



**UNIVERSITY OF IOWA**  
**GRADUATE AND PROFESSIONAL STUDENT GOVERNMENT**

**15th Session – January 31, 2023**

**GPSG**

**D.R. #11**

Sponsor: Max Sampson on behalf of Directors Guadalupe and Sullivan

GPSG 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 contract to set forth 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); and
- 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 proposed terms for 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; and

	<i>Academic yr</i>	<i>Fiscal yr</i>
<b>2022-23</b>	\$20,708	\$25,300
<b>2023-24</b>	\$22,778.90	\$27,830
<b>2024-25</b>	\$25,056.70	\$30,613

**WHEREAS**, Graduate student employee rights impact undergraduate, graduate, and professional 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 recommend that the University of Iowa includes these key 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.

**Resolved**, this resolution of support shall be sent to The Board of Regents of the State of Iowa and 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](mailto:amanda-haertling-thein@uiowa.edu)).

**Therefore and 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.

**Section 4: Enactment**

Be it enacted by the Graduate and Professional Student Government upon the signature of President Crow.

IN WITNESS WHEREOF:

  
Cabinet Director

APPROVED:

  
GPSG President

January 31, 2023

Date