

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Student Workers of Columbia, UAW Local 2710		b. Union Representative to contact [REDACTED]	
c. Address (Street, city, state, and ZIP code) c/o UAW Region 9A 350 West 31st Street, Suite 701 New York, NY 10001		d. Tel. No. [REDACTED]	e. Cell No. [REDACTED]
		f. Fax No.	
		g. e-mail [REDACTED]	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(1), 8(b)(3), and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attachment.			
3. Name of Employer The Trustees of Columbia University in the City of New York		4a. Tel. No. [REDACTED]	b. Cell No.
		c. Fax No.	
		d. e-mail [REDACTED]	
5. Location of plant involved (street, city, state and ZIP code) Studebaker Building, 615 W. 131st St. 4th Floor, New York, NY 10027		6. Employer representative to contact [REDACTED]	
7. Type of establishment (factory, mine, wholesaler, etc.) Institution of Higher Education	8. Identify principal product or service University	9. Number of workers employed approximately 3500	
10. Full name of party filing charge The Trustees of Columbia University in the City of New York			
11. Address of party filing charge (street, city, state and ZIP code) Studebaker Bldg., 615 W. 131st St. 4th Floor, New York, NY 10027		11a. Tel. No. [REDACTED]	b. Cell No.
		c. Fax No.	
		d. e-mail [REDACTED]	
12. DECLARATION		Tel. No. [REDACTED]	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No.	
[REDACTED]		Fax No.	
[REDACTED]		e-mail [REDACTED]	
[REDACTED] <i>(signature of representative or person making charge)</i>		[REDACTED] <i>(Print/type name and title or office, if any)</i>	
Studebaker Building, 615 W. 131st St. 4th Floor, New York, NY 10027 Address		March 10, 2026 Date	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 89 FR 24869 (April 9, 2024). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Unfair Labor Practice Charge – Section 2

In 2014, Student Workers of Columbia, UAW Local 2710 (“SWC” or “the Union”) filed a petition with the National Labor Relations Board (“the Board”) seeking to represent certain student assistants at Columbia University (“the University”).¹ The University opposed the petition, consistent with its position that teaching and research assistants are primarily students, not employees, and that teaching and research activities are integral to a student’s educational program. In August 2016, the Board issued a decision holding that student research and teaching assistants at the University are “employees” for the purposes of the National Labor Relations Act (“the Act”) and therefore have the right to be represented by a union.

Following an election in December 2016 in which a majority of votes were cast in favor of the Union, the Regional Director certified the election results in December 2017. In January 2018, the University announced its decision not to engage in bargaining with union representatives, and its intention to seek review by a federal appellate court. Thereafter, the Union coordinated a number of strikes, work stoppages, and picketing, designed to disrupt the University’s operations.

On November 19, 2018, the University and the Union agreed to the Framework Agreement, pursuant to which the University agreed to recognize the Union, and the University and the Union agreed to begin negotiations. The Framework Agreement sets forth “mutually agreed upon principles to guide negotiations toward collective bargaining agreements on wages, hours, and other working conditions.” The Framework Agreement is available at <https://studentbenefits.columbia.edu/content/framework-agreement-0>.

As part of the Framework Agreement, the Union agreed that “**any collective bargaining agreement** to be negotiated with Columbia must not infringe upon the integrity of Columbia’s academic decision-making or Columbia’s exclusive right to manage the institution consistent with its educational and research mission” and that “any grievance and arbitration processes contained in any collective bargaining agreement must accord deference to Columbia’s right to control academic concerns and issues.” (Emphasis added). By entering into the Framework Agreement, the University gave up important rights, including its right to test union certification through a judicial process, in exchange for a commitment from the Union not to infringe upon the University’s academic rights and right to manage the University’s academic mission in any collective bargaining agreement.

The University and Union were parties to a collective bargaining agreement that expired on June 30, 2025. The parties currently are engaged in collective bargaining for a successor agreement. Throughout the negotiations, the Union has made clear that among its priorities are matters that have nothing to do with the terms and conditions of employment of the members it represents. Instead, the Union has demanded, among other things, that the University strip Public Safety Special Patrol Officers of the authority to make arrests as situations demand in the course of their work, that the University be prohibited from engaging security contractors, that the University

¹ At the time the petition was filed, the Union called itself “Graduate Workers of Columbia.”

destroy CCTV records generated for the purpose of maintaining campus security as they pertain to students, and that the University designate the campus as a sanctuary space. Most recently, the Union proposed that its members receive “latitude” in the exercise of their judgment with respect to their job duties as teaching and research assistants and that such latitude be “no less than that afforded to such a faculty member.” Effectively, such a proposal would invade the academic judgment of the University’s faculty members in deciding how their classes and laboratories will be taught and run.

Additionally, on March 4, 2026, the Union issued a request for information that again completely blurred the lines between economic and academic, seeking information on students/individuals who are not part of the bargaining unit and requesting, among other items, information on University communications with federal agencies and Congress, as well as information on the regulation of student “protest activity” on campus. A copy of the Union’s request is attached as an exhibit to this charge.

The Union also proposed that the University “shall divest from all direct and indirect public and private financial holdings in companies, corporations, state actors, and business enterprises that directly violate or are complicit in violations of international law, including crimes of genocide, war crimes, and crimes against humanity.” The Union further proposed that the University agree to an illegal hot cargo agreement, proposing that the University “immediately sever all contracts with suppliers that violate or are complicit in violations of international law. It shall also end collaborations with academic and corporate research partners that violate or are complicit in violations of international law. It shall not enter into new contracts or investments with firms, suppliers, academic institutions, or corporate partners that violate or are complicit in violations of international law from hereon.” Similarly, in a proposal related to artificial intelligence (“AI”), the Union proposed that the University “not sign contracts with AI corporations or firms that violate global standards for ethical AI as established by the United Nations Educational, Scientific and Cultural Organization (UNESCO),” and that the University “must cancel existing contracts with corporations or firms that violate UNESCO ethical AI standards.” These proposals seek agreements that would violate Section 8(e) of the Act.

These non-employment/academic bargaining priorities demonstrate the Union’s intent to interfere with the University’s academic decision-making and its exclusive right to manage the institution and to control academic concerns and issues, in violation of the Framework Agreement.

During bargaining sessions on January 23, 2026, February 11, 2026, February 27, 2026, and March 9, 2026, the Union expressly disavowed the Framework Agreement. The Union’s conduct described above further demonstrates the Union’s disavowal of the agreement, as the Union repeatedly has sought to bargain over academic matters and matters related to the University’s academic operations.

The Union’s disavowal of a binding agreement between the parties violates Section 8(d) of the Act. The Union’s attempts to use collective bargaining to secure illegal hot cargo agreements and to seek non-employment goals and priorities violate Sections 8(b)(1) and 8(b)(3) of the Act.

EXHIBIT

Subject:

From: [REDACTED]

Date: Wednesday, March 4, 2026 at 12:18 PM

To: [REDACTED], [REDACTED], [REDACTED]

Subject: Request for Information Regarding University Policies regarding Non-Citizen Workers

This Message Is From an External Sender

This message came from outside your organization.

Dear [REDACTED]

In order to fulfill our role as the exclusive bargaining representative, the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, and its Local Union, Local 2710, Student Workers of Columbia ("SWC"; collectively, the "Union") requests information from Columbia University (the "University") needed for us to negotiate over the impact and implementation of compliance measures with federal immigration law, which directly affects employees' wages, hours, and terms and conditions of employment.

The Union reserves the right to amend and supplement its requests and responses. We are writing to follow up on the request for information we made during our bargaining session on March 9, 2026.

We request that the University provide the following information in an electronic file format in writing as soon as possible, but no later than **March 16, 2026** so that we can prepare responsive counterproposals on these topics in a timely manner. Please provide the information for each request as it becomes available, rather than retaining information until you have a complete response to all requests. Please send electronic responses to [REDACTED]. When sending PDF documents, please ensure they are searchable (i.e., text is recognizable).

Please provide the following information:

1. In accordance with Article 23 and Article 3, and all relevant articles and sections, the Union requests all training materials and communications with **University employees** (including but not necessarily limited to facilities, door/front desk staff, Public Safety, and private security) regarding the presence of Immigrations and Customs Enforcement (ICE), the Department of Homeland Security (DHS), or any other federal, state, or local law enforcement agency on or around University property.
2. In accordance with Article 23 and Article 3, and all relevant articles and sections, the Union requests all training materials and communications with the **International Students and Scholars Office** regarding the presence of ICE, DHS, or any other federal, state, or local law enforcement agency on or around University property.
3. In accordance with Article 23 and Article 3, and all relevant articles and sections, the Union requests all training materials and communications with Public Safety and private security regarding **protest activity** on or around University property.
4. In accordance with Article 23 and Article 3, and all relevant articles and sections, the Union requests all training materials and communications related to the hiring of 36 **"Special Officers,"** especially their relevance in workplace conditions.

5. In accordance with Article 23 and Article 3, and all relevant articles and sections, the Union requests all correspondence naming, describing, or otherwise in regard to **Student Employees** between the University and DHS, ICE, NYPD, the U.S. House of Representatives, the U.S. Senate, the Biden and Trump Administrations, or any other state or federal agency or group.
6. In accordance with Article 26, and all relevant articles and sections, the Union requests a copy of all internal communications to International Student Employees between the issuance of Executive Order 14161 (**January 20, 2025**) and the arbitrary cancellation of Ranjani Srinivasan's visa. (**March 5, 2025**).
7. In accordance with Article 24 Sections 5, 8, and all relevant articles and sections of the Collective Bargaining Agreement, the Union requests the official written **notice of discharge for student worker** [REDACTED], along with all documented information provided to federal agencies in the process of her discharge.
8. In accordance with Article 22 and all relevant articles and sections, the Union requests a copy of all correspondence regarding [REDACTED] between the University and U.S. Department of Homeland Security, U.S. Immigration and Customs Enforcement, the New York Police Department, the U.S. House of Representatives, the U.S. Senate, the Biden and Trump Administrations, or any other state or federal agency or group.
9. In accordance with Article 11 Section 3, Article 8, and all relevant articles and sections, the Union requests an exhaustive list of all **Federal funding, contracts, and grants which have been terminated** or have been threatened to be terminated by the federal government as part of the \$400 million in threatened cuts to Columbia University and its affiliates thus far.
10. In accordance with Article 11 Section 3, Article 24 Section 5, and all relevant articles and sections, the Union requests an exhaustive list of workers discharged due to cuts in Federal funding, along with their names, positions, and departments.
11. In accordance with Article 3, Section 2 and all relevant articles and sections, the Union requests a full and detailed list of changes made to University policy, practices, programs, and/or departments in response to the policy and preference of the Trump administration, including details of what was and was not changed, and what law, policy, or other communication the change was made in response to.

Please provide these records in electronic form and on a rolling basis if necessary. The Union reserves the right to request additional necessary and relevant information on this matter. Please provide this information no later than 7 days after receiving this RFI.

We look forward to receiving your response by March 9, 2026.

Sincerely,
SWC Bargaining Committee