



Resolution Containing Appendices from Original HGSU Bylaws

Approved at the 12/1/20 General Membership Meeting

This resolution contains Appendices A, C, and, E as they were present in the [original HGSU-UAW Local 5118 Bylaws](#), with the exception of those portions that were [inserted elsewhere in the Bylaws](#).

Article 1: Solidarity Forever

When the union's inspiration through the workers' blood shall run
There can be no power greater anywhere beneath the sun
Yet what force on Earth is weaker than the feeble strength of one?
But the union makes us strong

Solidarity Forever

Solidarity Forever

Solidarity Forever

For the union makes us strong

They have taken untold billions that they never toiled to earn
But without our brain and muscle not a single wheel can turn
We can break their haughty power, gain our freedom when we learn
That the union makes us strong

Chorus

They divide us by department, they divide us by degree
They divide us grad from undergrad, MA from PhD
But all our work together makes the university
And the union makes us strong

Chorus

We'll picket in the rain and sleet, we'll picket in the snow
For they want to bust our union but we'll never let it go
And so we'll keep on marching, fight together, 'cause we know
That the union makes us strong

Chorus

In our hands is placed a power greater than their hoarded gold
Greater than the might of armies magnified a thousand-fold
We can bring to birth a new world from the ashes of the old
For the union makes us strong

Chorus

Article 2: Solidarity Dues

These recommended rates reflect the average amount of dues paid by different members of HGSU:

Hourly worker rate	\$10/month
Teaching rate	\$30/month
Research rate	\$45/month

Article 3: Standing Committees

This article includes descriptions of some of the committees named within Article 8 of the HGSU-UAW Local 5118 Bylaws. Descriptions of some committees not mentioned here are contained directly in the HGSU Bylaws: Executive Board, in Article 6, Bargaining Committee, in Article 8, and Elections Committee, in Article 11.

A. Governance and Participation Committee...

...shall consist of interested members and the Trustees. This committee shall be responsible for assisting the Trustees with conducting audits, engaging in reviews of this Local Union's governance and decision-making processes, and administering and hearing appeals as provided for in these bylaws and by the membership of the Union.

B. Organizing Committee...

...shall be responsible for signing up new members, working with stewards to organize in departments, and run organizing campaigns. The goals of the Organizing committee will be to build a strong internal organizing structure able to lead and support a contract campaign, any strike organizing, and any campaign to strengthen our union or advocate for student workers, and create a stronger union presence and coalitional awareness campuswide. Committee members will have access to and will update contact information and related membership data. During any elections apart from candidate elections, the Organizing Committee will have access to daily voter data. The Organizing committee meetings are open to all members.

C. Communications Committee...

...shall be responsible for communications of our union regarding organizing with students, allies, or the public.

- a. The Committee shall elect a chair or co-chairs who will be responsible for setting meeting agendas in line with organizing goals, and ensuring that the committee meets these goals,
- b. No more than four members of the committee will have full access to website administration and semesterly updated contact information of membership, as well as full access to membership and supporter listservs.
- c. Communications committee will seek the advice of the Executive Board and International representatives for communications that might constitute legal risk,
- d. A member of the communications committee will be present at every official meeting of the union as well as organizing meetings to report agendas and solicit tasks,
- e. Members of the communications committee will be appointed to manage social media accounts with the approval of the Executive Board and report on social media contacts to the Executive Board.

D. Contract Enforcement and Education Committee...

...will enforce the contract and educate the membership about their rights. The committee's main responsibility will be to handle grievances.

- a. The Committee shall elect a chair or co-chairs who will be responsible for attending Executive Board meetings regularly to give a report on ongoing and completed grievances, and handling the assignment of cases to grievance officers,

- b. All elected stewards, departmental stewards, any other trained grievance handlers (subject to the approval of the Executive Board), and the Health and Safety Representatives are eligible to serve on the Committee,
- c. Members of the Committee working on a particular case will apprise the aggrieved of their rights according to the contract and advise them on how to proceed; relevant members of the committee shall meet to decide which grievance will be filed and make recommendations to the Executive Board.
- d. The Committee will also educate membership about grievances including definitions and procedures.
- e. The Committee will keep information on past grievances on file and in good order to assist in research on trends and patterns, and present regular reports at membership and steward meetings,
- f. The committee will decide vote by simple majority when to recommend that a grievance will be moved to arbitration.
- g. The committee will also decide on and pursue collective grievances, supported by the Organizing Committee, the Feminist Working Group, the Civil and human Rights committee or the International Students Working Group, or another standing committee of this Local,
- h. The contract enforcement and grievance committee meetings are private unless otherwise advertised.

E. Solidarity Committee...

...shall consist of interested stewards and members, will build coalitions with campus and off campus allies, actively liaise with specific organizational allies, propose and organize political initiatives such as preparing a voter guide. The Solidarity committee will designate representatives to focus on the following coalitions:

- a. External outreach, including campus unions, the Greater Boston Labor Council, other area unions and community groups, and elected officials,
- b. Internal outreach, including student groups,
- c. Faculty outreach.

The Solidarity Committee is empowered to prepare voter guides but any endorsement must be presented to the Executive Board as outlined in Article 9, Section G.

F. Finance and Benefits Committee...

...will be chaired by the Financial Secretary and shall consist of all interested stewards and members. The Chairs of the Finance committee shall share sole access with the Executive Board to the financial accounts of the unit. The Committee:

- a. will oversee drafting of the annual budget, to be presented at the first membership meeting of the spring semester and to be approved by membership meeting,
- b. will oversee the preparation of monthly financial reports to general membership,
- c. will also run surveys to assess the need and usage of benefits funds, and propose rules regulating the disbursement of benefit funds negotiated under any collective bargaining agreement to the general membership, and administer the disbursement of benefits under such rules, once adopted by coordinating with the Labor Relations Office.

G. Base-building Committee...

...shall consist of interested members who want to focus on areas where organizing structure is weaker and strategize about how to make it stronger. The basebuilding team shall also be responsible for creating an engaged union culture by organizing social events, orientations, and organizer trainings.

H. Press Team...

...shall consist of interested members and will be appointed by the Executive Board. The press team will regularly update press contacts, maintain a press list, draft press releases, and coordinate press interviews. The Executive Board will be consulted for press engagements.

I. Feminist Working Group...

...shall consist of interested members and other students who organize against harassment and discrimination, serve as a space for student workers and students to strategize about organizing campaigns around harassment and discrimination, connect with resources and advocates, build coalitions across the union, activist groups, and Harvard's schools, and assist the broader Local Union's participation in management committees such as the Title IX Advisory Committee and the Local Union's trainings on trauma-informed conversations and an inclusive organizational culture.

J. Civil and Human Rights Committee...

...shall consist of interested members and other students who organize around civil rights issues within academia, on campus, and in the labor community, forming a working group on racial justice, serve as a space for student workers to connect with resources and advocates, build coalitions across

the union, activist groups, and Harvard's schools, and assist the broader Local Union's participation in management committees such as the University Working Group on Discrimination and Bullying and the Local Union's trainings on an inclusive organizational culture.

K. International Scholars Working Group

....shall consist of interested members and other students who organize for international scholar rights, serve as a space for student workers to connect with resources and advocates, build coalitions across the union, activist groups, and Harvard's schools, and assist the broader Local Union's participation in management committees such as the ESL Services Working Group.