A Resolution to Support Legalizing Collective Bargaining for Student 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 graduate student employees.

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 are entitled to collective bargaining under the National Labor Relations Act at private institutions. The ruling established a precedent for graduate student employees, reversing the previous decisions against collective bargaining for externally-funded research assistants in the sciences, as well as other graduate student employees at other private institutions; and

WHEREAS, The Meet and Confer Agreement, established in 2012 for the University System of Maryland (USM) to address cost of living concerns, 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 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, 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 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), as well as any other changes required to State laws and regulations.

Author(s): Autumn Perkey (VPLA)

Sponsor(s):

Date and Time of Submission: October 29th, 2021
Date of Presentation:

Action(s) Taken:

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Decision of GSG President

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Signature of GSG President Date