

E-board 7/20/15

Present: Shawna, Kadie, Patrick, Natalie, Annie, Camila, Meaghan, Denielle (via Skype), Julia Trist, Glenn, Amber, Jessica

Minutes taken by Natalie

Agenda:

- 1) Agenda
- 2) Minutes
- 3) Officer
- 4) Staff
- 5) Hiring Committee Nominations
- 6) E-Council retreat
- 7) AFT Clinton endorsement
- 8) Bargaining
- 9) Move to new office

Agenda:

Motion to approve agenda (Annie), second (Patrick) -> motion passes

Minutes:

- Peter Fehrs (spelling correction)
- motions should be bolded so they are easy to find
- Motion to approve (Annie), seconded (Meaghan), -> motion passes**

Officer reports:

- 1) Annie (Organizing):
 - working on recruiting stewards for unrepresented departments, met with Architecture grad student (not a GTF) about being a steward -> she can't vote in E-council but she can still give reports (she could be an associate member, maybe?); she's expecting to get a GTF appt for Winter 2016
 - working on recruiting people to speak at their orientations, wants to get this all set before leaving for the field
- 2) Patrick (Communications):
 - spoke with Justin (AFT-OR Communications) and Kristin (AFT-OR Membership) for combining databases
 - talking with Teri about PR Committee (should meet soon w/her)
 - keep sending him membership email requests as needed
- 3) Meaghan (Equity & Inclusion):
 - met with Amber, lots to think about
 - figuring out what this position will entail, lots of ideas for the year ahead
- 4) Camila (Membership)
 - figuring out what this position means
 - looking at data and getting lists straightened out

- 5) Kadie (Political Ed):
 - lots going on
 - talked with Amber about AFT's endorsement of Clinton – many members are upset about this; we could consider writing an official letter to AFT
 - Kadie will make a space to address endorsements, make our own, etc., maybe make discussion nights available, but not limiting it to GMMs?
 - Friedrich vs. California Teachers: SCOTUS will address this in October – keep this in mind, along with Right to Work for GMM
 - Paid Sick Leave: who has access to survey results? (Should be on Google Docs)
 - Will get in touch with Julia Trist and Jaime

- 6) Denielle (Treasurer):
 - working on finding/hiring a local bookkeeper
 - we currently have a payroll service based in Georgia, would be nice to have this be a local service as well (same person as bookkeeper, ideally)
 - finishing ledger for old budget that ended June 30
 - working with new office committee

- 7) Natalie (External Relations):
 - received an email about a solidarity campaign to support an unjustly terminated grad employee at Columbia University; will email E-board with details/background info and we can decide if we want to do this. Can also call the organizer with any specific questions.
 - AGEL: wondering if we have any set political endorsement policies
 - VP Sexual Assault letter: got it started, some people chimed in on Facebook, but then lost momentum. Will see if it still makes sense to finish it and send it.
 - Wants to organize an event with Women's Space (& Women's Caucus) -> for fall?

- 8) Shawna (President):
 - went to SEIU rally & spoke
 - has met with everyone on E-board except for Natalie & Eleanor
 - working on booking a house for E-board retreat (October)
 - HR Labor Committee is meeting August 7; President, Organizing, Grievances, & Equity will attend these committee meetings
 - met with Julia Trist re: GTFF's organizing goals for this year
 - met with Susan (AFT-OR benefits coordinator) re: benefits of AFT membership (there are many exciting/useful ones!) – putting Camila in charge of this to present at the winter GMM
 - PSU's organizing chair called – they are getting serious about organizing – GTFF should plan to help out (knock on doors, etc.) in the fall
 - Will meet with President Schill tomorrow (7/21) – Admin initiated this meeting (positive sign?!) – will ask for more regular meetings and will talk about bargaining and what the role of the UO President could/should be with regards to bargaining

- 9) Jessica (Operations):
 - things are moving forward with getting the new office space!

Staff reports:

- 1) Glenn:
 - spring premiums are coming

- Pacific Source has fixed the billing cycle problem
- If GTFF members receive termination letters from Pacific Source because of payment issues, contact Glenn
- Can always direct any insurance-related questions to Glenn
- Prescriptions: currently there is a one month supply limit – the GTFF Health & Welfare Trust is working on changing this so members can get enough supply to last through extended travel, etc.

2) Amber:

- latest grievance: appears to be more related to Student conduct issues rather than GTF issue; will likely not make sense for GTFF to be involved
- new grievance investigator hired by Jamie Moffitt – we'll see what this will mean
- other recent grievances have all dropped
- EALL grievance: supervisor was not re-hired, but UA may file a grievance in favor of the supervisor
- Met with tech guy this week – can now upload data lists (but will have to wait until October for most updated/accurate lists)
- Needs to update blue card lists
- Emails for VP Equity and VP Membership: coming soon! (we can have max 12 email accounts with our server; clearing out two old accounts now to make room)
- Making/will make a Google Form for E-Council retreat
- Per caps paid to AFT!

Hiring Committee nominations:

- Shawna received request for recommendations/nominations for GTFF representatives to sit on hiring committees for six new positions on campus
- Jon LaRoche and Tyler Harvey have expressed interest; up to us to recommend other GTFs as well (ideally who are in Eugene over the summer)
- Shawna will send email later today with more info
- Positions are linked to Facebook group already

E-Council retreat:

1) Schedule:

- Chris has confirmed he will speak about organizing Friday night
- Friday: Welcome (structure of GTFF, Union ABCs?), dinner, Chris' presentation

2) Planning/Facilitating:

- Annie and Shawna can't be there – other E-board officers will need to be there – email Shawna with availability
- Need to have 2 co-facilitators, who will meet with Shawna & Amber next week to draft up a schedule – Denielle volunteered to co-facilitate, Eleanor nominated in absentia
- Email Annie/Shawna/Amber with workshop/breakout group ideas (include concept, estimated time needed, size/format (small group? Applicable to everyone? Etc.)
- Caucus reps/chairs should be there if they can – Annie/Meaghan will work on contacting them
- Draft of a schedule will be sent out to E-board next week

3) t-shirts:

- these need to be ready for Fall, it'd be nice to have them in time for the retreat
- Patrick & Jessica will work on ordering these
- Reach out to Facebook group/members about creating a design
- 40th anniversary of GTFF special edition t-shirts? Retro logo? Timeline?

4) rental house is booked! No check needed; it's already paid. Officers listed as guests.

AFT National Clinton endorsement:

- Some/many GTFs are upset – how to proceed from here? Send a letter?
- If we send a letter, there are two separate approaches: address the process of AFT National's endorsement and/or address the particular choice of Clinton
- Shawna has been emailing with David Rives – he will hopefully send an email to AFT-OR members with more detailed information about the process this coming week or next
- E-board will send an update to members once David Rives has sent out more information
- Officers agree to write a letter to AFT National about the problems with the process of this endorsement (i.e. lack of transparency) -> Shawna will send a draft to E-board soon
- E-board will create a Google form to gauge member interest in the GTFF making its own political endorsement(s) in the future
- Kadie will post to Facebook group soon about use of membership dues – separate from political action fund (Julia will confirm first)
- New COPE project: educate members about endorsements – what they are & what they do

Bargaining:

- Admin is delaying bargaining over paid leave policy, but OSU has already started bargaining for paid leave policy; UO has to have its policy by Jan. 1, but delaying is their strategy to lump this in with regular bargaining and to use it as a chip
- Shawna will bring this up during her meeting with Pres Schill tomorrow; doesn't look good for UO's reputation to keep delaying
- Considering filing a ULP, depending on lawyer's counsel (would need to file by Aug. 7)
 - o May need to pay lawyer fees if we can't go through AFT's lawyer -> increase budget line if so
 - o **Motion to allocate funds for ULP consultation with lawyer (Patrick); Meaghan seconds -> motion passes**
- bargaining team so far: Jonathan Turbin, Tim (?), Shawna, Amber
 - o not as much interest from members as hoped; will see who indicated interest on purple sheets and will start talking to people in person
- need to begin researching for regular bargaining in the fall – should start this ASAP
- better to keep bargaining team separate from E-board this time, if possible

Move to new office:

- Denielle, Jessica, and Shawna have met with architect, who is making a design for modifications to the space; once design is finalized, our broker (Milton) will make a bid. For now, nothing has been signed yet.
- Need to clean/organize our current office (new plastic tubs and boxes are coming soon, Shawna has contacted archives about digitizing our records)

- Should focus on cleaning/organizing the board room first (Craigslist for orange couch?), then bathrooms, then Amber/Glenn's office last
- Officers should commit to as much time as possible to work on this – goal = get board room done this week
- Timeline: can't move until October 1 at the earliest
- Sarah (grad student in architecture) does interior design and can work with Jessica to make the new space nice
- Might be cool to paint a mural/something else on the walls before we move -> looking for volunteers for this (Office Committee?)
- Patrick will send a membership email about volunteering to help clean/organize the office

Next E-board meeting scheduled for Tuesday, 8/11 at 12pm.

Motion to adjourn (Meaghan), Jessica seconds -> motion passes.