

Cornell graduate students concerned about the  
CGSU/NYSUT/AFT unionization effort



# At What Cost?

[atwhatcost.org](http://atwhatcost.org)



## Who Are We?

We are a voluntary group of graduate students who are concerned about the current effort by CGSU/NYSUT/AFT to unionize graduate students at Cornell.

In principle, we are not opposed to unionization in workplaces, including graduate schools.

However, we are opposed to the unionization effort as **currently** executed at Cornell.

Our group is not affiliated in any way with Cornell University but for the fact that we are Cornell graduate students.



# At What Cost's Mission

- Raise awareness across campus
- Encourage voters to become educated about unionization as it pertains to Cornell
- Provide information on issues that lack transparency or topics of rampant misinformation
- Make sure that voters don't need to "guess" when voting



## How do we aim to achieve these goals?

- Send emails to the graduate student community
- Maintain [atwhatcost.org](http://atwhatcost.org)
- Provide posters that draw awareness to unionization issues
- Provide informal “office hours” that allow students to ask whatever questions are important to them
- Host more formal information sessions



# Misconceptions

- “If I don’t vote or if I vote NO, I won’t be part of the union.”
- “Since I’m an international student, I can’t vote.”
- “Signing a card is essentially signing up for CGSU’s email list.”
- “Signing or not signing a card is the same as voting YES or NO, respectively.”
- “All the details surrounding the union have to be decided after the union is recognized by a vote of the bargaining unit.”
  - Our affiliation with AFT/NYSUT and part of dues are decided already
- “Cornell’s Administration chose not to include fellows in the bargaining unit.”
  - The NLRB ruling does not include fellows as employees



# Concerns

- Lack of transparency
  - CGSU/NYSUT/AFT agreement
  - Meeting attendance and minutes
- Misinformation
  - Fellows vs Assistants
  - Members vs Agents with regard to dues/fees
- Lack of clear solutions and path after unionization
  - What are the most important issues and some potential solutions?
  - What is the organizational structure?
  - What services will NYSUT/AFT provide us? What will we have to fund through CGSU?
  - How much will local dues be, and how will the money be appropriated?
- AFT solicitation on campus and at home



# How can you be a part of At What Cost?

- Ask questions, educate yourself, and look for references
  - At What Cost's website
  - CGSU's website and Facebook page
  - Graduate School FAQ
- Hang up posters
- Talk to your peers
  - If you don't know, admit it, and search for the truth. Don't speculate or make claims without evidence.
- Come to our information sessions and office hours
- Feel coerced, intimidated, or misled? File a grievance
- "Ask a Dean" through [gradschooldeans@cornell.edu](mailto:gradschooldeans@cornell.edu)
- Give us suggestions for improvement!



Thank you