



**Resolution No. 1516-08**

**A Resolution Affirming Graduate Workers' Status as "Employees" and Entitlement to Corresponding Labor Rights and Protections**

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BE IT ENACTED BY THE GENERAL ASSEMBLY HERE GATHERED THAT:

**WHEREAS,** Resolution 1516-05 stated the Graduate Professional Council's support for an election to determine union representation; and

**WHEREAS,** the National Association of Graduate and Professional Students, to which the Graduate Professional Council is affiliated as a legacy member, and which serves as a national organization of graduate and professional student governments advocating for graduate and professional education, has adopted a platform advocating for graduate student employee organizing rights; and

**WHEREAS,** graduate student employee unions exist at over thirty universities in the United States, and throughout universities in Canada, representing graduate student employees at some of the most prestigious universities in North America; and

**WHEREAS,** graduate student unions exist at all of the public American universities ranked in the global top twenty-five, according to the 2015 U.S. News rankings; and

**WHEREAS,** the Collected Rules and Regulations, including 330.015 (Conflict of Interest) and 600.020 (Mandatory Reporting), define terms and responsibilities applicable specifically to University employees, and which are applicable to graduate student employees; and

**WHEREAS,** Collected Rules and Regulations 320.050 defines student employees as one of many categories of University employees; and

**WHEREAS,** no employer ought demand responsibilities of employment of individuals without also extending those same individuals the legal status of "employee" which carries with it corresponding protections and rights of employment; and

**WHEREAS,** the Graduate Professional Council represents graduate and professional students, many of whom are employees of the University of Missouri; and

**WHEREAS,** the Coalition of Graduate Workers has met requirements in excess of best practices set by national and state legal standards for an indication of interest in a union election; and

**WHEREAS,** the Board of Curators and the University of Missouri System, particularly System HR and General Counsel, are responsible for labor relations, according to the Collected Rules and Regulations; and

**WHEREAS,** the Curators of the University of Missouri have made no formal statement on their stance toward unionization; be it

**RESOLVED,** that the Graduate Professional Council believes union representation to be a potentially important step in improving the University of Missouri's reputation and standing among research universities in the United States; and be it further

**RESOLVED,** that the Graduate Professional Council believes that the determination of whether graduate student employees should unionize lies solely in the hands of graduate student employees; and be it further

**RESOLVED,** that the Graduate Professional Council again affirms the organizing rights of graduate student employees and the right of graduate student employees to hold an election on union representation should they satisfy or exceed the nationally-recognized standards for a signature drive; and be it further

**RESOLVED,** that attempts to define student employees as solely 'students', to the detriment of either their organizing rights as employees or to the detriment of any other of their employee rights, will be interpreted as an act of intentional disenfranchisement, as it would hinder both their right to democratically determine union representation and their right to secure other standard labor-related protections; and be it further

**RESOLVED,** that the Graduate Professional Council categorically rejects and opposes any attempt to intentionally disenfranchise graduate student employees; and be it further

**RESOLVED,** that the Graduate Professional Council urges the Board of Curators to agree to a democratic election on union representation, upon receipt of a showing of

interest satisfying or exceeding nationally or state-recognized standards for a signature drive.

**SUBMITTED,**

Doug Valentine

General Assembly Representative, Sociology