

**From:** Vice Provost and Dean Robin L. Garrell and Interim Vice Chancellor Michael S. Levine  
**Sent:** Wednesday, October 25, 2017 5:13 PM  
**Subject:** Important Information for GSR Supervisors and PIs About Union Representation



**October 25, 2017**

**To: Deans, Directors, and Faculty**

**Re: Important Information for GSR Supervisors and PIs About Union Representation**

Dear Colleagues,

On October 15, 2017, Governor Brown signed into law an amendment to the Higher Education Employer-Employee Relations Act (HEERA) expanding the definition of “employee” to include all student employees at the University of California, even when their work is an integral part of their educational objectives. This amendment goes into effect on January 1, 2018.

Previously, Graduate Student Researchers (GSRs) were determined to be fundamentally students and not “employees” as defined by the state laws governing unionization at UC. All student employees at UC, including GSRs, are now eligible to become exclusively represented by a union under HEERA.

As a result, the United Auto Workers (UAW) or another union may be approaching Graduate Student Researchers to sign materials about union representation.

The UC supports the rights of employees to decide whether unionization is beneficial for them, and believes this choice should be well informed. Here is a link to guidelines for supervisors and principal investigators to understand when communicating to GSRs about unionization:

[Organizing of GSRs: Guidelines for Supervisors and Principal Investigators \[PDF\]](#)

Below are links to the information that has been provided to graduate students:

[UCnet: Graduate Student Researchers](#)

[Rights of Graduate Student Researchers During an Organizing Campaign \[PDF\]](#)

[Frequently Asked Questions about Union Representation for Graduate Student Researchers \[PDF\]](#)

If you have additional questions, please contact our campus Labor Relations office at (310)794-0860 or [labor.relations@chr.ucla.edu](mailto:labor.relations@chr.ucla.edu). Faculty affiliated with the Health Sciences should contact Alexis O'Connor at (310)794-0500 or [AConnor@mednet.ucla.edu](mailto:AConnor@mednet.ucla.edu).

With best regards,

**Robin L. Garrell**  
Vice Provost for Graduate Education  
Dean, Graduate Division

**Michael S. Levine**  
Interim Vice Chancellor for Academic Personnel