



OPEN LETTER

September 25, 2019

Dear Father Leahy and the Boston College Board of Trustees:

Boston College must respect the rights and democratic choice of graduate workers at the university. In September 2017, the graduate workers voted in favor of union representation. Since then, the university has continually obstructed our efforts to collectively bargain with the administration. Boston College must come to the bargaining table.

The labor of graduate workers is vital to the continued success of the university. In addition to teaching labs, discussions, and in many cases lectures, graduate workers engage in world-class research, author publications, and enhance the academic standing of Boston College. We take immense pride in the work we do on behalf of the university and in the pursuit of knowledge.

Despite the great pride we take in our work, we experience a number of grievances in the conditions of our employment. These grievances include but are not limited to:

- A payment system that is both inadequate in amount and irregular in schedule, leading to poverty-level conditions.
- Insufficient health coverage, impacting accessibility of basic care and further compounding issues of economic injustice.
- Inadequate protections and services for international workers, particularly regarding summer funding and exploitation of immigration status.
- Boston College's ongoing disregard for the well-being of students of color, producing an unwelcoming, unjust campus and workplace atmosphere.

- The lack of strong protections from sexual harassment and assault in the workplace, including a transparent complaint process that protects students and is independent of the university power structure.

These complex and interwoven problems lead us to one clear solution: collective bargaining. Collective bargaining allows us to address these issues in a way that facilitates collaboration and cooperation between the workers and the administration. At least ten other private universities have all agreed to bargain with graduate workers (including Harvard, Brandeis, and Tufts in the Boston area, plus fellow Jesuit institution, Georgetown University). Graduate union contracts at other institutions have made clear gains on all of the above issues and more.

The Catholic Church, the Jesuits, and Boston College alike share a historic and vital tradition of supporting workers. Pope Francis states, “There is no good society without good unions.” In light of this tradition, Boston College should recognize and collaborate with the union, thus acknowledging and honoring the dignity of workers.

We call upon the university administration to recognize the Boston College Graduate Employees Union - UAW and join in good-faith collective bargaining. Doing so would enhance the mission of the university, uphold the dignity of workers, and create a just workplace for all. We the signers of this letter urge the university administration to join us at the bargaining table.

Signed by,

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Silvia Fomin	Antonio Taiga Guterres	Amelie Daigle
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Matthew Kownacki	Rachel White	Luke D'Imperio
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Rachel Taylor	Marta Mirete Hernandez	Ryan Westphal
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