

1. *Have 10% of graduate workers in support of holding a unionization vote.*
 - **Accomplished** as of 05/01/2023
2. *Unlock financial and legal support from our parent union (UE).*
 - a. UE = United Electrical, Radio & Machine Workers of America
 - i. <https://www.ueunion.org/>
 - b. *Note: University of Iowa grad student union (COGS) has the same parent union*
 - i. <https://cogs.org/>
 - **Accomplished** as of 07/25/2023
3. **Authorization Drive**
 - a. Collect signatures from graduate workers interested in holding a vote to form a union
 - i. At least 30% (ideally 50%) of the bargaining unit needs to support holding a vote
 - ii. *Note: Signing does not mean you are already voting yes or actually joining the union. It only means that you support **being able to hold a vote** to form a union (whether you end up voting 'yes' or 'no' when the vote is held, or join after).*
 - b. These petitions are available at canvassing events in the Free Speech zone in front of Parks Library, listening and info sessions at the Ames Library (Sept 26, Oct 24, Nov 13)
 - i. You can also print, sign, (have others sign), and return the petition to us
 - ii. <https://bit.ly/GSVpetition>
4. **Certification Petition**
 - a. Petition the Iowa Public Employment Relations Board (PERB) for certification. This will allow us to hold a vote.
 - i. *Certification:* the process by which a union becomes the official employee organization that represents the bargaining unit.
 - ii. <https://iowaperb.iowa.gov/faq/how-does-employee-organization-become-certified-perb-represent-bargaining-unit-employees>
 - b. At this time, PERB will also officially determine the total size of the bargaining unit and send members information about the vote.
 - i. *Bargaining unit:* the people represented by the union*
5. **Secret Ballot Vote**
 - a. PERB will organize a secret-ballot vote to form the union.
 - b. If 50% +1 vote of the bargaining unit is in support, the certification process is complete and the union is formed. Then, you can join!
 - c. Unions have to recertify (have another election) every two years to stay intact.

**The University of Iowa graduate student union bargaining unit is composed of graduate and professional students who are paid by stipend with at least a .25 appointment through ISU (as a TA, GA, RA, etc.). This will most likely be the language used in our ISU bargaining unit too, BUT it is not yet official as of 08/16/2023.*



< - - - - - Learn more on the **GSV website!**
<https://www.isugraduatestudentvoices.com>

Sign up on our **mailing list** to stay updated!
<https://bit.ly/isugsv> - - - - - >

