

Date of Meeting:	March 20, 2024
Ruling:	Constitutional (LRC 11/02/2023)

PURDUE GRADUATE STUDENT SENATE

BILL No. SP24-R003

Holiday/Winter Pay Contingent to Position(s) Revision



Author(s): Kevin Kaufman-Ortiz and Adrian Gentry

Sponsor: Kevin Kaufman-Ortiz, School of Engineering Education

Co-sponsor(s): Ali Holmes

WHEREAS, Per the graduate staff classification in SuccessFactors, graduate student appointments are *Non-Essential Workers* (E2) and *graduate salaried student staff*; and

WHEREAS, Purdue University is officially closed from the 1st day of the holiday break (December 22nd, 2023) to the last day of the holiday break (January 1st, 2024); and

WHEREAS, graduate student-salaried staff qualify for the Purdue University holiday calendar per the [Graduate Student Staff Benefits \(S-3\)](#)¹; and

WHEREAS, benefit eligible regular staff are also eligible for winter recess per the [winter recess documentation](#)²; and

WHEREAS, graduate student salaried staff and regular staff employees are employed over the winter holidays; and

WHEREAS, Fiscal Year graduate student salaried staff are classified as non-essential and therefore are not required to work during Winter Recess but still receive their salary pay per the [winter recess documentation](#)³; and

WHEREAS, Academic Year graduate student salaried staff are classified as non-essential and therefore are not required to work during Winter Recess but do not receive their salary pay per the [winter recess documentation](#)⁴; and

WHEREAS, Purdue HR Compensation has thus far been unable to provide clear and concise answers to questions regarding eligibility of Winter Recess benefits; and

¹ <http://www.purdue.edu/gradschool/documents/gpo/graduate-student-employment-manual.pdf>

² <https://www.purdue.edu/hr/paytimepractices/supportingDocs/winterRecessFAQs.pdf>

³ <https://www.purdue.edu/hr/paytimepractices/supportingDocs/winterRecessFAQs.pdf>

⁴ <https://www.purdue.edu/hr/paytimepractices/supportingDocs/winterRecessFAQs.pdf>

WHEREAS, There are communication discrepancies between compensation@purdue.edu and Purdue human resources (HR).

NOW, THEREFORE, BE IT RESOLVED, That PGSG request clarification in and from the following documents, disseminations, communication streams and statements;

BE IT FURTHER RESOLVED, Graduate student salaried staff must qualify for additional university holidays approved by the university President and Board of Trustees in the Newsroom Release announcement disseminated every year through the [Purdue Today in the Special Trustees Issue](#)⁵;

BE IT FURTHER RESOLVED, The [Graduate Staff Employment Manual](#)⁶ must be updated to say graduate student salaried staff may qualify for additional holiday days decided by the university President and Board of Trustees. Essentially, all salaried staff should qualify for paid winter recess, including graduate student salaried staff;

BE IT FURTHER RESOLVED, The Office for Graduate and Postdoctoral Scholars must provide more transparency on winter recess, including who may qualify at the time of winter recess being reported (February of each year);

BE IT FURTHER RESOLVED, The [Frequently Asked Questions \(FAQ\)](#)⁷ should state: “Graduate Student Salaried Staff can receive pay for the winter recess.”;

BE IT FURTHER RESOLVED, Contacting compensation@purdue.edu should ensure that students will be fully supported every step of the way until their concern is resolved regardless of the additional entities within the university they need to include in questions brought up to them by the graduate students.

PASSED, APPROVED, AND ENACTED *[INSERT DAY OF PASSAGE]*th day of *[INSERT MONTH OF PASSAGE]* 2023.

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⁵ <https://www.purdue.edu/newsroom/releases/2023/Q1/trustees-approve-winter-recess-for-2023.html>

⁶ <http://www.purdue.edu/gradschool/documents/gpo/graduate-student-employment-manual.pdf>

⁷ <https://www.purdue.edu/hr/paytimepractices/supportingDocs/winterRecessFAQs.pdf>

Somosmita Mitra President, PGSG		Josiah Davidson Senate Chair, PGSS
		Andrew Mitchell Parliamentarian, PGSG
Kevin Jay Kaufman-Ortiz Author		Name Floor Sponsor, Senator for XX

Certification

I, Secret Permenter, Senate Clerk of the Purdue Graduate Student Senate, do hereby certify that the foregoing resolution was regularly passed and adopted by the Purdue Graduate Student Senate of Purdue University, at a regular meeting thereof held on the *[INSERT DAY OF PASSAGE]*th day of *[INSERT MONTH OF PASSAGE]* 2023 by the following vote:

AYES (0):

NAYS (0):

ABSENT (0):

ABSTAINED (0):

IN WITNESS WHEREOF, I have hereunto set my hand this *[INSERT DAY OF CERTIFICATION]*th day of *[INSERT MONTH OF CERTIFICATION]* 2023.

Senate Clerk, PGSS