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Legislative District 15  
Montgomery County

Environment and Transportation  
Committee

The Maryland House of  
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## THE MARYLAND HOUSE OF DELEGATES

ANNAPOLIS, MARYLAND 21401

**Testimony:** HB211 - State Personnel - Collective Bargaining - Graduate Assistants and Postdoctoral Associates

**Committee:** Appropriations

**Hearing Date:** January 21, 2025

**Position:** Favorable

Chair Barnes, Vice Chair Chang, and members of the Appropriations Committee. For the record, I'm Delegate Linda Foley and I'm presenting HB 211 - State Personnel - Collective Bargaining - Graduate Assistants and Postdoctoral Associates.

HB 211 extends collective bargaining rights to graduate assistants and post-doctoral associates who work at the University System of Maryland, and at Morgan State and St. Mary's College of Maryland. With the exception of faculty — on which I have another bill — these academic workers are the only significant group of state employees who are prohibited from having a union contract.

Before I enumerate the reasons UMD grad assistants need and deserve collective bargaining, let me stress that this bill does not require UMD to raise salaries or increase benefits. The budget for the UMD system will be whatever budget we and the governor require UMD to have. In other words, this bill and collective bargaining rights for grad assistants does not increase the size of the pie, so to speak. What it does is provide workers, if they choose to unionize, a voice in how the pie is divided.

Now, with respect to collective bargaining rights for graduate assistants and post-doctoral associates, as of September 2024, 98 four-year colleges and universities across the country recognize bargaining rights for grad assistants. They are located in 31 of the 50 states, including in several south of the Mason-Dixon line.

The list includes private and public universities. A total of 76 schools have collective bargaining agreements for graduate assistants in place.

That includes 11 Big Ten schools - Rutgers, Michigan State, University of Michigan, UCLA, Northwestern, Illinois, Minnesota, Oregon, Washington, University of Southern California, and Iowa. By the way, Johns Hopkins is also on the list.

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## THE MARYLAND HOUSE OF DELEGATES

ANNAPOLIS, MARYLAND 21401

In the past two years, four new schools joined the Big 10 conference -- the University of Oregon, University of Washington, University of Southern California, and UCLA. All of them have bargaining agreements for graduate assistants. Yet, our university system in Maryland refuses to provide such an opportunity for our graduate assistants.

Around the country, more than 100,000 graduate assistants have joined the United Autoworkers Union ALONE. (The UAW is the union that has been organizing at UMD.) There are at least 5 other national unions with graduate assistant members.

Witnesses for university system administrators no doubt will tell you how impossible it will be to recognize collective bargaining for its grad assistants. How it will destroy relationships that make our universities work, how it will affect academic excellence, that there are already procedures in place to address the concerns of grad assistants or that collective bargaining will drive up the costs of higher education at our schools. That is fake news. If collective bargaining can work at Michigan, Harvard and Johns Hopkins - to name just a few, it can and should work within the University System of Maryland.

If experience is any teacher, collective bargaining likely will improve the overall atmosphere and quality of education at our universities.

UMD promotes itself as an institution that is "Fearless" in its approach to education. So why is the UMD Administration so FEARFUL of giving its graduate employees a real voice at work? Why are they so FEARFUL of having collective bargaining for the front-line grad assistants who are the heart and soul of the University system?

At the very least, a university with a "fearless" reputation would not be afraid of letting its graduate employees have a say in their workplace conditions. A "fearless" university would, at the very least, remain neutral and not oppose the rights of its workers to unionize.

I urge a FAVORABLE report on HB 211.

State	School	Unit Name	Unit	Status[b]	Union Local
DC	American University	<a href="#">Graduate Student Workers Union [19]</a>	-	contracted	SEIU 500
AZ	Arizona State University	United Campus Workers of Arizona [20][21]	-	contracted	CWA 7065
AL	Auburn University	United Campus Workers of Alabama at Auburn University [22][23]	UCW Auburn	contracted	CWA 3965
TN	Austin Peay State University	United Campus Workers of Tennessee [24][25]	-	restricted	CWA 3865
MA	Boston College	Boston College Graduate Employees Union [26][27]	BCGEU	certified	UAW #(?)
MA	Boston University	Boston University Graduate Workers Union [28][29]	BUGWU	certified	SEIU 509
MA	Brandeis University	Graduate Student Union? [30][31]	-	contracted	SEIU 509
RI	Brown University	Graduate Labor Organization [32][33]	GLO	contracted	AFT 6516
CA	California State University System	Academic Student Employees [34][35][36]	ASE	contracted	UAW 4123
MI	Central Michigan University	<a href="#">Graduate Student Union [37]</a>	GSU	contracted	AFT 6522
TN	Chattanooga State Community College	United Campus Workers of Tennessee [38][25]	-	restricted	CWA 3865
NY	City University of New York (CUNY)	<a href="#">Graduate Center Chapter of the Professional Staff Congress [39]</a>	PSC GC	contracted	AFT 2334
MA	Clark University	<a href="#">Clark University Graduate Workers United [40]</a>	CUGWU	contracted	IBT 170
VA	College of William & Mary	<a href="#">United Campus Workers of Virginia [41]</a>	-	restricted	CWA 2265
CO	Colorado State University	<a href="#">Graduate Workers Organizing Cooperative [42]</a>	GWOK	independent	independent
NY	Columbia University	<a href="#">Student Workers of Columbia [43]</a>	SWC	contracted	UAW 2710
GA	Columbus State University	<a href="#">United Campus Workers of Georgia [44]</a>	-	restricted	CWA 3265
NY	Cornell University	<a href="#">Cornell Graduate Students United [45]</a>	-	certified	UE #td
NH	Dartmouth College	<a href="#">Graduate Organized Laborers at Dartmouth [46]</a>	GOLD	certified	UE 261
NC	Duke University	<a href="#">Duke Graduate Students Union [47]</a>	-	certified	SEIU 27
TN	East Tennessee State University	<a href="#">United Campus Workers of Tennessee [38]</a>	-	restricted	CWA 3865
KY	Eastern Kentucky University	<a href="#">United Campus Workers of Kentucky [48]</a>	UCWKY-EKU (?)	contracted	CWA 3365
MA	Emerson College	<a href="#">Emerson College Student Union [49]</a>	ECSU	independent	independent
GA	Emory University	<a href="#">EmoryUnite! [50]</a>	-	certified	SEIU 29
FL	Florida A&M University	<a href="#">Graduate Assistants United [51]</a>	GAU	contracted	NEA/AFT #(?)

State	School	Unit Name	Unit	Status[b]	Union Local
FL	Florida State University	<a href="#">Graduate Assistants United [52]</a>	GAU	contracted	NEA/AFT #(?)
NY	Fordham University	<a href="#">Fordham Graduate Student Workers [53]</a>	FGSW	certified	CWA 1104
DC	George Washington University	<a href="#">Graduate Workers United [54]</a>	GWU	contracted	(?)
DC	Georgetown University	<a href="#">Georgetown Alliance of Graduate Employees [55]</a>	GAGE	contracted	AFT 6440
GA	Georgia College & State University	<a href="#">United Campus Workers of Georgia [56]</a>	UCWGA-GCSU	restricted	CWA 3265
GA	Georgia Gwinnett College	<a href="#">United Campus Workers of Georgia [57]</a>	UCWGA-GGC	restricted	CWA 3265
GA	Georgia Institute of Technology (GA Tech)	<a href="#">United Campus Workers of Georgia [58]</a>	UCWGA-GT	restricted	CWA 3265
GA	Georgia Southern University	<a href="#">United Campus Workers of Georgia [59]</a>	-	restricted	CWA 3265
GA	Georgia Southwestern State University	<a href="#">United Campus Workers of Georgia [60]</a>	UCWGSW	restricted	CWA 3265
GA	Georgia State University	<a href="#">United Campus Workers of Georgia [61]</a>	UCWGA-GSU	restricted	CWA 3265
GA	Georgia State University Perimeter College	<a href="#">United Campus Workers of Georgia [62]</a>	-	restricted	CWA 3265
MA	Harvard University	<a href="#">Harvard Undergraduate Workers Union [63]</a>	HUWU	contracted	UAW 5118
MA	Harvard University	<a href="#">Harvard Graduate Students Union [64]</a>	HGSU	contracted	UAW 5118
NY	Icahn School of Medicine at Mount Sinai	<a href="#">Sinai Student Workers [65]</a>	SSW	unionizing	UAW #tbd
IL	Illinois State University	<a href="#">Graduate Workers Union [66]</a>	GWU	contracted	SEIU 73
IN	Indiana University - Bloomington	<a href="#">Indiana Graduate Workers Coalition [67]</a>	-	unionizing	UE #(?)
FL	Jacksonville State University	<a href="#">(?) [68]</a>	To be decided (?)	unionizing	(?)
MD	Johns Hopkins University	<a href="#">Teachers and Researchers United [69]</a>	TRU	certified	UE 197
GA	Kennesaw State University	<a href="#">United Campus Workers of Georgia [70]</a>	UCWGA-KSU	restricted	CWA 3265
KY	Kentucky Community & Technical College System	<a href="#">United Campus Workers of Kentucky [71]</a>	-	contracted	CWA 3365
TN	Lemoyne-Owen College	<a href="#">United Campus Workers of Tennessee [72]</a>	-	unionizing	CWA 3865
LA	Louisiana State University	<a href="#">United Campus Workers of Louisiana [73]</a>	-	contracted	CWA 3465
IL	Loyola University Chicago	<a href="#">Loyola Graduate Workers' Union [74]</a>	LGWU	contracted	SEIU 73
MA	Massachusetts Institute of Technology (MIT)	<a href="#">Graduate Student Union [75]</a>	GSU	contracted	UE 256
MI	Michigan State University	<a href="#">Graduate Employees Union [76]</a>	GEU	contracted	AFT 6196

State	School	Unit Name	Unit	Status[b]	Union Local
MI	Michigan Technological University	<a href="#">United Campus Workers Michigan [77]</a>	-	unionizing	CWA #(?)
TN	Middle Tennessee State University	<a href="#">United Campus Workers of Tennessee [24]</a>	-	restricted	CWA 3865
MS	Mississippi State University	<a href="#">United Campus Workers of Mississippi [78]</a>	-	unionizing	CWA 3565
MT	Montana State University	<a href="#">Graduate Employee Organization [79]</a>	GEO	contracted	AFT 7756
KY	Morehead State University	<a href="#">United Campus Workers of Kentucky [80]</a>	-	unionizing	CWA 3365
KY	Murray State University	<a href="#">United Campus Workers of Kentucky [81]</a>	-	contracted	CWA 3365
NJ	New Jersey Institute of Technology	<a href="#">Graduate Student &amp; Research Employee Unit [82]</a>	GSRE	contracted	AFT/AAUP 6323(?)
NM	New Mexico State University	<a href="#">Graduate Workers United [83]</a>	GWU	contracted	UE 1498
NY	New York University (NYU)	<a href="#">Graduate Student Organizing Committee[84]</a>	GSOC	contracted	UAW 2110
NC	North Carolina State University	<a href="#">NC State Graduate Workers Union [85]</a>	-	restricted	UE 150
MA	Northeastern University	<a href="#">Graduate Employees of Northeastern University [86]</a>	GENU	contracted	UAW #(?)
AZ	Northern Arizona University	<a href="#">University Union of Northern Arizona [87]</a>	UUNA	contracted	AFT 5196
IL	Northwestern University	<a href="#">Northwestern University Graduate Workers [88]</a>	NUGW	contracted	UE 1122
OR	Oregon Health & Science University	<a href="#">Graduate Researchers United [89]</a>	GRU	contracted	AFSCME 402
OR	Oregon State University	<a href="#">Coalition of Graduate Employees [90]</a>	CGE	contracted	AFT 6069
TN	Pellissippi State Community College	<a href="#">United Campus Workers of Tennessee [38]</a>	-	restricted	CWA 3865
PA	Pennsylvania State University	<a href="#">Coalition of Graduate Employees at Pennsylvania State University [91]</a>	CGEPSU	unionizing	To be decided
OR	Portland State University	<a href="#">Graduate Employees Union [92]</a>	GEU	contracted	AFT/AAUP 6666
NJ	Princeton University	<a href="#">Princeton Graduate Students United [93]</a>	PGSU	unionizing	UE #(?)
IN	Purdue University	<a href="#">Graduate Rights and Our Well-Being [94]</a>	GROW	unionizing	(?)
NJ	Rutgers University	<a href="#">Rutgers AAUP-AFT Academic Worker Union [95]</a>	Rutgers AAUP	contracted	AFT/AAUP 6323
IL	Southern Illinois University at Carbondale	<a href="#">Graduate Assistants United,[96][97]</a>	GA United	contracted	NEA #(?)
IL	Southern Illinois University Edwardsville	<a href="#">SIUE Graduate Workers Forward (?) [98]</a>	-	contracted	SEIU 73
TN	Southwest Tennessee Community College	<a href="#">United Campus Workers of Tennessee [72]</a>	-	unionizing	CWA 3865

State	School	Unit Name	Unit	Status[b]	Union Local
CA	Stanford University	<a href="#">Stanford Graduate Workers Union [99]</a>	SGWU	certified	UE 1043
NY	State University of New York (SUNY)	<a href="#">Graduate Student Employees Union [100]</a>	GSEU	contracted	CWA 1104
NY	Stony Brook University	<a href="#">Research Assistants Union [101]</a>	RA Union	contracted	CWA 1104
NY	Syracuse University	<a href="#">Syracuse Graduate Employees United [102]</a>	SGEU	certified	SEIU 200 United
PA	Temple University	Temple University Graduate Students' Association[103]	TUGSA	contracted	AFT 6290
TN	Tennessee State University	<a href="#">United Campus Workers of Tennessee [24]</a>	-	restricted	CWA 3865
TN	Tennessee Tech University	<a href="#">United Campus Workers of Tennessee [24]</a>	-	restricted	CWA 3865
NY	The New School	<a href="#">Student Employees at The New School [104]</a>	SENS	contracted	UAW 7902
AL	Troy University	<a href="#">name? [68]</a>	-	unionizing	To be decided
LA	Tulane University	Solidarity Tulane.[105][106]	SoiTul	independent	independent
MA	Tufts University	<a href="#">Tufts University Graduate Workers Union [107]</a>	TUGWU	contracted	SEIU 509
AL	University of Alabama	<a href="#">United Campus Workers of Alabama - University of Alabama [108]</a>	UCWAL - UA	contracted	CWA 3965
AL	University of Alabama at Birmingham	<a href="#">(?) [68]</a>	-	unionizing	To be decided
AK	University of Alaska	Alaskan Graduate Workers Association [109][110]	AGWA	certified	UAW #1bd
AZ	University of Arizona	<a href="#">United Campus Workers of Arizona [111]</a>	-	contracted	CWA 7065
AR	University of Arkansas	<a href="#">Fayetteville Education Association [112]</a>	-	restricted	NEA 965
CA	University of California system	<a href="#">Academic Student Employees [113]</a>	ASE	contracted	UAW 2865
CA	University of California system	<a href="#">Student Researchers (aka Student-Workers Union?) [113]</a>	SR	contracted	UAW 2865
IL	University of Chicago	<a href="#">Graduate Students United [114]</a>	GSU	contracted	UE 1103
IL	University of Chicago	<a href="#">Student Library Employee Union [115]</a>	SLEU	contracted	IBT 743
CO	University of Colorado Boulder	<a href="#">United Campus Workers Colorado [116]</a>	-	unionizing	CWA 7799
CT	University of Connecticut (UConn)	<a href="#">Graduate Employee &amp; Postdoc Union [117]</a>	GEU	contracted	UAW 6950
FL	University of Florida	<a href="#">Graduate Assistants United [118]</a>	GAU	contracted	NEA/AFT #(?)
GA	University of Georgia	<a href="#">United Campus Workers of Georgia [119]</a>	UCWGA-UGA	restricted	CWA 3265
HI	University of Hawai'i at Mānoa	<a href="#">Academic Labor United [120]</a>	To be decided	restricted	To be decided

State	School	Unit Name	Unit	Status[b]	Union Local
IL	University of Illinois Chicago	<a href="#">Graduate Employees Organization [121]</a>	GEO	contracted	AFT 6297
IL	University of Illinois Springfield	Association of Graduate Employees[122][123]	AGE	contracted	AFT 4100
IL	University of Illinois Urbana-Champaign	Graduate Employees' Organization[124][125]	GEO	contracted	AFT 6300
IA	University of Iowa	<a href="#">Campaign to Organize Graduate Students [126]</a>	COGS	contracted	UE 896
KS	University of Kansas	Graduate Teaching Assistants Coalition [127][128]	GTAC	contracted	AFT 6403
KY	University of Kentucky	United Campus Workers of Kentucky [129][130]	-	contracted	CWA 3365
KY	University of Louisville	<a href="#">United Campus Workers of Kentucky [131]</a>	-	contracted	CWA 3365
ME	University of Maine	<a href="#">University of Maine Graduate Workers Union [132]</a>	UMGWU	certified	UAW #tbd
MD	University of Maryland, College Park	<a href="#">University of Maryland Graduate Labor Union [133]</a>	UMD-GLU	restricted	UAW #tbd
MA	University of Massachusetts Amherst	<a href="#">Graduate Employee Organization [134]</a>	GEO	contracted	UAW 2322
MA	University of Massachusetts Boston	<a href="#">Graduate Employee Organization [135]</a>	GEO	contracted	UAW 1596
MA	University of Massachusetts Dartmouth	<a href="#">name in progress since 4/27/2023 [136]</a>	nickname in progress since 4/27/2023	certified	AFT 6350
MA	University of Massachusetts Lowell	<a href="#">Graduate Employee Organization [137]</a>	GEO	contracted	UAW 1596
TN	University of Memphis	<a href="#">United Campus Workers of Tennessee [72]</a>	-	unionizing	CWA 3865
FL	University of Miami	<a href="#">Graduate Workers Union [138]</a>	GWU (?)	unionizing	To be decided
MI	University of Michigan	Graduate Employees' Organization[139]	GEO	contracted	AFT 3550
MN	University of Minnesota	<a href="#">Graduate Labor Union [140]</a>	GLU	certified	UE 1105
MS	University of Mississippi	<a href="#">United Campus Workers of Mississippi [141]</a>		unionizing	CWA 3565
MO	University of Missouri - Kansas City	<a href="#">Graduate Rights Organization [142]</a>	GRO	independent	independent
NE	University of Nebraska-Lincoln	<a href="#">Unionize UNL [143]</a>	-	unionizing	To be decided
NH	University of New Hampshire	Graduate Employees United [144][145]	UNH-GEU-UAW	certified	UAW #tbd
NM	University of New Mexico	<a href="#">United Grad Workers [146]</a>	UGW	contracted	UE 1466
LA	University of New Orleans	<a href="#">United Campus Workers of Louisiana [147]</a>	-	unionizing	CWA 3465
NC	University of North Carolina at Chapel Hill	<a href="#">The Workers Union at UNC [148]</a>	-	restricted	UE 150
NC	University of North Carolina Charlotte	<a href="#">(?) [149]</a>	-	restricted	UE 150

State	School	Unit Name	Unit	Status[b]	Union Local
NC	University of North Carolina Greensboro	<a href="#">(?) [149]</a>	-	restricted	UE 150
GA	University of North Georgia	<a href="#">United Campus Workers of Georgia [150]</a>	UCWGA-UNG	restricted	CWA 3265
OR	University of Oregon	<a href="#">Graduate Teaching Fellows Federation [151]</a>	GTF	contracted	AFT 3544
PA	University of Pennsylvania (UPenn)	<a href="#">Graduate Employees Together at the University of Pennsylvania [152]</a>	GET-UP	certified	UAW #btd
RI	University of Rhode Island	<a href="#">Graduate Assistants United [153]</a>	GAU	contracted	NEA #(?)
SC	University of South Carolina	<a href="#">United Campus Workers of South Carolina [154]</a>	-	restricted	CWA 3765
FL	University of South Florida	<a href="#">Graduate Assistants United [155][156]</a>	GAU	contracted	NEA/AFT #(?)
CA	University of Southern California	<a href="#">Graduate Student Worker Organizing Committee [157]</a>	GSWOC	contracted	UAW #(?)
MS	University of Southern Mississippi	<a href="#">United Campus Workers of Mississippi [78]</a>	-	unionizing	CWA 3565
TN	University of Tennessee at Martin	<a href="#">United Campus Workers of Tennessee [72][158]</a>	-	unionizing	CWA 3865
TN	University of Tennessee at Chattanooga	<a href="#">United Campus Workers of Tennessee [38][158]</a>	-	restricted	CWA 3865
TN	University of Tennessee Health Science Center	<a href="#">United Campus Workers of Tennessee [72][158]</a>	-	unionizing	CWA 3865
TN	University of Tennessee Knoxville	<a href="#">United Campus Workers of Tennessee [38][158]</a>	-	restricted	CWA 3865
TX	University of Texas at Austin	<a href="#">Underpaid At UT [159]</a>	Underpaid@UT	restricted	none, independent
VT	University of Vermont	<a href="#">Graduate Students United [160]</a>	GSU	certified	UAW 2322
VA	University of Virginia	<a href="#">United Campus Workers of Virginia [161]</a>	-	restricted	CWA 2265
WA	University of Washington	<a href="#">Research Coordinators &amp; Research Consultants [162]</a>	To be decided	unionizing	To be decided
WA	University of Washington	<a href="#">Researchers United [163]</a>	UW Researchers United (?)	contracted	UAW 4121
GA	University of West Georgia	<a href="#">United Campus Workers of Georgia [164]</a>	UCWGA-UWG	restricted	CWA 3265
WI	University of Wisconsin - Milwaukee	<a href="#">AAUP // UW-Milwaukee Chapter [165]</a>	UWM-AAUP	contracted	AAUP #(?)
WI	University of Wisconsin-Madison	<a href="#">Teaching Assistants' Association [166]</a>	TAA	contracted	AFT 3220
TN	Vanderbilt University	<a href="#">Vanderbilt Graduate Workers United [167]</a>	VGWU	unionizing	UAW #(?)
VA	Virginia Commonwealth University	<a href="#">United Campus Workers of Virginia [168]</a>	-	restricted	CWA 2265
WA	Washington State University	<a href="#">Coalition of Academic Student Employees [169]</a>	CASE	contracted	UAW 4121



State	School	Unit Name	Unit	Status[b]	Union Local
MO	Washington University in St. Louis	<a href="#">Washington University Undergraduate and Graduate Workers' Union [170]</a>	WUGWU	independent	independent
MI	Wayne State University	<a href="#">Graduate Employees Organizing Committee [171]</a>	GEOC	contracted	AFT 6123
MI	Western Michigan University	<a href="#">Teaching Assistants Union [172]</a>	TAU	contracted	AFT 1729
WA	Western Washington University	<a href="#">Western Academic Workers United Educational Student Employees [173]</a>	WAWU ESEs	contracted	UAW #(?)
WA	Western Washington University	<a href="#">Western Academic Workers United Operational Student Employees [174]</a>	WAWU OSEs	contracted	UAW #(?)
NC	Winston Salem State University	<a href="#">(?) [149]</a>	-	restricted	UE 150
MA	Woods Hole Oceanographic Institution (WHOI-MIT Joint Program)	<a href="#">Graduate Student Union [175]</a>	GSU	unionizing	UE #bd
MA	Worcester Polytechnic University (WPI)	<a href="#">Graduate Workers Union [176]</a>	WPI-GWU	contracted	UAW 2322
CT	Yale University	Local 33[177]	Local 33	contracted	UNITE HERE! 33
MO	Saint Louis University	Graduate Workers SLU Union	SLUUnion	unionizing	UAW #(?)

\*Accurate as of 2023. Be sure to check before giving specific names fo universities

"Status" is either:

*Unionizing: unionization is publicly in progress, but unit is not yet certified*

*Certified: unit is certified, but first contract is not yet ratified*

*Contracted: unit has ratified a contract*

*Independent: unit is established, not restricted, and chose against national union affiliation*

*Restricted: (US only) state law restricts public higher education teacher collective bargaining*

AK	University of Alaska	certified	AGWA	certified	UAW #td
AL	Auburn University	contracted	UCW Auburn	contracted	CWA 3965
AL	University of Alabama	contracted	UCWAL - UA	contracted	CWA 3965
AZ	Arizona State University	contracted	-	contracted	CWA 7065
AZ	Northern Arizona University	contracted	UUNA	contracted	AFT 5196
AZ	University of Arizona	contracted	-	contracted	CWA 7065
CA	Stanford University	certified	SGWU	certified	UE 1043
CA	California State University System	contracted	ASE	contracted	UAW 4123
CA	University of California system	contracted	ASE	contracted	UAW 2865
CA	University of California system	contracted	SR	contracted	UAW 2865
CA	University of Southern California	contracted	GSWOC	contracted	UAW #(?)
CO	Colorado State University	independent	GWOK	independent	
CT	University of Connecticut (UConn)	contracted	GEU	contracted	UAW 6950
CT	Yale University	contracted	Local 33	contracted	UNITE HERE! 33
DC	American University	contracted	-	contracted	SEIU 500
DC	George Washington University	contracted	GWU	contracted	(?)
DC	Georgetown University	contracted	GAGE	contracted	AFT 6440
FL	Florida A&M University	contracted	GAU	contracted	NEA/AFT #(?)

FL	Florida State University	contracted	GAU	contracted	NEA/AFT #(?)
FL	University of Florida	contracted	GAU	contracted	NEA/AFT #(?)
FL	University of South Florida	contracted	GAU	contracted	NEA/AFT #(?)
GA	Emory University	certified	-	certified	SEIU 29
IA	University of Iowa	contracted	COGS	contracted	UE 896
IL	Illinois State University	contracted	GWU	contracted	SEIU 73
IL	Loyola University Chicago	contracted	LGWU	contracted	SEIU 73
IL	Northwestern University	contracted	NUGW	contracted	UE 1122
IL	Southern Illinois University at Carbondale	contracted	GA United	contracted	NEA #(?)
IL	Southern Illinois University Edwardsville	contracted	-	contracted	SEIU 73
IL	University of Chicago	contracted	GSU	contracted	UE 1103
IL	University of Chicago	contracted	SLEU	contracted	IBT 743
IL	University of Illinois Chicago	contracted	GEO	contracted	AFT 6297
IL	University of Illinois Springfield	contracted	AGE	contracted	AFT 4100
IL	University of Illinois Urbana-Champaign	contracted	GEO	contracted	AFT 6300
KS	University of Kansas	contracted	GTAC	contracted	AFT 6403
KY	Eastern Kentucky University	contracted	UCWKY-EKU (?)	contracted	CWA 3365

KY	Kentucky Community & Technical College System	contracted	-	contracted	CWA 3365
KY	Murray State University	contracted	-	contracted	CWA 3365
KY	University of Kentucky	contracted	-	contracted	CWA 3365
KY	University of Louisville	contracted	-	contracted	CWA 3365
LA	Louisiana State University	contracted	-	contracted	CWA 3465
LA	Tulane University	independent	SoITul	independent	
MA	Boston College	certified	BCGEU	certified	UAW #(?)
MA	Boston University	certified	BUGWU	certified	SEIU 509
MA	University of Massachusetts Dartmouth	certified	nickname in progress since 4/27/2023	certified	AFT 6350
MA	Brandeis University	contracted	-	contracted	SEIU 509
MA	Clark University	contracted	CUGWU	contracted	IBT 170
MA	Harvard University	contracted	HUWU	contracted	UAW 5118
MA	Harvard University	contracted	HGSU	contracted	UAW 5118
MA	Massachusetts Institute of Technology (MIT)	contracted	GSU	contracted	UE 256
MA	Northeastern University	contracted	GENU	contracted	UAW #(?)
MA	Tufts University	contracted	TUGWU	contracted	SEIU 509
MA	University of Massachusetts Amherst	contracted	GEO	contracted	UAW 2322
MA	University of Massachusetts Boston	contracted	GEO	contracted	UAW 1596

MA	University of Massachusetts Lowell	contracted	GEO	contracted	UAW 1596
MA	Worcester Polytechnic University (WPI)	contracted	WPI-GWU	contracted	UAW 2322
MA	Emerson College	independent	ECSU	independent	
MD	Johns Hopkins University	certified	TRU	certified	UE 197
ME	University of Maine	certified	UMGWU	certified	UAW #tbd
MI	Central Michigan University	contracted	GSU	contracted	AFT 6522
MI	Michigan State University	contracted	GEU	contracted	AFT 6196
MI	University of Michigan	contracted	GEO	contracted	AFT 3550
MI	Wayne State University	contracted	GEOC	contracted	AFT 6123
MI	Western Michigan University	contracted	TAU	contracted	AFT 1729
MN	University of Minnesota	certified	GLU	certified	UE 1105
MO	University of Missouri - Kansas City	independent	GRO	independent	
MO	Washington University in St. Louis	independent	WUGWU	independent	
MT	Montana State University	contracted	GEO	contracted	AFT 7756
NC	Duke University	certified	-	certified	SEIU 27
NH	Dartmouth College	certified	GOLD	certified	UE 261
NH	University of New Hampshire	certified	UNH-GEU-UAW	certified	UAW #tbd
NJ	New Jersey Institute of Technology	contracted	GSRE	contracted	AFT/AAUP 6323(?)

NJ	Rutgers University	contracted	Rutgers AAUP	contracted	AFT/AAUP 6323
NM	New Mexico State University	contracted	GWU	contracted	UE 1498
NM	University of New Mexico	contracted	UGW	contracted	UE 1466
NY	Cornell University	certified	-	certified	UE #tbd
NY	Fordham University	certified	FGSW	certified	CWA 1104
NY	Syracuse University	certified	SGEU	certified	SEIU 200 United
NY	City University of New York (CUNY)	contracted	PSC GC	contracted	AFT 2334
NY	Columbia University	contracted	SWC	contracted	UAW 2710
NY	New York University (NYU)	contracted	GSOC	contracted	UAW 2110
NY	State University of New York (SUNY)	contracted	GSEU	contracted	CWA 1104
NY	Stony Brook University	contracted	RA Union	contracted	CWA 1104
NY	The New School	contracted	SENS	contracted	UAW 7902
OR	Oregon Health & Science University	contracted	GRU	contracted	AFSCME 402
OR	Oregon State University	contracted	CGE	contracted	AFT 6069
OR	Portland State University	contracted	GEU	contracted	AFT/AAUP 6666
OR	University of Oregon	contracted	GTFF	contracted	AFT 3544
PA	University of Pennsylvania (UPenn)	certified	GET-UP	certified	UAW #tbd
PA	Temple University	contracted	TUGSA	contracted	AFT 6290
RI	Brown University	contracted	GLO	contracted	AFT 6516

RI	University of Rhode Island	contracted	GAU	contracted	NEA #(?)
VT	University of Vermont	certified	GSU	certified	UAW 2322
WA	University of Washington	contracted	UW Researchers United (?)	contracted	UAW 4121
WA	Washington State University	contracted	CASE	contracted	UAW 4121
WA	Western Washington University	contracted	WAWU ESEs	contracted	UAW #(?)
WA	Western Washington University	contracted	WAWU OSEs	contracted	UAW #(?)
WI	University of Wisconsin - Milwaukee	contracted	UWM-AAUP	contracted	AAUP #(?)
WI	University of Wisconsin-Madison	contracted	TAA	contracted	AFT 3220