

UNIVERSITY OF IOWA
UNIVERSITY OF IOWA STUDENT GOVERNMENT

Legislative Session 2022-2023

January 31st, 2023

Student Senate

J.R. #4

Sponsor: Senator Bassuk

Action: **Passed** Failed/Tabled

A JOINT RESOLUTION

On the subject of UE Local 896 COGS [Initial Proposal](#) to the Board of Regents, State of Iowa, and University of Iowa for the 2023-2025 Agreement to set forth the salaries, hours of work, benefits and other terms and conditions of employment for graduate assistant bargaining unit members at the University of Iowa.

Section 1: Short Title

This resolution may be cited as the “Joint Resolution to Support Graduate Student Employees”

Section 2: Discussion

Whereas, UE Local 896 COGS (COGS) has drafted the Initial Proposal during the period of collective bargaining for a two-year contract (2023-25).

Whereas, current university policy regarding Graduate Student Employment Standards does not include the following terms detailed in the Initial Proposal:

- The allowance of remote work for a minimum of 20 and 25 working days for academic-year and fiscal year appointments respectively (Initial Proposal, Article VII, Sec 4).
- 12 weeks of paid parental leave per guardianship event (Article XII, Sec 5).
- Access to free parking and/or reimbursements for parking and bus fees (Article XIV, Sec 2).
- Meeting the access needs of graduate student employees, as adapted from UAW 2865’s disability justice coalition (Article XVI, Sec 1).
- Access to safe working conditions and PPE (Article XVI, Sec 2 & 3).

Whereas, without these additions to university policy and signature of the Initial Proposal from the Board of Regents, the University may choose not to recognize the above rights of graduate student employees in the 2023-25 contract period.

Whereas, the cost of living has increased, such that a raise lower than 10% (as requested in Article IX) for graduate students employees would not constitute a real and significant raise. The following table demonstrates the salaries corresponding to a 10% raise in the 2023-25 contract period:

	<i>Academic year</i>	<i>Fiscal year</i>
2022-23	20708	25300
2023-24	\$22,778.9	\$27,830
2024-25	\$25,056.7	\$30,613

Whereas, Graduate student employee rights impact undergraduate students, faculty, and staff through graduate student’s roles as teaching assistants, educators, peers, mentors, collaborators, researchers, workers, organizers, leaders, students, and community members.

Section 3: Action

Resolved, the Graduate and Professional Student Government (GPSG) and Undergraduate Student Government (USG) recognize and support COGS’ request for a 10% raise, as it is necessary to meet increased costs of living incurred by graduate students at the University of Iowa.

Resolved, GPSG and USG recommended that the University of Iowa includes the main additions in the COGS’ 2023-2025 proposal pertaining to remote work, parental leave, parking and bus passes, accessibility, safe working conditions and PPE into university policy.

Therefore be it resolved, GPSG and USG respectfully encourage the Board of Regents to approve and sign the UE Local 896 COGS Initial Proposal to the Board of Regents, State of Iowa, and University of Iowa for the 2023-2025 Agreement.

Be it finally resolved, this resolution of support shall be sent to the:

- The Board of Regents of the State of Iowa
- Amanda Haertling-Thein, the Associate Provost for Graduate and Professional Education and Dean of the Graduate College of the University of Iowa (amanda-haertling-thein@uiowa.edu).

Section 4: Enactment

Be it enacted by University of Iowa Undergraduate Student Government upon the signature of President Johnson.

Alexis Carfrae

_____, Speaker of the Senate

Alexis Carfrae

I hereby attest and certify that this resolution originated from the 2022-2023 Student Senate Session.

APPROVED on 1/31/23

Patrick Johnson

_____, USG President

Patrick Johnson