

**The United Academics of Maryland** is a rapidly growing group of graduate employees at the University of Maryland who have united to advocate for better pay and working conditions. Because the University of Maryland relies on graduate assistants to do the bulk of its research and undergraduate teaching, we come together as employees of the university.

**Welcome new College Park Graduate Employees!** Below is current policy information to help you begin your work. We believe each of these policies can be improved with meaningful input from Graduate Employees and through collective bargaining.

## Payment & Benefits

- Payment schedules and amounts vary but typically graduate employees receive bi-weekly paychecks for either a 9.5 or 12 month period.
- If you have a 9.5 month schedule, **you will not be paid over the summer**, and your insurance contributions will be taken out of your **last paycheck of the spring semester**.

## Additional Labor

- Extra labor outside of the duties outlined in your appointment letter may be done on a volunteer basis or for "overload."
- Overload refers to paid teaching and administrative work done in addition to your assistantship duties.

## Leave

- University Policy maintains that Graduate Employees with 12-month appointments receive 20 work hours of leave, not including holidays or University closures.
- Currently, there is no leave policy for 9.5-month appointments.
- University policy also states that Grad Employees are entitled to 6 weeks paid parental leave.
- **Most of us must appeal to the good faith of our departments to get leave.**

## Time Commitments

- University policy states that full-time GAs should not work more than **20 hours/week** and part-time Grad Employees should not work more than 10 hours/week.
- However, the pressures of assistantships mean that most of us work far more than that.

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*For more information and to become involved in the campaign, speak to a member of your Organizing Committee or contact us at:*

**[unitedacademicsmd@gmail.com](mailto:unitedacademicsmd@gmail.com)**

## Outside Jobs

- The cost of living in the DC metro area is high and many of us must seek alternative employment to supplement our income.
- Sometimes, acquiring another job may be discouraged by faculty and advisors.
- However, the University does not prohibit Graduate Employees from accepting outside employment.

## Conditions of Appointment

- University Policy stipulates that Grad Employees receive letters of appointment that clearly outline duties, length of appointment, and compensation.
- Unfortunately, departments commonly demand more from employees than their letters stipulate. **You do not have to engage in activities not specified in your appointment letter, even if you are pressured to do so.**

## Statement on Safety

- Per the Graduate Student Handbook, "*The University of Maryland is committed to maintaining a safe learning and work environment in which students, faculty, and staff can develop intellectually, professionally, personally, and socially. Such an environment must be free of intimidation, fear, coercion, and reprisal.*"
- **We believe this should include a real solution to address workplace harassment.**
- Lab safety is a must! Right now safety is largely left up to individual GAs. We believe the University should take a serious and active stance promoting and ensuring the safety of its employees who work in labs.

## Additional Useful Resources:

### **The Graduate Student Legal Aid Office**

Provides legal counsel to employees  
301-405-5807, [gradlegalaid.org](http://gradlegalaid.org)

### **Disability Support Service (DSS)**

Provides learning assistance, counseling, and mental health support for employees  
301-314-7682, [dis-sup@umd.edu](mailto:dis-sup@umd.edu)

### **Title IX coordinator**

Provides resource for addressing sexual harassment in the workplace  
301-405-1142, [TitleIXCoordinator@umd.edu](mailto:TitleIXCoordinator@umd.edu)