

DISCIPLINE & DISCHARGE



On June 15th, the GSWOC-UAW Bargaining Team won a Tentative Agreement (TA) on Discipline and Discharge. This article guarantees strong "just cause" protections for all Graduate Student Workers, an unprecedented job security win! To learn more about this TA, read more below.

WHAT WE WON

Just Cause Dismissal

GSWs will have protection from unjust termination. Discipline and discharge will no longer be solely in the hands of USC.

Enforceable Protections

GSWs will be able to file a grievance under our union contract to dispute unjust employment-related discipline and discharge.

FAQs

Q: Why does Section A allow USC to discipline GSWs for academic-related violations?

A: Academic worker unions generally have limited power and legal authority to bargain over issues not directly related to our employment. Despite this, Sections A & B ensure we GSWs will be able to use the grievance process to establish the narrowest possible definition of "academic."

Q: How will this article actually be enforced?

A: Through the grievance process! GSWs are currently fighting for strong grievance procedures that provide real recourse.
