Graduate Council Special Session GA and FLSA Requirements Minutes
December 9, 2014

Time 1:30 – 2:34 p.m.
Place Chaffee Conference Room, Riverfront Hall, Room 307A

Present
Janet Holmes, Department of English
David Wilkins, Department of Geosciences
Charlotte Twight, College of Business and Economics
James Armstrong, Department of Literacy, Language, and Culture
Arvin Farid, Department of Civil Engineering
Joelle Powers, School of Nursing
Greg Hill, Department of Public Policy and Administration
Nader Rafla, Faculty Senate Liaison and Department of Electrical and Computer Engineering
Molly Valceschini, ASBSU, Graduate Representative
Jack Pelton, Graduate College
Michelle Armstrong, Library Representative
Dawn Ramirez, Graduate College

Absent
Christopher Hill, Graduate College
Mark Damm, Registrar’s Office

Guests
Alicia Estey, Executive Director/Institutional Compliance
Karen Hansen, Senior Coordinator/Academic Affairs Operations
Catherine Weitz, Director/Payroll Services

Handouts
GAs and the FLSA
University of Michigan Exempt Graduate Assistants
Analysis by the Graduate College for Discussion by the Graduate Council dated 05 December 2014.

Discussion
Overview and clarification of the rules and exemptions regarding graduate assistants and the Fair Labor and Standards Act.

Recommendations by Graduate Council
– Add to the preamble of the document that we make these recommendations with the understanding that we need to be in compliance with the applicable laws that apply to graduate assistants at the university.
– The Graduate Council recommends the university:
1. explore the status as graduate assistants as non-employees as research assistants as shown on the 
   University of Michigan Exempt Graduate Assistants handout.
2. establish a pool of funds to be used for the purposes of compensating graduate assistants for 
   wages lost in the event of illness, injury, or pregnancy and the like.
3. explore a mechanism for hourly graduate assistants to report their work time (hours) when they 
   can’t in fact report them in the designated time period for reporting.
4. strive to take responsibility for interpreting the employment categories very carefully and 
   applying them with the broad view of the complex nature of graduate assistant assignments across 
   the university.

Motion to approve the proposed recommendations by David Wilkins, seconded by Janet Holmes. 
Approved unanimously.

Other Business
Meeting adjourned at 2:34 p.m.