**GSGA40-R05**

**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, benefits, 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 encouraging the Maryland State Legislature to pass 2019 Maryland Senate Bill 658: The Graduate Assistant Collective Bargaining Fairness Act and/or any of its successors.

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**Date and Time of Submission:** October 28th, 2020

**Date of Presentation:** November 4th, 2020

**Action(s) Taken:**

APPROVED

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Decision of GSG President



November 18, 2020

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Signature of GSG President Date