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A Bill –

To be known as the “Student Labor Relations and Representation Act”, to establish a standing committee on student labor relations to support and represent the interests of student workers.

WHEREAS: Student workers form the backbone of the University’s departments and offices; every department uses student labor in one form or another and student workers often find themselves doing the work that faculty and staff are unwilling to do; and

WHEREAS: There are currently few research articles available regarding the academic performance of Student Employees indicating this situation as being overlooked and disregarded; and
WHEREAS: Even at its best possible scenario, student worker wages are not livable wages; and
WHEREAS: Student workers currently work in isolation as there is little to no inter-departmental communication, outside of the co-workers within their department student workers have no ability to seek out other workers or to air their grievances; student workers cannot collectively bargain for better pay, better working conditions, or more opportunities for advancement; they cannot organize or seek solidarity with other student workers; and
WHEREAS: Many student workers feel unable to address mistreatment by their bosses for fear of reprisal, as there is not an adequate system in place for student workers to complain about their supervisors; and
WHEREAS: For many student workers this is their first real job and because of this are unaware of their rights as a worker, leading to their bosses being able to exploit them; and
WHEREAS: The staff council already works as a democratic voice for staff at Texas State, their website states,

“Texas State Staff Council is a collective voice for Administrative, Professional, Technical/Paraprofessional, Secretarial/Clerical, Skilled and Service staff on campus. We support a variety of activities and initiatives to
improve the quality of life and effectiveness of the university’s dedicated and valuable staff.

“As we are YOUR voice on campus, let us know if you have any questions, concerns, or suggestions to improve our community. Every question and issue is important to us and we are dedicated to ensuring that you enjoy a happy and successful Texas State career from start to finish;” and

WHEREAS: This committee would serve the same purpose for student workers without creating a new legislative body; and

WHEREAS: The Student Government stands as the primary way in which students can democratically influence their life during education, but democracy in politics is not complete without democracy in the workplace, this bill aims to allow students a way of actively influencing their workplace on campus; and

WHEREAS: A student worker will be defined as any student that is currently attending Texas State University and is working at a Texas State University facility, either for regular wages or for work study; and

WHEREAS: This Chapter is authorized pursuant to Article 3, §10 (b) of the Student Government Constitution, which states “Through a bill, the Senate shall also have the power to
establish, disband and regulate Senate committees;” and therefore

BE IT ENACTED: That the Student Government Code be amended to include the following:

Title VI - The Legislature

Ch. 200 - Standing Rules and Regulations of the Senate

Article V - Committees of the Senate

§ 6: Student Labor Relations Committee. The Student Labor Relations Committee will work in tandem with student workers to provide resources and news to student workers and provide an open forum for student workers to bring their thoughts, concerns, suggestions, or grievances to student government and the Texas State University Administration.

(a) Committee Responsibilities.

(i) The committee will be responsible for, in cooperation with the relevant University Administration, establishing and maintaining a Student Labor Relations Committee Learning Module to be a required component of all student worker training, containing information about the following:

(1) Student workers’ rights

(2) How to report abuse by their employers

(3) How to contact the Committee
(4) What the Student Labor Relations Committee does

(5) How to join the Student Labor Relations Committee email list,

(i) Provide news and resources relating to student workers' needs

(ii) Act as an avenue to connect student workers to each other

(iv) Act as an advocate for student worker issues in the Student Government Senate and House through legislation

(v) Act as an advocate for student worker issues in University Committees and to University Administrators

(vi) Call in third-party labor organizations when student worker grievances become beyond what student government members may reasonably administer

(b) Committee Structure

(i) The Committee will be headed by two Senators, acting as co-chairs

(ii) At least one co-chair must be a student worker. If no member of student government is a
student worker, the committee will remain vacant until a qualified senator may be appointed

(iii) The Committee will be responsible for building a task force of student workers, to be entitled the “Student Workers’ Council”

(iv) The Student Workers’ Council task force will be tasked with reviewing and suggesting legislation that affects student workers

**BE IT FURTHER ENACTED:** That all subsequent sections in Title IV, Chapter 200, Article V be renumbered accordingly; and

**BE IT FURTHER ENACTED:** The Committee, in conjunction with the University Administration, the Student Workers’ Council, labor organizers, and legal experts, will create a learning module, the completion of which is required by all new student workers and current student workers who have not yet completed it; cover the rights and responsibilities of student workers, inform workers about what avenues they can pursue to report abuses by employers, and allow them to opt into the Student Government student worker newsletter; and

**BE IT FURTHER ENACTED:** That upon passage, this legislation be forwarded to the Student Body President for further action.