

GSU Proposed Platform: What We Need

1. A living wage, always

The current base stipend at UChicago is \$33,000; meanwhile the MIT living wage calculator estimates that to match local cost-of-living, UChicago graduate students should be paid *at least* \$40,123. The University must pay graduate students a living wage and guarantee annual raises comparable to cost-of-living increases. Furthermore, all graduate students should receive their stipends, hourly wages, reimbursements, and other compensation on time. The University should also provide resources for the proper care of children and other dependents of graduate students.

2. Guaranteed dental, vision, and comprehensive benefits

All graduate students and their dependents should have health insurance provided by the University, including dental and vision care. We should not have to pay any out-of-pocket expenses and accrue medical debt. We demand that graduate workers on leave maintain access to health insurance and other University support. Among other benefits, the University must further invest in support for graduate students with dependents, provisions for mental healthcare, and the public transit infrastructure around campus, such as free CTA and Divvy passes.

3. Equitable policies for labs, classrooms, and community

The University policy as it stands provides insufficient protections for its graduate workers and the surrounding community whose residence we occupy. GSU demands consistent workplace standards and policies toward race, gender, and disability justice in all University-owned spaces. We also deserve fair teaching and research loads that are equitable across cohorts, labs, and divisions. To enforce these policies, we must have access to third-party arbitration for processing grievances and union representation in disciplinary proceedings.

4. Fairness and support for international students

GSU recognizes the ways in which the University alienates its international students and other non-US citizens. The University denies equal work opportunities and pay for international students through its work-hour policy while providing no monetary support toward visa and other compounded fees. GSU demands confidential legal counsel and accessible financial support for students without US citizenship.

5. Transparent budget and power in decision-making

The University's overall annual budget should be made publicly available along with transparent accounting of all University funds and investments including: the UCPD budget, real estate income, employee salaries, and budgetary allocations from endowments, grants, tuition, and other sources of funding. At public universities all of this information is publicly available, or accessible using the Freedom of Information Act. Upon having access to this information, graduate students deserve a say in our workplace conditions by having guaranteed representation in decision-making at the departmental, divisional, and university levels. This must include graduate student input on matters of University investment and divestment.