

GSGA42- R08
A Resolution to Authorize a Spring 2023 Special Election

Summary: To fill the 75% of GSG Assembly positions that remain vacant, we propose to run a special election early in the Spring semester.

WHEREAS, the current general assembly has roughly 75% of the seats open; and

WHEREAS, there are newly enrolled graduate students in the Spring Semester who may be interested in representing their department in GSG; and

WHEREAS, an election between now and the February assembly would enable newly elected representatives to attend 4 out of 5 of the Spring assemblies; and

WHEREAS, Bylaws Clause 6.19 allows the Assembly to authorize Special elections, pursuant to general election rules.

THEREFORE, BE IT RESOLVED THAT the Assembly authorizes the GSG Election Committee to run a Special Election, with the nomination period from Monday, January 30th to Sunday, February 5th, and with an election period from Monday, February 6th to Friday, February 10th.

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Sponsor(s): Lizzie Irlbacher (VPLA), Keegan Clements-Housser (JOST), Ishan Tamrakar (PMRO)

Date and Time of Submission: December 1, 2022

Date of Presentation:

Action(s) Taken:

Decision of GSG President

Signature of GSG President

Date

GSGA41-R09**A Resolution to Support Collective Bargaining for Graduate Assistants and Employees in the University System of Maryland**

Summary: This resolution calls for the Maryland State Legislature to legalize collective bargaining for Maryland's Graduate Assistants (GAs) and other employees in the University System of Maryland.

WHEREAS, Maryland law currently denies collective bargaining rights to any student employees, including teaching assistants, research assistants, and other graduate employees within the University System of Maryland (USM); and

WHEREAS, the most recent ruling of the National Labor Relations Board (NLRB) stated that graduate research and teaching assistants at private institutions are entitled to collective bargaining under the National Labor Relations Act¹. The ruling established the precedent for collective bargaining rights for graduate student employees, reversing previous decisions against collective bargaining for externally funded research assistants in the sciences, as well as other graduate student employees at private institutions; and

WHEREAS, The Meet and Confer Agreement, established in 2012 for the University System of Maryland (USM) is not a sufficient alternative to collective bargaining rights, and has been ineffective in addressing serious graduate student labor concerns with administrators; and

WHEREAS, Collective bargaining serves as an effective means to address the cost of living and employment concerns, as well as to provide vulnerable employees, such as international students and marginalized races and genders, with protection from harassment and workplace exploitation. In the absence of these rights, graduate student employees are unable to formally and bindingly negotiate with the university administration to address employment concerns;

THEREFORE, BE IT RESOLVED THAT The Graduate Student Government supports efforts to legalize collective bargaining as a method for graduate employees to negotiate their conditions of employment in a legally binding way by making any necessary changes to state law, repealing and reenacting, with amendments, Article – State Personnel and Pensions, Section 3–101, 3–102, and 3–403(d), Annotated Code of Maryland (2015 Replacement Volume and 2018 Supplement)², as well as any other changes required to State laws and regulations; and charges the Legislative Action committee to lobby on behalf of the GSG.

Author(s): Lizzie Irlbacher (VPLA)

¹<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/nlr-says-graduate-students-may-organize-unions.aspx>

²<https://law.justia.com/codes/maryland/2017/state-personnel-and-pensions/division-i/title-3/subtitle-1/section-3-102/>

Sponsor(s): M Pease (PSYC), Samuel Heller (APAN)

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Signature of GSG President

Date

GSGA42-R10
A Resolution Calling for a Sample Statement of Mutual Expectations

Summary: This resolution charges the relevant actors in creating a sample Statement of Mutual Expectations to act as a guide for graduate assistants in what they can and could ask for; along with, what behavior is not acceptable for them to tolerate.

WHEREAS, graduate assistants lack worker protections due to their ambiguous status between being an employee and a student in the state of Maryland; and

WHEREAS, there have been anecdotal reports of supervisors to graduate assistants holding unrealistic expectations of students while being disrespectful of the student; and

WHEREAS, one solution to this is started by the Graduate School requiring a Statement of Mutual Expectations (SMEs) for all assistantship positions to be filled out between the graduate assistant and supervisor, wherein SMEs are meant to be discussions about workplace expectations, work to be done, working hours, and workplace environment; and

WHEREAS, the current status quo puts the onus on the student to advocate for their own workplace protections without any guidance on what they deserve to ask for, how they deserve to be treated, and what is not acceptable behavior; and,

WHEREAS, many of our graduate assistants are international students who are unfamiliar with common practices in US workplaces and face additional fears in speaking up for their rights against the administration;

THEREFORE, BE IT RESOLVED THAT the Graduate Student Government charges the Legislative Action and Student Affairs committees to work in conjunction with the Graduate School and the Graduate Assistant Advisory Council to create a sample SME with a list of reasonable ask for graduate students to use as guidance for their assistantship.

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Signature of GSG President

Date