



COUNT ME IN THE MAJORITY!



Name: _____
(first name) (last name) (preferred name)

E-mail: _____

Mobile Phone: _____ Department/Affiliation: _____

Campus: _____ Work Location: (bldg) _____ (room) _____

Job Title (check all that apply):

Postdoctoral Research Associate Postdoctoral Teaching Associate

Other: _____

I join with my colleagues to improve our wages, our working conditions, and our profession. I authorize Postdocs United / International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (PDU-UAW) to represent me in collective bargaining. This card and my signature can be used for a card check election and to certify, without a secret ballot election, Postdocs United / International Union, United Automobile, Aerospace and Agricultural Implement Workers of America as my exclusive bargaining representative. I understand I can revoke authorization to use my card for a card check election by contacting PERC. I understand that WSU Postdocs will elect a bargaining committee of our colleagues to negotiate the contract and that no WSU Postdocs will pay any dues or fees until contract terms have been democratically approved by WSU Postdocs.

Date: ____/____/____ Signature: _____
(month) (day) (year)

----- (tear here) -----

Joining Together for a Better WSU

Like tens of thousands of academic workers across the country who have formed unions to improve working conditions and help raise standards nationwide, Postdocs are forming a union to bargain collectively with WSU.

Without a Union:

- WSU is the final decision-maker with regard to all aspects of our wages, benefits and working conditions;
- WSU may consider input about Postdoc working conditions, but decides how and when to use that input;
- WSU can change Postdoc working conditions unilaterally; and
- WSU rules and regulations can't be easily enforced by individual Postdoc.

With a Union:

- WSU Postdocs choose a bargaining team that gathers input from other WSU Postdocs;
- That bargaining team negotiates a contract on an equal footing with WSU;
- The contract must be approved by a vote of WSU Postdocs before it goes into effect;
- That contract determines the terms and conditions of our employment and is binding and enforceable, usually by appeal to a neutral third party;
- WSU Postdocs gain a political voice, working alongside tens of thousands of other UAW members who lobby for improvements.

Some colleagues involved in forming our union:

Elizabeth Holdsworth, Department of Anthropology

Dylan Beal, Department of Entomology

Sushanta Deb, Department of Veterinary Microbiology and Pathology

Junrui Li, Voiland School of Chemical Engineering and Bioengineering

Mustafa O. Jibrin, Department of Plant Pathology

Kristopher Smith, Department of Anthropology

Azeza Falghoush, Department of Veterinary Microbiology and Pathology

Phillip Wibisono, Department of Translational Medicine and Physiology

Julianne Jett, Department of Community and Behavioral Health

Víctor Blanco, Department of Horticulture



PRELIMINARY BARGAINING SURVEY



Circle a number to indicate whether/how you'd like to see each issue addressed in a contract:

1 = Not important to me 2 = Protect what I have 3 = Make improvements

Wages | 1 2 3 | Comments: _____

Appointment Length | 1 2 3 | Comments: _____

Child Care Assistance | 1 2 3 | Comments: _____

Career Development | 1 2 3 | Comments: _____

Anti-Racism, Prevention of Harassment and Discrimination | 1 2 3 | Comments: _____

Promotion & Appointment Transparency | 1 2 3 | Comments: _____

Rights of International Scholars | 1 2 3 | Comments: _____

Health Benefits | 1 2 3 | Comments: _____

Retirement Plan | 1 2 3 | Comments: _____

Layoff Protection | 1 2 3 | Comments: _____

Other(s) | 1 2 3 | Specify: _____

----- (tear here) -----

About signing a union authorization card

Postdocs United/UAW (PDU-UAW) is a growing group of WSU Postdocs working to create a Postdoc union. **When a majority of WSU Postdocs sign union cards to authorize our representation by UAW, the Public Employee Relations Commission will count the cards and approve the petition to form a union.** Postdocs can then begin bargaining with WSU.

Bargaining a first contract has several steps:

- WSU Postdocs elect a bargaining committee made up of Postdocs;
- The bargaining committee conducts surveys of what Postdocs would like a contract to address;
- Based on surveys, the bargaining committee drafts initial bargaining proposals and seeks democratic approval from Postdocs;
- WSU Postdocs assist the bargaining committee with active participation in the contract campaign;
- WSU Postdocs decide what to bargain for and what the terms of the contract are, including dues and fees as well as salaries, workplace rights, benefits;
- Once a collective bargaining agreement has been negotiated, all WSU Postdocs can vote to approve or reject the agreement to decide if it goes into effect (or if the bargaining committee must continue to bargain a better contract).

No one will pay any dues or fees until the collective bargaining agreement has been approved by a vote of WSU Postdoctoral Researchers. In the UAW, dues for members are 1.44% of gross income.

If you have questions and want to get more involved email info@pduuaw.org
Check out pduuaw.org for more information.