

Anatomy of the...

This prevents administrators from weaseling out either by claiming not to be required to uphold everything or by passing the buck to subcontractors.

Often administrators will try to invalidate workers' rights by claiming that particular workers "don't count". We spell it out: this means EVERYBODY.

In general, they won't union-bust or disparage the union. Examples of techniques workers have been subjected to before:

One-on-one intimidation by management, anti-union leaflets in their pay envelopes, threats of firing.

Organizers often get kicked off of campuses by security and face arrest if they return.

Workers are often fired, even though it's illegal. All of these things have happened during USAS campaigns to support workers organizing

Polling workers to target the intimidation: We say no!

united students against sweatshops

1150 17th St. NW Suite 300 Washington DC 20036; tel: 202-NO-SWEAT; fax: 202-293-5308 www.studentsagainstsweatshops.org



Campus Labor Code of Conduct

- A. [University/College] agrees to, at a minimum, adhere to the principles set forth in the Code. The University will require all administrators, managers, supervisors, contractors and subcontractors to adhere to the principles set forth in the Code. The University will provide a copy of this Code to all current contractors and subcontractors. From the date of adoption forward, the University will incorporate this Code into all new and re-negotiated contracts, and require its contractors to incorporate this Code into any sub-contracts or agreements for work engaged on University premises.
- B. The term "campus worker" shall, for purposes of the Code, and unless otherwise specified in the Code, encompass all employees working on campus whether direct employees, employees of contractors and/or subcontractors not limited by hours or length of employment term (full time, part time, or temporary). "Campus worker" includes but not limited to: food service workers, janitorial staff, grounds staff, parking attendants, security officers, clerical workers, librarians, drivers, engineers, construction workers, professors and teaching assistants.
- C. The University respects the rights of workers to choose for themselves whether to form and join a union and commits that it will remain neutral on the issue of worker unionization. The University will ensure that its administration, management personnel, contractors and subcontractors honor this commitment and abide by the following:
1. The University agrees that workers must have the right to form unions in an environment free of intimidation and coercion; and that it will not allow the use of campus resources or the expenditure of University funds to influence workers about their choice concerning union representation.
 2. The University will allow representatives of labor organizations access to the campus and to campus facilities for the purpose of providing information to workers to inform workers about union representation and their rights to form and join a union. This provision includes access to the employees of contractors and subcontractors.
 3. No campus worker shall be subject to harassment, intimidation or retaliation in their efforts to freely associate or bargain collectively. The University shall not cooperate with contractors or subcontractors that attempt to prevent workers from organizing a union of their choice. The term harassment shall include, but is not limited to intimidation of workers; shifting of workers' schedules; firing of workers; changing of workers work assignments or locations.
 4. The University recognizes that workers are allowed to express their views and opinions regarding union representation. No workers on the University campus will be questioned by supervisors, management, or administration personnel, including

contractors and subcontractors, about their support or membership, or lack thereof, in a labor union; no workers on the University campus will be subjected to harassment because of their membership or non-membership in a labor union or their activity in support or derogation of union representation; and no workers on the University campus will receive preferential treatment because of their membership or non-membership in a labor union or their activity in support or derogation of union representation.

5. Universities shall allow union organizers free access to employees and the employees of contractors and subcontractors. The University shall recognize the union of the employees' choice.

D. The University will notify its employees and employees of its contractors and subcontractors, in writing, that it respects their rights regarding union representation; and advise them that the University has agreed to a policy of neutrality concerning workers' efforts to achieve union representation and that there will be no negative consequences for employees who exercise their right to support union representation. Additionally, the University, its contractors, and subcontractors, will train all individuals in managerial positions to behave in accordance with this Code, and will educate all workers about their rights under this code annually when they return for the fall semester. That education shall include providing all campus employees with a copy of this code.

E. The University, as well as its contractors and subcontractors, recognizes that workers shall have the right to a free and fair process of unionization, and will therefore honor any legal method of unionization as chosen by the workers. Legal methods of unionization include a card-check or majority sign-up procedure.

F. When not prohibited by state or local law, the University, its contractors and subcontractors will uphold the right to collective bargaining by negotiating with the workers' representative in a fair and expeditious manner. The University will engage affirmatively in meet-and-confer with unions where collective bargaining is prohibited by law. Further, the University and its contractors and subcontractors shall sign agreements of neutrality with all unions attempting to organize campus workers.

G. The University will enter in an agreement to effectuate the principles of this code within the bounds of good faith.

Let the union speak, so that workers may have a free and informed choice.

Even better than just upholding current labor law, actually let workers know you won't fire them for exercising their rights. Imagine that!

This means recognize card-check neutrality, a more fair and free method of choosing unions than the NLRB elections process.

If you're in a state with really bad labor laws, your administrators can't hide behind that excuse. There are ways to bargain, and your admins can do it.

Uphold the code without sneaky tricks or fights every step of the way.

REMEMBER: Student and worker power is what's needed to make the Code work. If you're working on getting your administration to adopt the code and want support, contact the USAS National Office for support and to get in touch with students who are also working on this campaign. Together we can win!