

1 **RESOLUTION 2021-001**

2 **A RESOLUTION FOR HAZARD PAY AND ADDITIONAL HOURLY COMPENSATION FOR IN-**
3 **PERSON GRADUATE TEACHING AND COVERAGE**

4
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6 Conner(.280), External Collaboration Chair; Mary Sagatelo(.2), Delegate, Evolution, Ecology, and
7 Organismal Biology

8 Sponsors: Executive Committee
9

10 WHEREAS the Council of Graduate Students (CGS) is the representative body of all graduate students enrolled
11 at The Ohio State University as established by Article II Section 1 of the CGS Constitution; and
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13 WHEREAS the Council of Graduate Students or its appointed representative(s) have the power to act as an
14 advisory agent on behalf of graduate students on all matters brought before personnel, committees, or agencies of
15 The Ohio State University involving the interest of graduate students as established in Article III Section 3 of the
16 CGS Constitution; and
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18 WHEREAS the COVID-19 pandemic is an ongoing public health crisis with more than one hundred thousand
19 Ohioans infected¹ and hundreds of thousands more affected by state efforts to mitigate the health risks posed by
20 the pandemic; and
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22 WHEREAS Franklin County has the highest number of COVID-19 cases of any county in the state of Ohio¹ and
23 the Ohio Department of Health describes Franklin County as being in a Level 2 Public Emergency² and advises
24 residents to “exercise high degree of caution”; and
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26 WHEREAS the first three days of September 2020 saw the highest daily increases in the state of Ohio since July
27 2020, with Governor Mike DeWine attributing such to the reopening of schools and colleges³; and
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29 WHEREAS the burden of health risk has not been adequately mitigated or shared through public health
30 distributive justice, thus leaving our most vulnerable populations at greatest risk, including our students with
31 disabilities; and
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33 WHEREAS the university has not created a consistent response across departments to adequately address
34 extended Graduate Teaching Associate absences due to quarantine and isolation measures; and
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36 WHEREAS instances where Graduate Teaching Associates are asked to cover additional sections beyond their
37 contract for an extended period of time without increased compensation is in violation of Section 9.2.10 of the
38 Graduate School Handbook which states, “Under no circumstances should graduate students serve as ‘volunteer’
39 GAs where they are expected to provide service...at a stipend not commensurate with the expected load”⁴; and
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¹ <https://coronavirus.ohio.gov/wps/portal/gov/covid-19/dashboards>

² <https://covid-19.myfep.org/>

³ <https://radio.wosu.org/post/coronavirus-ohio-dewine-predicts-more-covid-19-cases-schools-reopen#stream/0>

⁴ <https://gradsch.osu.edu/handbook/all>

41 WHEREAS requiring, setting expectations, or placing administrative pressure on Graduate Teaching Associates
42 to volunteer to cover for additional sections beyond their contract further increasing their risk of contracting
43 COVID-19 via increased exposure; and

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45 WHEREAS Graduate Teaching Associates are often weary of raising concerns with those in supervisory roles
46 superior to them regarding additional hours or class coverage because their academic and financial standing are
47 tethered to the qualifications of fulfilling their teaching responsibilities; and

48
49 WHEREAS Graduate Teaching Associates are encouraged to entrust their well-being, safety, and financial
50 conditions within administrative decision-making, leaving them in a compromising position to vocalize health
51 concerns related to COVID-19 due to fears of possible administrative backlash; and

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53 WHEREAS the University of Iowa Campaign to Organize Graduate Students (Local 896), a student union
54 representing University of Iowa graduate employees, has demanded hazard pay for all university workers⁵; and

55
56 WHEREAS the Texas State Employees Union (CWA Local 6186), a rank-and-file union representing university
57 workers, has demanded \$500/month in hazard pay to every university essential worker, included Graduate
58 Teaching Associates⁶; and

59
60 WHEREAS North Carolina Central University housekeepers and student supports have demanded a 25% hazard
61 premium pay amidst rising COVID-19 cases and disproportionate occupational exposure by housekeepers and
62 graduate students to SARS-CoV-2⁷; and

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64 THEREFORE, BE IT RESOLVED the Council of Graduate Students is advocating with urgency that all graduate
65 students in teaching positions for in-person classes through the university, its colleges, or academic departments
66 receive hazard pay for in-person teaching, including the coverage of other faculty, staff or teaching
67 assistants that must be quarantined or isolated as it relates to COVID-19; and

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69 BE IT FURTHER RESOLVED the Council of Graduate Students deems it necessary that all graduate students in
70 teaching positions receive additional compensation on an hourly basis for every hour that is beyond the bounds
71 of the assigned hours they committed to; and

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73 BE IT FURTHER RESOLVED that the Council of Graduate Students defers the hazard pay amount as determined
74 by the recommendation of the Graduate Benefits and Compensation Committee; and

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76 BE IT FURTHER RESOLVED the Council of Graduate Students supports the academic missions of The Ohio
77 State University but not at the cost of the health and safety of graduate students and risks that may be incurred by
78 doing so through a global pandemic; and

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80 BE IT FURTHER RESOLVED the Council of Graduate Students looks to university administration at all levels
81 of the institution to more actively prioritize the mental, physical, and psychological wellness of its students,
82 especially under such conditions; and

⁵ <https://www.ueunion.org/ue-news/2020/university-of-iowa-graduate-workers-covid-19>

⁶ <https://actionnetwork.org/petitions/protectutsystem>

⁷ <https://www.newsobserver.com/news/local/education/article245045980.html>

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84 BE IT FURTHER RESOLVED the Council of Graduate Students has previously and unanimously condoned the
85 continuation of courses with greater effort to make them safer in-person and moved online where possible⁸; and
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87 BE IT FURTHER RESOLVED that the Council of Graduate Students is understanding of the necessity for certain
88 courses to be held in-person but condemn the lack of consideration for the health and wellbeing of its graduate
89 students in these spaces without appropriate financial compensation.

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91 BE IT FINALLY RESOLVED that the Council of Graduate Students directs its President, Vice President, and
92 Chief of Staff to distribute this resolution to all proper leadership and authorities of The Ohio State University
93 and its partners.

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95 Approved: Yes/No

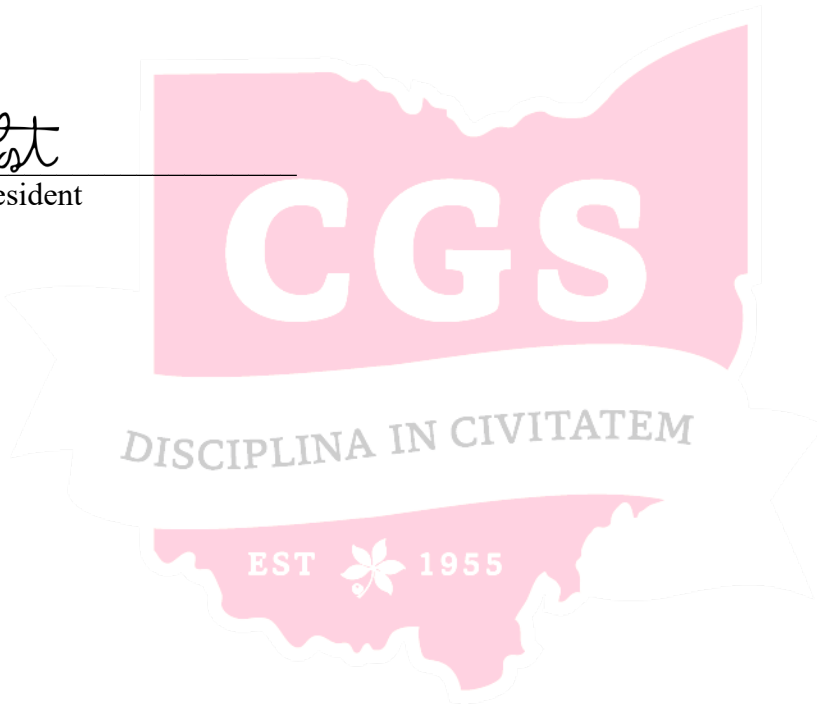
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97 Date: 9/11/2020

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100 Stephen J. Post
101 Stephen J. Post, President



Council of Graduate Students
at The Ohio State University

⁸ <https://cgs.osu.edu/posts/documents/resolution-1920-014-against-return-to-campus.pdf>