

Council Resolution 04 (CR04):
Childcare subsidy and teaching assistant compensation
for graduate fellows



WHEREAS, the UAW 2865 UC Student Workers Union, representing graduate student teaching assistants (TAs) across the University of California system, negotiated with the University of California Office of the President (UCOP) to provide all graduate parent TAs at a minimum of 25% appointment, equivalent to working a minimum of 10 hours per week, with a childcare subsidy, which went into effect in the Fall of 2008;

WHEREAS, the childcare reimbursement subsidy program was expanded to graduate student researchers (GSR) at a minimum of 25% appointment in the Fall of 2013 following public pressure by the UAW 2865 UC Student Workers Union and GSRs;

WHEREAS, the childcare subsidy program has not been expanded to graduate fellows at the University of California San Diego (UC, San Diego), in which fellows are defined as graduate students with fellowships that require a minimum of 25% appointment;

WHEREAS, students performing the duties of a TA, who are also graduate fellows that do not qualify for at least a 25% appointment as a TA, have not received the appropriate TA benefits and compensation because graduate fellows have been required by their departments to complete a TA requirement while already having funding;

WHEREAS, the [2014-2017 UAW 2865 UC Student Workers Union contract](#) called upon the UC, San Diego administration to meet with the UAW to resolve the concerns related to graduate students performing TA duties as graduate fellows;

WHEREAS, 51.53% (84) of the graduate student parent respondents from the 2014 Graduate Professional Student Experience Survey (GPSES) were graduate fellows or scholarship recipients at some point in their graduate or professional education;

WHEREAS, 54.49% (941) of the respondents from the 2014 GPSES were graduate fellows or scholarship recipients at some point in their graduate or professional education (GPSES respondent data);

WHEREAS, roughly 33% of student parents cannot afford child care services even with a \$900 per quarter subsidy ([Reinvestment in Student Parents 2013](#)) and parents who are also graduate fellows require this subsidy, but are not currently receiving it;

WHEREAS, graduate parents conducted the [2013 Childcare Survey](#) and Graduate Student Association at the University of California, San Diego (GSAUCSD) approved Council Resolution 5 ([CR-05, 2013-2014](#)), which called for action from the administration to address childcare concerns;

WHEREAS, the Graduate Division Dean, Kim Barrett, and the former Interim Vice Chancellor of Student Affairs, Alan Houston, were made aware of the lack of childcare reimbursement subsidy support for graduate fellows after meetings with Brandon Stephens, Don Johnson and other stakeholders;

WHEREAS, for approximately one year, nothing has been reported to either council, or the two student parent networks on this matter;

WHEREAS, Graduate Fellows are classified by the University as neither fully students, TAs, nor GSRs;

WHEREAS, the lack of classification of Graduate Fellows results in a lack of benefits provided to these individuals based on department policies and procedures despite the same expectations as other graduate and professional students;

WHEREAS, these such practices, in which services provided to TAs and GSRs are not provided to graduate fellows, assert institutionalized marginalization of certain groups on campus;

WHEREAS, a primary purpose of the GSAUCSD is "the safeguarding of the rights of students" (GSAUCSD Constitution V.1.b);

WHEREAS, GSAUCSD believes that these rights include the fair and universal access to services for all graduate and professional students;

WHEREAS, graduate and professional students, who obtain alternative sources of funding, benefit the University and should be encouraged;

WHEREAS, these two explicit examples demonstrate a larger trend of graduate fellows not being classified as employees of UCSD, resulting in institutionalized marginalization and denial of guaranteed benefits;

BE IT RESOLVED, the GSAUCSD asserts that obtaining alternate sources of funding cannot be used as justification to deny guaranteed benefits to which all graduate students should have access;

BE IT FURTHER RESOLVED, that GSAUCSD calls upon the Graduate Division, the various relevant Vice Chancellor units, and any other offices or departments needed to resolve this issue to meet with GSAUCSD and outline the steps they will take to ensure that the childcare subsidy program is expanded to graduate fellows and that departments are properly compensating graduate fellows who are TAing at a 25% or above appointment;

BE IT FURTHER RESOLVED, GSAUCSD requests a written report from the Graduate Division on their decision to extend the childcare reimbursement subsidy to graduate fellows by fall quarter 2015;

BE IT FURTHER RESOLVED, GSAUCSD calls on academic departments to adhere to the new TA contract and its section on graduate fellows and TAs ([TA union contract 2014](#), Side Letter: Teaching Assistant Requirements at UCSD);

BE IT FINALLY RESOLVED, that necessary policies ensuring fair access to guaranteed benefits for all graduate and professional students be adopted, or enforced, by the University of California, San Diego.

Voted and Passed in GSA Council Meeting 10: 3/9/2015 (Y/N/A – 29/0/0)
Certified: Jonathan M. Monk, 3/10/2015