



## GSC Statement on GOLD

We, the Dartmouth Graduate Student Council (GSC), would like to state our support for Graduate Organized Laborers at Dartmouth (GOLD).

In 2016, the National Labor Relations Board ruled that all graduate students, both domestic and international, are workers, and therefore have the protections of federal labor law, including the right to unionize and collectively bargain, without facing retaliation from anyone at any level of an institution. Graduate students at a growing number of schools have unionized and made significant changes to benefit students.

The four main pillars of GOLD are a guaranteed living wage, comprehensive benefits, safe and equitable workplaces, and fairness for international student workers. For many years, the GSC has advocated according to these guiding principles through groups such as the ad-hoc Healthcare and Mentorship Evaluation committees, the Committee Addressing Racism and Equity, and the External Affairs committee. For instance, GSC advocacy led to the stipend increase this past summer.

However, the power of the GSC is limited in what it can accomplish through continued discussions with administration and leadership. Ultimately, our successes hinge on whether leadership agrees to implement the changes we seek. Work completed by the GSC such as our benefits reports and suggestions of how to improve student conditions written by the past two Councils have either been ignored by administration or prevented from being released entirely. Last year payroll made mistakes on international student W2s and 1042s, leading to many students having to file taxes late. Changes and solutions offered by Dartmouth are often short-term band-aids rather than true, long-term solutions. We recognize that the process of institutional change is slow, but graduate students have voiced their needs and concerns for far too long. We need change now.

How does GOLD change the role of the GSC at Dartmouth? The presence of a union means that the union will assume the responsibility for issues the GSC currently advocates for. While items on the bargaining table, such as housing, benefits, stipends, and childcare policies will no longer be a part of the GSC's scope of advocacy, the GSC recognizes that the collective power of GOLD provides a clear path to change through bargaining with Dartmouth administration and leadership. The GSC will still advocate for students. GOLD's existence allows the GSC to focus on community building, service projects, and mental health outreach.

Members of the GSC past and present belong to and work with GOLD. Many of us dedicate our time to serving on the GSC because we deeply care about students and want the best for our community. While GOLD and the GSC will remain separate, our work, goals, and respective groups are complementary and supportive of one another.

The GSC stands with GOLD.