GTFF E-Council Meeting Notes  
Wednesday 9/28/11

**Minutes from 8/24**  
Dan moved to approve minutes, Jacob seconds. Motion passes.

**New Stewards**

Parker Krieg (English)

Rachel Winchester (Dance)

Nathan Moore (Folklore)

Dylan Brady (Geography)

Leslie Mclees (Geography)

Heather Norland (College of Education)

Phil Mayo (Philosophy)

Liza Brost (or Broosd?) (Physics)

🡪 Heather moves to approve the entire slate and Byrce seconds. Motion passes.

**Steward Reports**  
Dave just sent out lists. Annouce percent of your department that are full members.

German and Scandanavian—100%

Political Science—100%, got 7% raise “apology” for past issues but still not in GDRS

Physics—all but 5 are full members

Geography—not sure because department hasn’t reported the list of GTFs. Getting paid on time may be an issue.

JOMC—all but 3, so more than 80%

Environment—all but 2, so more than 80%

Sociology—29 out of 30. Ryan’s going to get the last person!

Philosophy—all but 2, but they should be signed up this week! They got a raise!

Comparative Literature—not sure about numbers. Not receiving emails—Mona!! & Dave from Geography

Special Ed—all 5 are members. Not sure about college of ed. Interested in helping with college of ed.

3PM—50%, but working on it

Social Science Instructional Lab—all 3 are members=100%

Dance—100% received an email about a raise to $535, but contract for $519?

Grievance: 3 steps: anonymous concern to graduate school and they take care of 9 out of 10 times.

**Officer Reports**

Steve, Treasurer. Not much to report. Audit is ongoing and will have report next meeting.

Heather, Operations. GMM—had to figure out new venue b/c Friday was Yom Kippur. Ended up at Reach Center. No beers in room, but changing to shorter meeting with beer/pizza/hanging out afterwards. Proposed agenda for GMM:   
Officer reports-30 min; staff reports—7 min; caucus reports—2 min, 15 min bargaining, EFFies—4 min, David Reeves, AFT-Oregon 2 min

Shelley—Report from AFL-CIO conference, working on getting post cards for a couple of campaigns including Working America. It is important for members to participate in these campaigns. So at GMM, we will put materials on tables, and Sara will give a quick mention of the campaigns in her report on external relations.

🡪 Liz moves to approve the proposed GMM agenda, Caroline seconds.

discussion: Shelley—problematic to have David Reeves for 2 minutes?

Jeremy—he knows that he will only be able to talk 5-10 minutes. This will definitely go over and then he will hang out after.

Important to start on time! we all need to help get people there at 5pm! Need to spread the word sooner about meeting time and date especially if the date/time changes.

Tell everyone 5pm (not 5:30pm) kegs are tapped then and we need to get them there. Don’t sit and grumble about how much it sucks not to have beer in the meeting room! New people won’t know.

🡪 Motion on the GMM agenda passes.

External Relations, Sarah. Liason to community and labor orgs.

Several at YELL (Young Emerging Labor Leaders, project of AFL-CIO to get more young people under 35 involved) conference. OR YELL was the first now 26 around the country. Great time, 60 people there, double the number at the first meeting. Good diversity of unions.

OR AFL-CIO conference also going on. Shelly and Sara GTFF delegates. Only there for 1 vote on endorsing candidate for David Wu’s seat, failed to endorse a candidate. Workshops: building an inclusive movement—inspirational! Action where rallied for postal workers with government, Senators: DeFazio & Widen spoke. A lot of talk about paying attention to issues of all workers. Global warming workshop: green jobs.

ESSN/Jobs with Justice: Shelley on their steering committee. SEIU funding public workers campaign to improve attitudes towards public employees.

Fall Volunteer Event: every street safe street with Womens Space. They’re flexible. Friday October 14 or 21. Sign up at GMM.

Political Education, Mara. Keep union informed about larger political movement and connected to larger union orgs.

DeFazio meet and greet, introduced herself and GTFF; he said the GTFF was great!

Trainings: YELL, AGEL—Association of Graduate Employee Locals, next meeting in Corvallis Oct 28 & 29! Workshops about organizing, bargaining, and more!

Retreat: harassment subgroup—discussion about drafting internal policy and internal solutions, will announce formation of sub-group to continue to work on. May just be in.

Grievance, Travis.

Familiarize yourself with your department’s GDRS: General Duties and Responsibilities Statement.

General rule if something is funny it probably is.

President, Jeremy. Chair of Bargaining Committee.

Last call if you’re interested in joining bargaining committee! Email Jeremy if you’re interested.

We count on stewards to make sure people get there by 5pm!

Morse Center theme is Capitalism and the Public Good. Talk on unions and democracy today. Russ Feingold coming in November. Jeremy speaking soon.

Communication, Bryce. Working on website, email, member survey.

Sent out email 5 days ahead of time which research shows is a good time. In future will send out something 2 weeks ahead, 5 days and something to stewards to send out 1-2 days before.

Organizing, Judith. Organized the annual E-council retreat to Waldport with Dave. Focus on bargaining. Workshops:

harassment—email Mara to get involved;

event planning—amazing ideas, email Heather to get involved;

union image—one idea: monthly t-shirt day, wear shirt & talk to people, email Bryce;

caucuses—women’s caucus very well organized, some of other caucuses struggling but are working to get more active. GTFF of Color and Pacific Islanders caucuses don’t have leaders. Considering dinner later this term for caucus leaders

**Caucus Updates**

Women’s Caucus: women space volunteer, collecting toiletries, women’s self-defense. Email Shelley if you want to get more involved. Would like to see caucuses work together more.

LGBTQ caucus—want to have social gathering first. Attended event with other LGBTQ leaders around campus.

Hispanic caucus—Didi will send around sign up sheet at GMM. Contact her to get more involved.

International caucus—biggest job as stewards is to talk to people in your department and encourage them to get involved in caucuses, especially international caucus! They have friends in the union! GMM—new people might be scared to go to a meeting alone, so help coordinate carpools & biking together

**Staff Report, Dave**

encourage people to sign up for health insurance. If people were GTFs last year and signed up for health care over the summer don’t need to re-enroll. If not signed up over the summer, must re-sign up.

Geography, Chemisty and ?? did not report GTFs. About 350 GTFs may get paid late, brothers and sisters in payroll are doing their best to process as quickly as possible. University takes a long time to process paperwork. Paychecks on time & reporting names on time—number 3 bargaining priority. All should be processed between now and mid-October.

Dave made up a sheet with what each departments pay may post on the website; all public information. If you think he should not publish, then let him know.

**Brew Off**

2nd annual homebrew competition with OSU’s grad union: CGE. We won overall and the best beer! For charity, you get a pint glass and only $10!

Possibility to rent a bus for $850 for 50 people. = $17/person. Reports of 25-40 people going last year. Important to get people there safely. It will be held conjunction with AGEL Oct 28 & 29. 200 people from CGE went last year.

Conerns: may have to cut people off or not have enough to fill up bus. Over half budget for social events. We could ask people to chip in.

Should do this to avoid a tragedy.

What are benefits to members? Only 50 will benefit.

Jeremy: could vote to let e-board decide. Send out emails and see who would be interested in taking the bus then send emails to e-board.

Should take out issue of drinking and driving. Important to know how many people are interested. Send around sheet at GMM and get people to sign up.

Greg—we’re spending money on the event and we should build in the bus trip to the event. We should have people pay $ maybe not all $17.

Herbert—knew 10 people who couldn’t go because they didn’t have a ride.

Bryce—if we charge $17, then people might not go. Maybe just encourage people to be DD?

🡪 Shelley—motion to send issue to e-board, dana seconded, motion passes.

**Bargaining**

Dave is lead negotiator. Success in past bargaining with teams that work really hard. 2 hour meeting every week plus more. Takes up a bit of mental space/energy.

Admin gave themselves $2 million in raises for 330 people average increase 7%. Average FTE for UO GTFs is .33 1/3 of $2 mil= $666,000. 1% raise for GTFs costs $90,000, so 7% raise for GTFs = $630,000!

Bargaining starts in November. Opening with lots of charts, graphs and arguments. Raises, get rid of fees, get paid on time, limit on students you teach in a term, …. Usually runs until March (or longer).

Important to be informed and get information to other GTFs. Read emails and keep up with the bargaining blog. GTFF will get beer or coffee for GTFs who come to bargaining meetings! The university moves when we are in the room!

Bargaining Priorities: posted on wall in GTFF office  
surprise is not an important element of bargaining, so share bargaining updates!

1. Raise to minimum raise: 40% of members make minimum

2. Cut fees: Self-support fees have to go! in the past lots of fees for graduate students that were eliminated, but still many that exist. Summer: contract doesn’t address summer

3. Paychecks on time: they are doing better, but still not perfect. Psychology and Neuroscience contracts in May/June, but contracts didn’t get sent until Mid-September! University needs to be more on top of making sure these get in!

4. Diversity: important to recruit and retain diverse GTFs. No other graduate unions have bargained this, but some faculty unions have. Dave is researching.

5. No limit on number of jobs you apply for

6. Increased vision benefit

7. Class size limit

major grievance against College of Education about hiring practices (including that their GTFs can only apply for 3 GTF positions at a time).

Graduate School has a report about class size and they will invite us to the meeting and present the data.

🡪 Mara moved to adjourn, Brenna seconded. Motion passes.