
Your Rights at Work: Advocating for Yourself & Your Colleagues

— Advising and Career Services —
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Presenters

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TAA, UFAS, and AFSCME members wait in the rain to represent their unions at the LaborFest Solidarity Roll Call



University Labor Council members brave the cold at the Memorial Union... "Neither snow nor rain nor heat ..."

Ground Rules and Accessibility

- Volume check?
- Use the space however you need to—stand, pace, etc.
- Take breaks as necessary
- Respect individuals' privacy: “What is said here stays here; what is learned here leaves here.”
- Don't assume everyone present agrees with you or shares any of your experiences—assume a diversity of experiences and opinions.
- Approach disagreement or differences in experience with curiosity.

Kinesthetic community building: Are you concerned about...?

- Staff burnout/overwork/understaffing
- Turnover in your unit
- COVID-19 protection measures
- Insufficient training
- Issues with supervisor or leadership
- Job insecurity
- Childcare and/or parental leave

Kinesthetic community building: Are you concerned about...?

- Pay/raises and benefits
- Inflexible remote work policies
- Hostile and intimidating behavior, bullying
- Lack of acknowledgement of your work
- TTC (Title and Total Compensation Project)
- Something else?

Public Sector Employee Rights and Campus Unions

- Campus unions (most academic staff are represented by United Faculty and Academic Staff, or UFAS, affiliated with the American Federation of Teachers)
- Weingarten Rights
- Talking to your colleagues on the clock
- Academic Staff Policies and Procedures (ASPP–UW-specific)
- Grievances



UFAS members
with some guy



UFAS members (incl. District 2 Alder
Pat Heck) in the Willy St Parade

Practice Your Rights in Action!

Part 1: Adrienne and Sara role-play a coworker conversation

Part 2: You role-play with a neighbor!

Practice Your Rights in Action!

Find a neighbor to role-play with.

Choose one of the following two scenarios to role-play:

1. Hey, I am getting these weird emails from ____ and I'm not sure what to do about it. Can you take a look for me and let me know what you think?
2. Hey, my partner and I are planning to adopt. I haven't found anything in ASPP for that. What do you think we should do?

Breakout Discussion

- What would make UW a great(er) place to work?
- If you could make a UW Employees Bill of Rights, what would be included?
- What questions do you have for presenters?

Thank you for joining us!

If you have questions, feel free to stay and chat.



UFAS contact:

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UFAS members at a TAA sit-in. Whiteboard reads:

"I stand with grad workers because we are stronger together. ❤️ UFAS"