UNION!

for

UVA
why does UVA need a union?

UVA would not function without the paid (and all too often unpaid or underpaid) labor of its employees.

Workers need to be involved in decisions that affect us and how our workplace is run. We need to demand the full value of our labor and to protect one another from exploitation and abuse. A union makes this possible.

In the past few months, we’ve seen contract workers laid off, student workers sent home without compensation, and graduate students scramble to adjust to new schedules, all while doing the bulk of the work of transitioning courses online. In this time of “belt-tightening,” we can expect even more changes that will affect workers on grounds.

Now more than ever, we need a collective voice to advocate on behalf of the workers that keep this university running.
who are United Campus Workers (UCW)?

UCW is a union based out of Tennessee and is a part of the national Communications Workers of America (CWA) union. For over two decades, UCW has been organizing at public universities in the South building worker power in “right-to-work” states.

UCW is a “wall to wall” union, meaning anyone who receives a university paycheck can join: staff, undergraduate workers, graduate students, postdocs, and faculty.

UCW currently has locals in Tennessee, Georgia, Mississippi, Louisiana, Alabama, Kentucky, and South Carolina—all “right-to-work” states.
what can a union do for me?

GIVE YOU A VOICE IN DECISIONS WHICH DIRECTLY AFFECT YOU. UVA’s response to the pandemic has been largely developed and implemented from the top down. Decisions like moving to online teaching, reopening the school, and layoffs and paycuts must be made WITH worker involvement. A union will allow us to voice our interests and how we want decisions to be implemented, during the pandemic and beyond.

CREATE A COMMUNITY OF CARE AND SOLIDARITY. Union members look out for one another, stand up for one another, and care for one another. You gain membership not only in a local workplace community, but also an interstate community of workers who share interests and resources.
Fight for the most marginalized and vulnerable among us. The union can play a powerful role in combating issues of sexual harassment, racism, ableism, and other forms of exploitation and discrimination on grounds.

We are committed to representing and organizing the full diversity of UVA's workers. This is true both in terms of different kinds of work and in terms of race, gender, ability, class, religion, and citizenship status. These categories of identity often shape the nature of working grounds and, critically, dictate who is MOST UNDERCOMPENSATED.

Fight for state and nation-wide legislative reform. UCW has joined the fight in a number of states to overturn “right to work” laws, which suppress union organizing and limit the ability of public sector workers to strike and collectively bargain. Our union will do the same in Virginia. United, we can lobby our school and our legislators to finally repeal “right to work.”

But the fight does not end there! Virginia has repeatedly been ranked as one of the worst—if not *the* worst--state for workers’ rights. Our union can advocate for additional legislative change to improve conditions for all workers in the Commonwealth.
Join the union! New members can sign up here: unitedcampusworkers.org/ucw-membership-form. Dues vary based on income. For graduate students and part time workers, UCW dues are only $8/month.

Spread the word! Talk to your friends and colleagues at UVA about becoming a member as well. The larger the union, the more powerful we are.

Become an active member! We are what makes the union run. If you want to get involved, please reach out. We especially need those with experience in media and web design, web maintenance, data collection, survey design, and arts and crafts. We’re also on the lookout for individuals willing to serve as representatives to their respective departments or worker divisions.
HAVE QUESTIONS? CONCERNS? WANT TO SAY HI?

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