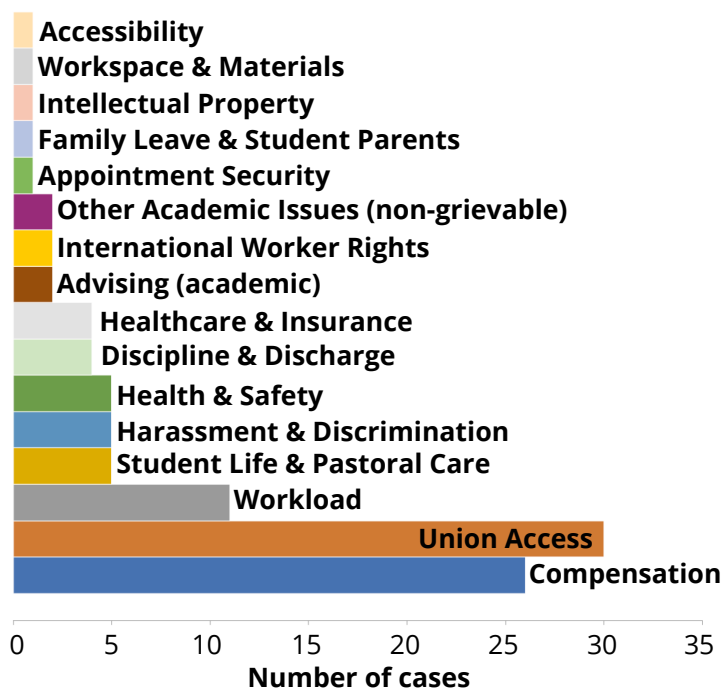




# NOVEMBER 2020 GRIEVANCE REPORT

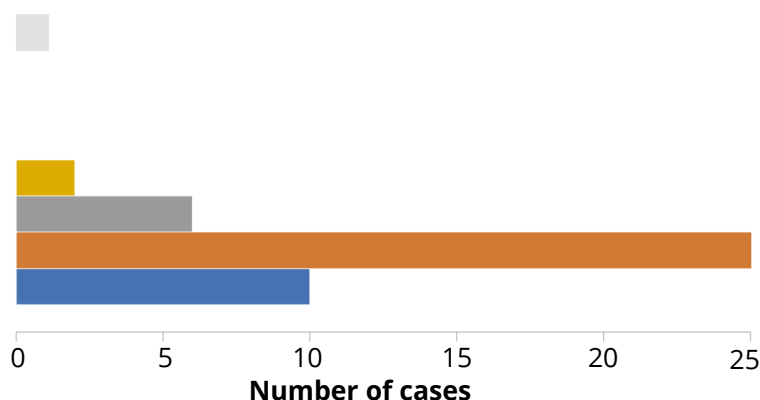
## Contract Enforcement and Education Committee

### 96 TOTAL CASES



### 30 NEW CASES THIS MONTH

*\*Cases may be classified in multiple categories*



### SCHOOL OF PUBLIC HEALTH

- The University removed approximately 100 student workers in Population Health Sciences from the list of student workers included in our bargaining unit, making their intention clear: to strip workers of their union rights. We cannot allow the administration's union-busting efforts to set a precedent to erode our bargaining unit and union power across the University, and have filed a Step 1 grievance with the School of Public Health and GSAS.

### COVID & THE SPRING SEMESTER

- We exercised our contract rights and called for the administration to schedule a Health and Safety Commission meeting with HGSU concerning workplace safety for the spring semester. Especially with the uncertainty of another remote semester, protecting the mental and physical health and well-being of our members is critical.

### COMPENSATION

- As remote teaching and research continues, CEEC has received many reports about workload and compensation concerns. The new spring semester will bring new workload challenges (such as removing a spring break), and we advise everyone to remain vigilant and report any concerns.

### UNION ACCESS

- Our union-wide grievances on the Harvard administration's failure to deduct dues and send us lists of unit members continue through the formal grievance process. At this point, arbitration hearings have been scheduled for March and April 2021 on both cases.

### MONTH IN REVIEW

- Increase in cases related to **healthcare & insurance** as student workers struggled to access health services during the pandemic
- School of Public Health** overtakes the Graduate School of Design as the school with **most grievances**
- Steady stream of **workload and compensation** cases due to remote work

Facing a workplace issue? Need advice or an advocate? Have a question?

Contact CEEC at

[harvardgradunion.org/workplace-issue-form](http://harvardgradunion.org/workplace-issue-form) | [hgsu.grievance@protonmail.com](mailto:hgsu.grievance@protonmail.com)