



Dr. Gloria Waters, University Provost and Chief Academic Officer

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August 30, 2024

Dear Boston University Faculty and Staff,

I am writing to update you on our contract negotiations with the Boston University Graduate Workers Union (BUGWU). We recently made a substantial comprehensive [offer](#) to enhance compensation and benefits, which demonstrates our recognition of the value that our graduate students bring to the BU community. (For more, see [BU Today's coverage](#) of our proposal).

As mentioned in my [August 7 letter](#), our team carefully crafted what we considered a fair and comprehensive proposal within the constraints of University resources, accounting for what we offer other employees and lining up with compensation structures at similar institutions. We made clear it represented our best and final proposal. Union negotiators initially presented a significant number of counter proposals and demands for more funding. However, we are very encouraged by our most recent meeting with the union which focused on the non-financial aspects of the contract.

We have asked that our package be put to a formal vote of the full membership. However, we learned that discussion and a vote on our offer only occurred at BUGWU's General Membership meeting on August 13, which was attended by 6% of their members. If our package is not ratified by the entire union membership, the strike will continue into the fall. In that eventuality, a top priority will be to ensure that the educational mission of the University continues effectively, which will involve adjustment and effort on your part. A continuing strike will also cause a delay in thousands of our graduate students receiving the benefits of the new, fair, and competitive package.

I want to thank you all for your dedication and tireless efforts over the summer to ensure continuity of operations and maintain a positive learning environment for our undergraduates during a challenging time. Ensuring a high-quality graduate education and fostering a supportive environment for our graduate students are top priorities for me. I deeply value their contributions to our university community and am committed to resolving their concerns thoughtfully and respectfully.

For more information, please visit the [BU Negotiations with BUGWU website](#).

Sincerely,

A handwritten signature in black ink that reads "Gloria Waters".

Gloria Waters, PhD  
University Provost and Chief Academic Officer