

Guide to Spring GMM

Budget Update	2
AFT-OR Resolutions	4
Elections and Nominations	5
Know Your Contract	9
Upcoming Local/State Elections	10

Budget Update

Piece author(s): Mike Hudak

Presenters at GMM: Mike Hudak

At the GMM we will be setting our budget for next year. Unfortunately, setting our budget for next year is difficult because we are not sure yet if Janus will pass. At the last GMM we discussed how under Janus we will lose dues from non-members, which is approximately 25% of our budget. Furthermore, this creates a spiral as our membership rates are likely to decline as we will not have the finances to organize in the same way, worsening our finances. (if you are interested in the budget primer you can find it in the past [GMM member packet](#))

Below you can see calculations that include our budget from last year (16-17) and what we actually spent, we were under by \$2,685.21 at the end of the year. This years budget and YTD (17-18) are in the 3rd and 4th columns, remember that we still have two more months on the term which will even out the YTD income and expenses line. The final two columns show the potential incomes and expenditures for next year (18-19), in the case of Janus or in the case of business as usual.

UUF, or fairshare members, are the potential group we could lose if Janus passes in Supreme Court. The 5th column represents the business as usual income and expenditures, while the 6th column shows the losses we will face if Janus passes and we continue with our current budget. This would require us to dip into our savings (see the final row). While keeping the budget the same would allow us to perform all of the same activities as we do now it would result in using up our savings account much faster and then we'd have to make large cuts all at once.

	2016-2017 Budget	2016-2017 Actual	2017-2018 Budget	2017-2018 YTD	2018-2019 W/ UUF	2018-2019 w/o UUF
Incomes	\$571,835.78	\$584,534.13	\$604,750.00	\$438,115.46	\$586,250.00	\$473,967.00
Expenses	\$584,022.96	\$581,848.92	\$612,775.32	\$445,026.83	\$620,105.72	\$526,755.72
\$ Over Budget	\$12,187.18	-\$2,685.21	\$8,025.32	\$6,911.37	\$33,855.72	\$52,788.72
% Over Budget	-2.13%	0.46%	-1.33%	-1.58%	-5.77%	-11.14%
Cash On Hand	\$300,000.00	\$287,812.82	\$279,787.50	\$299,000.00	\$265,144.28	\$246,211.28

To avoid this the budget committee have created two budgets: (1) a business as usual budget and (2) loss of fair share dues (UUF) budget (Janus passes). Proposed cuts that would lessen our expenses and reduce the amount of money we would spend from our savings. The table on the next page outlines these potential changes in the budget, based on suggestions made at the last GMM, during budget committee meetings, and at the budget forum on Monday. The final column expresses the outcomes from some of these cuts, such as less food at some of our meetings or thinking of alternative ways to provide trainings for Executive Council (stewards) and the Executive Board (officers). These cuts represent just over \$26,000 of the budget, and even with them, we would still have to spend \$25,000 from our savings. If you are interested in comparing this to our current budget you can find that here: [Link to Current Budget--April 23, 2018](#)

The second budget with the cuts is contingent upon two criteria: 1) The Janus vs. AFSCME case strips us of fair share dues; and 2) the proposed percaps changes that we are putting forth at AFT-OR do not pass or result in a projected reduction of <\$40K in fees.

Business as Usual Budget Year to Date Profit vs Loss Loss of UUF Budget

INCOME

UUF	\$114,000.00	\$88,910.07	\$0.00	lost income from loss of fairshare
-----	--------------	-------------	--------	------------------------------------

Building

Insurance	\$2,000.00	\$2,076.00	\$1,600.00	
-----------	------------	------------	------------	--

Supplies

Check Printing	\$250.00	\$300.55	\$0.00	good for a few years
Furniture & Equip	\$1,000.00	\$28.99	\$0.00	lump with Misc
Office Supplies	\$2,000.00	\$1,294.94	\$1,500.00	cut by 1/4 (fewer snacks in the office)
Misc	\$2,500.00	\$0.00	\$1,000.00	cut by 3/5

Representation and Affiliation

AFT-OR	\$190,000.00	\$147,987.95	\$144,000.00	No fair share fees to pay
AFT	\$100,000.00	\$73,338.84	\$79,000.00	No fair share fees to pay
AFT-CIO	\$11,000.00	\$8,875.70	\$11,000.00	

Wages and Benefits

Education (Glenn)	\$900.00	\$0.00	\$0.00	cut, this has to be a memo with the staff union, but usually Glenn doesn't need it if he was to use it we could make it available
Education (Michael)	\$1,500.00	\$1,476.51	\$1,200.00	
Conf. Travel	\$3,000.00	\$114.84	\$2,000.00	cut by 1/3

Operations

Board Stipends	\$3,000.00	\$1,750.00	\$0.00	need bylaws change
GMM	\$4,500.00	\$2,097.29	\$3,000.00	
E-Council	\$3,500.00	\$3,031.00	\$2,500.00	less food at meetings; maybe fewer meetings; comined retreat with CGE?
E-Board	\$1,000.00	(\$750.98)	\$500.00	eboard trainings done in Eugene
Meetings and Train.	\$1,000.00	\$177.08	\$0.00	2 meeting lines lumped together, cut
Under-Rep Dept. Mtg.	\$500.00	\$0.00	\$0.00	never used; eliminated
Dept. Recruiting/Mtg.	\$1,500.00	\$681.08	\$1,500.00	still easily covers the 3
Promotion/Recogn.	\$6,000.00	\$4,452.74	\$2,000.00	~\$4000 went to t-shirts and beanies, limited amounts in future years or maybe done bi-/tri- annually?
Socials and Celebr.	\$3,250.00	\$1,657.39	\$3,000.00	cut \$250

Conferences and Conventions

AFT-OR Convention	\$6,000.00	\$1,555.00	\$5,000.00	now encompassing all conferences; AFT-OR will switch to an every other year event, so the line will be used for other conventions/trainings in off years
AGEL	\$1,000.00	\$96.00	\$0.00	
Winter School	\$1,000.00	\$1,324.68	\$0.00	
Other C&C	\$1,000.00	\$1,548.22	\$0.00	

Donations

Discretionary	\$2,500.00	\$1,000.00	\$0.00	Donations will be cut as to focus spending on organizing.
Political	\$1,000.00	\$575.00	\$0.00	
ESSN	\$1,250.00	\$0.00	\$0.00	

Income losses	(\$47,000.00)
Staff Raises	(\$4,122.44)
TOTAL CUTS:	\$26,350.00
NET LOSS:	(\$24,772.44)

We'd still have to dip into our savings but at a lower amount.

Discussion at GMM will be looking at these changes to the budget that came from the ideas put forth at the last GMM. After discussion of these changes we will need to vote to approve the two budgets, and the losses only being put into place in the case that the Janus case is decided against fairshare members paying dues.

ACTION	ISSUE
Join the Budget committee	The Budget committee will be continuing to working on budget issues in the next year. Particularly need if Janus passes over the summer. Email: treasurer@gtff.net
Run for Treasurer	There is still a lot of work to be done, next year if Janus passes many new ideas for how to run our union with a limited budget will be needed. Please sign up at the GMM or email operations@gtff.net

AFT-OR Resolutions

Piece authors: Rita Ludwig

Presenters at GMM: Rita

The AFT-OR convention committee met several times over the month of March to write resolutions to submit for convention. These resolutions **were directly based on the suggestions that you all wrote during the Winter 2018 GMM**. The titles of these submitted resolutions are below. [Full text is available online here.](#)

RESOLUTION FOR INCREASING THE TRANSPARENCY OF THE AFT BUDGET

RESOLUTION TO OPPOSE THE PRESENCE OF IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE) OFFICIALS IN SCHOOLS

RESOLUTION TO SUPPORT SINGLE-PAYER HEALTHCARE

RESOLUTION TO BARGAIN FOR TRANS HEALTHCARE

RESOLUTION TO PROVIDE SOLUTIONS FOR RIGHT-TO-WORK IN BARGAINING

RESOLUTION TO SUPPORT GRADUATE STUDENT SEATS ON UNIVERSITY BOARD OF TRUSTEES

RESOLUTION TO ADD K-12/HIGH SCHOOL EDUCATION PROGRAMS

RESOLUTION TO FUND JOINT AND LOCAL UNION RETREATS

RESOLUTION TO OPPOSE REDUCTIVE USES OF QUANTITATIVE METRICS IMPOSED ON HIGHER ED. PROFS

RESOLUTION TO SUPPORT A BAN ON ASSAULT RIFLES BILL

If you have any comments or questions about these resolutions or the AFT-OR convention in general, please contact VP for Operations, Rita Ludwig at operations@gtff.net.

Elections and Nominations

Piece authors: GTFF 2017-2018 Executive board

Presenters at GMM: GTFF 2017-2018 Executive board

We are now soliciting nominations for the 2018-2019 executive board. Submit your nominations in-person at this GMM, or via email to operations@gtff.net. The nomination period ends ON SOME DATE.

Position Title	Position Duties
VP for Operations	<p>(a) to supervise all office staff and oversee the day-to-day operations of the GTFF office; to hold regularly scheduled meetings with the office staff and the President or the President's designee; and ensure compliance with the GTFF staff contract.</p> <p>(b) to serve on the GTFF Health and Welfare Trust</p> <p>(c) to assist the benefits administrator during enrollment periods to help ensure benefits plan procedures are effectively communicated and enforced</p> <p>(d) to meet with health benefits, the benefits administrator, and vendors to help plan, develop, and manage the GTFF benefits package;</p> <p>(e) to report on the status of the Health and Welfare trust to Executive Board and Executive Council,</p> <p>(f) to be responsible and administer all elections outlined in Article Six, and;</p> <p>(g) to chair the activities committee</p>
President	<p>(a) to preside over all meetings of the Executive Board and General Membership;</p> <p>(b) to be responsible for the orderly management and successful completion of all GTFF business;</p> <p>(c) to report to the General Membership, the Executive Council, and the Executive Board, where appropriate, the regular and on-going activities of the union's state and national affiliates;</p> <p>(d) to act as chair of all Negotiations Committees, and to act as chair, or appoint a chair, for all Negotiations Teams, with the advice and consent of the Executive Council;</p> <p>(e) to act as the ranking Delegate in all conventions and meetings of affiliates except the Lane County Central Labor Council and ESSN;</p> <p>(f) to be responsible for the administration of the contract;</p> <p>(g) with the aid of the Executive Board and the approval of the Executive Council, make appointments to fill vacancies on the Board;</p> <p>(h) to supervise any employee or student intern associated with the GTFF, and to appoint committee chairs and members as specified in Article Nine, Section One below; and</p> <p>(i) to serve on the GTFF Health and Welfare Trust;</p> <p>(j) to act as the official voice of the GTFF.</p>
VP for Political Education	<p>(a) to encourage members to run for office or serve on committees of State or National affiliated unions.</p> <p>(b) to be responsible for forming and chairing the COPE Committee;</p> <p>(c) to be responsible for informing the membership of all political issues that may affect the GTFF;</p> <p>(d) to encourage members to make voluntary payroll deductions to the COPE fund, and;</p>

	(e) to be responsible for communication and lobbying of elected representatives of local, state, and federal offices.
VP for Member Communications	<p>(a) Create the branding, imaging and messaging for the union, both internally and externally.</p> <p>(b) Responsible for designing and approving all physical posters and flyers created by the union.</p> <p>(c) Responsible for creating and editing newsletters (in whatever form they take).</p> <p>(d) Monthly maintenance and upkeep of the website.</p> <p>(e) Administers all social media and online applications including (but not limited to!): facebook, twitter, instagram, slack, google drive, and mailchimp.</p> <p>(f) Updates current member lists for email and digital communication.</p> <p>(g) Creates and maintains archives of photos taken at events.</p> <p>(h) Create and maintain a standing communications committee to help achieve these tasks.</p>
VP for Organizing	<p>(a) to be responsible, in conjunction with the President, for originating, reviewing or editing correspondence with stewards and union members;</p> <p>(b) to serve as chair of the Executive Council;</p> <p>(c) to coordinate resources, material and training for stewards;</p> <p>(d) with the aid of the Executive Board and the approval of the Executive Council make appointments to fill steward vacancies;</p> <p>(e) to serve as chair of the Organizing Committee; and</p> <p>(f) In conjunction with Vice President for Political Education assist with the organization of other graduate employee unions.</p> <p>(g) to preside over the meetings of the Executive Board and General Membership in the absence of the President;</p> <p>(h) to assume the duties of the Presidency in cases when the President is temporarily unavailable, and;</p> <p>(i) to assume the Presidency in the permanent absence of the President.</p> <p>(j) to serve as chair of the Contract Campaign Committee (CCC);</p> <p>(k) to organize and disseminate important changes to the CBA before, during, and after bargaining (by way of the CCC)</p>
VP for Grievances	<p>(a) to be responsible, in conjunction with the President, for originating, reviewing, or editing all correspondence with the University or its agents in connection with all grievances;</p> <p>(b) to be responsible for forming and chairing the Grievance Committee;</p> <p>(c) to keep records of potential contract problems which may require changes to be made in the contract language in the next negotiating sessions;</p> <p>(d) to accompany the President in meetings regarding the administration of the contract;</p> <p>(e) to assist the Vice President of Membership in efforts to educate and inform the Membership on their rights and duties under the contract, and;</p> <p>(f) to be responsible for informing the Executive Board and Executive Council of the work of the Grievance Committee.</p>
VP for External Relations	<p>(a) to serve as the ranking Delegate at the Lane County Central Labor Council;</p> <p>(b) to serve as ranking Delegate at ESSN.</p> <p>(c) to Chair the External Relations Committee;</p> <p>(d) In conjunction with Vice President for Organizing assist with the organization of other graduate employee unions;</p>

	<p>(e) to be responsible, in conjunction with the President, for originating correspondence between the GTFF and its affiliate organizations or other external organizations (not including the University or its agents), and;</p> <p>(f) to assist the Vice President for Political Education in establishing and maintaining contact with external political organizations</p>
Treasurer	<p>(a) to act as the chair of the Budget Committee;</p> <p>(b) to be responsible for accurate records and books of all GTFF financial records;</p> <p>(c) to be responsible for tax returns and other financial reports as required by any governmental agency;</p> <p>(d) to be responsible for informing the Executive Board, Executive Council, and the Membership of the present and future financial status of the GTFF;</p> <p>(e) to be responsible for preparing or having prepared monthly financial statements of the GTFF;</p> <p>(f) to ensure that an independent audit of GTFF finances is conducted after the end of every fiscal year, and;</p> <p>(g) to serve on the GTFF Health and Welfare Trust.</p>
VP for Equity and Inclusion	<p>(a) to encourage and recruit underrepresented members to run for office, stewardship, and serve on committees;</p> <p>(b) to form and organize the Equity Committee, and implement its suggestions;</p> <p>(c) to suggest concrete changes regarding union culture and structure to the General Membership, Executive Council and Board, with specific attention to decision-making procedures and meetings;</p> <p>(d) to address issues of diversity and inclusion as they arise, in conjunction with the Equity Committee and Caucuses;</p> <p>(e) to promote understanding of the intersection of issues of diversity & inclusion as related to policies, procedures, and politics;</p> <p>(f) to encourage members to work with faculty and staff to expand cultural competencies within departments and the University;</p> <p>(g) to develop connections with university systems (e.g., departments, graduate school, administration) to advance the interests of a diverse union membership (i.e., reach out to the Alliance of Graduate Students for Diversity and the ASUO Multicultural Center, compile resources for international GTFs);</p> <p>(h) to encourage the construction and maintenance of working relationships with external diverse communities and stakeholders;</p> <p>(i) to assist caucuses in the event that a caucus leader is temporarily unavailable;</p> <p>(j) to coordinate with VP of Organizing regarding resources, materials, and training for caucuses</p>
VP for Membership	<p>(a) to meet personally and frequently with departments to discuss union membership, stewardship, and departmental suggestions for union activities;</p> <p>(b) to be responsible for supervising the upkeep of the membership lists and the records of participation in each department;</p> <p>(c) to host informative sessions on meeting procedure, bylaw changes, resolutions, and bargaining updates for membership;</p> <p>(d) to assist departments without stewards in hosting department meetings, and act as interim steward in disseminating information to these departments;</p> <p>(e) to aid with upkeep of the membership lists and the records of participation in each department;</p> <p>(f) to work with VP for Organizing to increase appointments to fill steward vacancies and encourage caucus and event involvement;</p>

	<p>(g) to assist the VP for Grievance in efforts to educate and inform the membership on their rights and duties under the contract or requisite labor laws;</p> <p>(h) to assist the VP for Organizing in disseminating important changes to the CBA before, during, and after bargaining (by way of the CCC);</p> <p>(i) to assist VP for Organizing and VP for Member Communications in making sure bylaw changes, resolutions, and bargaining updates are communicated to the membership;</p> <p>(j) to assist the VP for Operations in planning and implementing Union events, and making sure information about these events is disseminated to the membership.</p>
--	---

ACTION

ISSUE

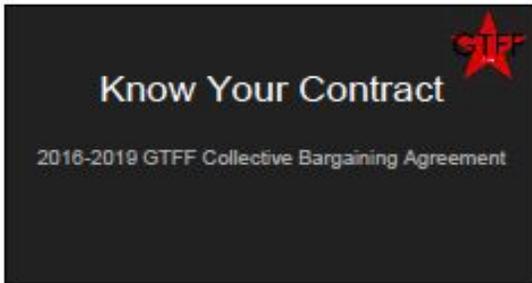
<p>Nominations for Officers</p>	<p>This union is run by you! Please nominate an outstanding member that you think will be able to fill these roles, or nominate yourself. If you aren't sure what would be right for you, please contact any of the current officers and they'd be glad to teach you a bit about the role and some of the behind the scenes magic! You can also come by an Executive Board meeting Wednesdays at 5:30. If you want to nominate someone sign up at the GMM or email: operations@gtff.net</p>
---------------------------------	--

Know Your Contract

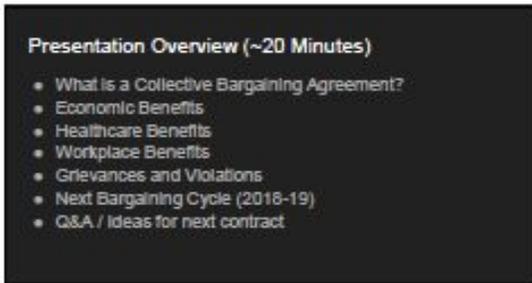
Presenter: Mike Magee

Author: Grievance Committee

4/25/2018



Know Your Contract 
2016-2019 GTFF Collective Bargaining Agreement



Presentation Overview (~20 Minutes)

- What is a Collective Bargaining Agreement?
- Economic Benefits
- Healthcare Benefits
- Workplace Benefits
- Grievances and Violations
- Next Bargaining Cycle (2018-19)
- Q&A / Ideas for next contract



What is a Collective Bargaining Agreement (CBA)?

Right to organize and bargain as a cohesive group, including:

- Terms of contract for Graduate Employees
- Salary Negotiations
- Better Working Conditions
- Healthcare Benefits etc.
- University is legally obligated to follow terms of contract

Economic Benefits

Salary Improvements

- 2017-18: 3.5% raise | 2018-19: 3.7% raise
- 30% increase in salaries since 2007 because of bargaining

Tuition Waiver

- Tuition waiver for GEs guaranteed by contract

Student Fees

- Student fees during regular year (Fall-Spring) capped at \$61/term
- As of 2016 CBA, University pays 20% of summer student fees

Economic Benefits cont.

Summer Fee Waiver (Previously "Sandwich")

- Tuition waiver for summer if you held a GE appointment in any two quarters of the previous academic year

Overtime for sick leave substitution

- Entitled to 1.5x normal pay if you substitute for another GE on sick leave
- Exception: if the hours are rolled into your Workload Allocation Form or specifically listed on job description

Guaranteed Offer Letter Funding

- As of 2016 CBA, funding promised in offer letters now binding

Healthcare Benefits

Comprehensive Coverage

- Any GE above a .20 FTE is eligible for health insurance
- If employed in the Spring, can extend coverage to the summer
 - Even if not employed by the University over the summer (with appropriate fee)
- Includes spouses, domestic partners, and dependents

Affordable Coverage

- The University must contribute 95% of GE health insurance premium costs
 - The University must also cover 95% of any premium increases
 - \$100 deductible for the year
- QTFP insurance is ~ 1/10 the price of the University-sponsored health insurance plan

Healthcare Benefits cont.

We Control Our Own Insurance

- We choose and buy our own health insurance through a GFFF Trust
 - Even though the University must pay 45%, we choose the plan they pay for
- The University must also provide \$94,000 toward administrative costs incurred by the GFFF Trust
 - Health insurance is confusing — the GFFF Trust is a trust-only resource
- Can choose a dental plan that works best for you
 - Higher flexibility (can go to almost any dental provider) with lower coverage OR
 - Lower flexibility (must go to the same provider each time) with higher coverage
- Vision Coverage
 - Can choose between glasses and contacts
 - Any pair of frames under \$175 that you want will only cost you \$25

For health insurance questions, contact Glenn Morris: benefits@gfff.net

Workplace Benefits

Guarantees:

- Office/desk space
 - Working tools
 - No more than two glasses
- Professional work environment
- Ethics requirements
- Gender-inclusive restrooms
- Access to private meeting space
- Access to computers
- Access to office supplies, photocopiers, and printers
- Access to kitchen facilities (at the same level as faculty & staff)

Workplace Benefits cont.

Health & Safety:

- Any required training should be provided and paid for by department
- GfEs may refuse to work in unsafe spaces
- Secure, private, and sanitary lactation spaces for GfEs who are nursing

Employment disability accommodations:

- Reasonable accommodations provided according to ADA
- Two offices: Student Disabilities (Accessible Education Center) and Employment Disabilities (The Office of Affirmative Action and Equal Opportunity)

Grievances and Violations of the CBA

- **Complaint or Grievance?**
 - Complaint
 - not necessarily a contract violation
 - Grievance
 - Your employer violated, misinterpreted, or misapplied a provision of the CBA or Graduate Duties and Responsibilities statement (GDORS)
- **What can be grieved?**
 - CBA violations
 - GDORS violations
 - Past practice
- **Not a grievance:**
 - Conflict between GAs (however, you CAN grieve an employer that fails to take action)
 - Not in policy or explicitly in the contract
 - Does not rely on past practice

Grievances and Violations of the CBA (cont.)

- **Weingarten Rights**
 - Right to union representation at any potential disciplinary meeting
- **Problem Solving**
 - First step: Contact a department steward
 - Best outcome: Solve the problem informally
 - Address the GA's supervisor
- **The Grievance Procedure**
 - Step 1: Informal (60 day deadline after knowledge of infraction)
 - Step 2: Dept. Level
 - Step 3: President of UC
 - Step 4: Legal Arbitration
- **Grievances:** grievances@giff.net

Next Bargaining Cycle (2018-19)

- **Last cycle's wins**
 - Salary increases: Substitutes increases to minimum salaries at 2.5%, 3.5%, 3.7%, respectively, in each year of the contract
 - Child Care Assistance: GC parents can now access an additional \$25 from the Graduate Assistance Fund once any time during the child's first 18 months of life or first 18 months in the family in the case of adoption
 - Work Environment: GAs can no longer be assigned more than 2 per desk and must have locking office doors
 - Disability Accom: UC must now provide a more straightforward accommodation process for GAs with disabilities. GAs must receive information about the accommodation process and a list of accommodations available upon their first request, and cannot be denied any reasonable employment accommodation

Next Bargaining Cycle (2018-19) cont

- Preparing for bargaining Fall 2018
 - Attacks on health insurance
 - Right-to-work
 - Think about what to push for!

Questions or Ideas?

Grievances: grievances@gtff.net

Healthcare: benefits@gtff.net

General Inquiries: stafforganizer@gtff.net

Upcoming Local/State Elections

Piece authors:

Presenters at GMM: Special Guest, Matthew

Election day is May 15th, don't forget to vote! Visit the Political Corner on the GTFF web page for candidate info. The information below has been provided to us by AFT-Oregon's Political and Legislative Affairs Committee. Please find more information here: [AFT-Oregon candidate endorsements](#)

AFT-Oregon 2018 Primary Election Information ***Eugene-Area Candidates***

AFT-Oregon Legislative Defenders

These individuals will be considered for endorsement by the AFT-Oregon Political and Legislative Affairs Committee (PLAC) based on their 100% voting record on the top legislative priorities for AFT-Oregon members during the 2017 Oregon Legislature[1].

Oregon State Senate Defenders in Eugene-Area

Senate District 4: Floyd Prozanski

Senate District 6: Lee Beyer

Senate District 7: James Manning, Jr.

Oregon State House Defenders in Eugene-Area

House District 8: Paul Holvey

House District 13: Nancy Nathanson

House District 14: Julie Fahey

Helpful Info for Eugene-Area Members

House District 11 Open Democratic Primary

- **Kimberly Koops**

- Website: <https://www.kimberlyfororegon.com/>

- Voter's Pamphlet Statement:

- <http://oregonvotes.gov/voters-guide-military/votersguide.html#Kimberly%20Koops>

- **Marty Wilde**

- Website: www.WildeforOregon.com

- Voter's Pamphlet Statement:

- <http://oregonvotes.gov/voters-guide-military/votersguide.html#Marty%20Wilde>

Legislator Look Up: <https://www.oregonlegislature.gov/findyourlegislator/leg-districts.html>

2018 Primary Election Deadlines and Information:

<https://lanecounty.org/cms/One.aspx?portalId=3585881&pageId=9880768>

Check Your Voter Registration Status:

<https://secure.sos.state.or.us/orestar/vr/showVoterSearch.do?lang=eng&source=SOS>

[1] Those Oregon legislative bills included: **AFT-Oregon Faculty Voice Bill** (Expansion of Union Rights for Faculty); **Work Shouldn't Hurt** (Protection for K-12 Classified Employees); Rural Oregon Worker Protection Act (Pre-Empt Local 'Right to Work' laws in Oregon); **Community College Faculty Compensation Clarification** (Bring CC Faculty In-Line with University Counterparts); **Renter Protections and Affordable Housing** (End to No-Cause Evictions, etc.); **Cover All Kids** (Provide access to public health care for undocumented children); **End Racial Profiling** (Requires bias-training for law enforcement, etc.); **Reproductive Health Equity** (ensures that Oregonians, regardless of income, citizenship status, gender identity or type of insurance, have access to the full range of preventive reproductive health services);