

Executive Council Minutes 5-28-15
Minutes taken by Patrick Greiner

0. Approve Agenda

- Theo motions to approve agenda Brianna seconds- motion passes (no nays)

1. New Steward Introduction/ Induction:

- Blake nominates Kyle to physics steward Tyler seconds- motion passes (no nays)
- Brianna nominates Alexis for WGS steward peter seconds- motion passes (no nays)

Stew intros

- Kadie, sociology, VP political education, she her
- Allison- english, she her
- Jonathan- anthropology, he him
- Christine- geography, she her
- Eva- romance languages, she her
- Natalie- romance languages, VP external relations, she her
- Andy- sociology, he him
- Dan- sociology, he him
- Erin- romance languages she her
- Hannah- anthropology, she her
- nick- computer science, he him
- Alexis- WGS, they she her
- Theo- math, they them their
- Peter- computer science, he him
- Brianna- ED Studies, AFT-OR VP at large, she her
- Marie- OIMB, she her
- Dan- biology, he him
- Bendikt- political science, he him
- Bradley- math, he him
- Lucas- bio, he him
- Annie- anthro, VP Organizing, she her
- Eleanor- english, she her
- Deniell- geography, Treasurer, she her
- Patrick- soc, VP member comm, he him
- Amber-staff, she
- Jessica- political science, VP operations, she her
- Shawna- political science, President, she her
- Malori- political science, Malori, she
- Round of applause for new stews

- Annie- we have handed out a robs rules cheat sheet, we'll now move to dept reports

- Annie if you have nothing to report you can tell us your strategy for increasing involvement

2. Department Reports:

- Anthropology-
 - N2r-
 - Flier and entice with desserts
 - Haven't adopted workload allocation forms or absentee techniques and are unfairly disciplining a student
- Architecture-
- Art-
- Art History-
- EALL-
 - Running internal election to choose another stew, results should be in today
 - Most members are international students coming from political context hostile to democracy, how can we convince them to participate in union?
 - Annie- work with int'l students caucus
 - Kadie- COPE is working on a brochure to inform int'l students of their rights
 - Theo- Rudolpho might have some ideas
- Biology-
 - N2r
 - Use emails tech to get word out
- Cas-it-
- Chemistry-
- Communication Disorder & Services-
- Comp Lit-
- Composition-
- Computer Sciences-
 - N2r
 - Emails, fliers graduate club
- Counseling Psychology-
- Creative Writing-
 - N2r
 - Face to face contact
- Dance-
- Early Intervention-
- Economics-
- Ed Leadership-
- Ed Studies-
 - N2r
 - New cohort of teachers willing to participate
- English-
 - Anna- just overheard that their department is having a lot of gtf to postdoc transition so we might need to talk about the state of activism in English because more political people might be leaving
- Environmental Studies-

- Folklore-
- Forensics-
- Geography-
 - N2r
 - Going to make a map for BBQ
- Geological Sciences-
- German/Scandinavian-
- History-
 - N2r
 - Use history Facebook page to let everyone now of events and have a first year conference June 5th
- Human Physiology-
- Institute of Molecular Biology-
- International Studies-
- JCOMM-
- Linguistics-
- School of Business-
- Mathematics-
 - N2r
 - All is well!
 - Look them sternly in the eye and then send them a facebook message
- Music-
- Philosophy-
- Physics-
 - Would people in depts. Here be interested in a regular soccer league
 - Erin- we used to have one maybe we can revive it
- Political Science-
 - N2r
 - Can people speak louder
 - Eleanor- just talk louder
- PPPM-
- Psychology-
- Romance Languages-
 - Erin and Natalie have been meeting with head of dept and grad director to update gdrs. They just got an updated version but are still making changes. Some GTFs have offices in PLC but no access to kitchen. Their dept has told them that the head of econ not letting them use kitchen is greivable. They are going to wait until fall to see in anything changes. If not they'll file a grievance
- Sociology-
 - N2r
 - Ostracize anyone who doesn't go to bbq
- Special Education-
- Theatre Arts-
- Women and Gender Studies-
 - N2r

- Dept reassembles every year because they don't have list serve so they're working on that
- OIMB-
 - OIMB hasn't gotten a raise in ten years while everyone else in bio has had a \$500 increase

3. Officer Reports:

- Shawna- meet Mayble let her know if you need pup time
 - Having a lot of meetings with folks around campus. Lunch with other union leaders and incoming Pres of uo. Cautiously optimistic about bargaining with him. Had a very productive meeting with new dean of the graduate school, Professor Scott Pratt, and he is very enthusiastic about working with us.
 - Let her know if there is a group on campus we need to do a better job of keeping in touch with
- Annie-
 - Updated the stew list-serve. Let her know about discrepancies.
 - Reached out to all about steward runoff elections but a lot of it worked itself out
 - Put together a new steward doc. If you know anyone who might want to fill a vacant stew spot please write it down/let her know.
 - Kadie- what about if we know someone who wants to start in the fall
 - Annie- that's great
 - Discrepancy with physics stew list Ian is out Kyle is in
 - Purple cards have been circulated to help create an organizing committee. Even if you can only do one or two hours a month that would be great. Take some to your department and try to get GTFs to fill them out. We want to be strong as we approach bargaining in the fall
 - Patrick will be sending out notice of Stewards retreat in the last week of summer. Try to be in town to attend that. Be ready to go when fall term starts to get blue cards signed.
 - Questions? (none)
- Eleanor
 - Four grievances right now
 - Philosophy grievance has been resolved
 - Eall grievance is at step two
 - Two grievances are at step four and are confidential. These are important because it might start a trend of depts. Starting to discipline gtfs through student code of conduct
 - Giselle-What are the GTF codes of conduct
 - Eleanor- The dept. bypassed contract rules by using code of conduct
 - Giselle- We should have a talk because this sounds familiar
 - Eleanor- Definitely because if this starts a trend it will be a real issue
 - Nick-Does this have a significant effect on our budget? Can we use lawyers to fight this?
 - Amber- before we take things to arbitration we need a lawyer's advice, which can be costly. Treasurer is looking at how to shift more money into our legal fees budget. Stews keep your ears open and send these cases to us because the u is trying to stop us from dealing with this
 - Dan- a student in bio is being accused of falsifying data. Is that something the union should deal with
 - Shawna- absolutely

- Eleanor- I want to get a step by step guide to grievances in the agitator
- Putting together a grievances committee
- Jessica
 - Last day of elections nominations tomorrow. Keep on nominating.
 - Voting will be during finals. The 8th to the 12th
 - Election guidelines have been handed out. These are a starting point to help us have competitive elections immediately
 - We need an elections committee to help count votes. If you can join that's great.
 - Because we want to make this process as democratic as possible we want to form a regular elections committee. Sign-up sheet being passed around.
 - BBQ! Its at Alton baker on june 10th from 5-8
 - We need folks to make sides and dessert
 - There will be a dessert comp with a prize!
 - Need folks to help out with setup cleanup and cooking. Sign –up sheet being sent around
 - Office search needs to start this summer.
 - We need an office committee for the summer time to find new potential locations
 - This is important to increase office accessibility
 - Denielle- if you have real estate leads please share them. Some place close to campus on the first floor or with an elevator
- Denielle
 - 13-14 audit is complete. Surplus of roughly 35,000 dollars
 - Like to move surplus into emergency fund
 - Erin moves to do so, Dylan seconds. Motion passes (no nays)
 - Would like to bring a vote to GMM to increase legal fees budget.
 - Health and welfare trust is looking at renewing healthcare plan.
 - Trying to find out how satisfied people are with dental plan. Please share comments
 - We will be creating survey to find out membership feelings. If you have questions for the survey let us know
 - If you'd like to be reimbursed for a BBQ side or anything else get in requests soon to get reimbursed before the fiscal year ends
- Natalie
 - Has been attending Campus labor council meetings
 - Sat in on a ESSN meeting
 - Went to lane county labor council meeting
 - Just learning the ropes of the union community
 - Would like to develop an ER component of organizing committee. If interested check building solidarity line on purple sheet.
 - Many involvement ops over summer, such as tabling at country fair and Saturday market to increase union awareness
 - More seats open in lane county labor council
 - Eugene emeralds game sponsored by Eugene labor council. Tickets are \$25. Good chance to network.
 - We can subsidize tickets so they only cost 10
 - Jonathan moves to subsidize tickets, Christine seconds – motion passes (no nays)
 - If you'd like to go email Natalie

- Patrick
 - 5:58pm
 - Instagram in operation! As of today. (@gtff3544)
 - New committee: social media committee
 - Archiving old documents, digitizing, keeping the office cleaner
 - Caucus leaders: add caucus email address to gtff system, or put it in our records
 - Agitator
 - Please submit stuff, serious or otherwise it'll just be my writing
- Kadie
 - Cope meeting tomorrow noon to one at borad room
 - Working on int'l student brochure
 - Also working on webpage for cope
 - If you'd like to go to Troublemakers on saturday let Kadie know.

4. Caucus reports

- Women's Caucus- Womens night at crux next Monday
 - Malori went to Regina k. Polk women's industry conference.
 - ◆ Was great. Went through mock bargaining processes. Learned many useful things.
 - ◆ Maybe can convince them to visit and teach us some things
- Parent's caucus
 - BBQ last weekend 30 people showed up
 - Would love to have a parents caucus co-chair. Let her know if interested

5. Staff Reports:

- Amber
 - Purple sheets- we want to know what you want to help with during the summer and fall. Amber and Annie will get in touch to help get people working over the summer and ramp up involvement in the fall
 - Been very busy with grievances and audit report

6. Plan of attack for upcoming meeting between **e-council and the Administration** representation/Jamie Moffitt on **Tuesday, June 9th, at 4 pm located at Ed. 176:**

- **Annie-** a month ago a group of stews meet with admin to discuss CAS budget.
 - Bill Brady from UO bargaining team was also present along with a few others
 - Focused on issues that bothered union or individual depts.
 - Anthropology wrote a two page letter about how they had little funding moving forward
 - Admin reps were supposed to take concerns to the rest of admin.
 - Today we want to start preparing for the next meeting, because we really have to work to get these meetings with Admin.
 - Meeting will be Tuesday June 9th at 4 in Educ 176
 - Are these meetings open to all members?
- **Amber-** yes they are but only stews can vote
 - So lets brain storm questions and strategy. Will regroup to see what common themes emerged

- Amber- We should be thinking about specific and strategic examples to bring up that really illustrate our point.
- Annie- also remember that this is a good start for gathering stories and materials for bargaining.

7. Regroup from planning session

- Kyle- We talked about courses and the min number of students that need to be enrolled. What is the profit margin for our classes?
- Herbie- Talked about the number of students per graduate student. How many undergrads are necessary to fund a grad student? What is the GTF to student class size ratio and how is that determined. How can we get that smaller
- Brianna- Why does everyone in college of ED make the min rate when it is often discussed how profitable the college of ED is?
- Dan- In soc we are talking to dept. head about funding and learned that the funding of GTFs is depended upon the number of undergrads enrolled. Dept. head controls none on budget
 - Shawna- we had a similar question
 - Annie- We also discussed how Dept. heads are neutered by CAS
 - Amber- this speaks to the issue of CAS claiming control over all dept. budgets. This means that control is centralized in CAS. We need to ask about how this effects the confidence of departments in guaranteeing GTF funding.
- Jonathan- There seems to be a perception in Anthro and Geo that shit is rolling down hill and nothing can be done. Dept. heads just feel they have to embrace the austerity.
 - At the last meeting they were open to the idea of alternative funding ideas. E.g. Conference travel funding
- Brianna- how do the funds get moved from one budget line to another?
- Theo- Where do the dept. percentages above the minimum get decided? Do our raises come from CAS, or from our dept?
- Annie- seems the themes are: How the money is allocated? Who makes the decisions about it? How can things be changed when problematic
- Steven- Why are they floating the law school? Why doesn't this money go towards GTFs?
- Andy- Don't know how much control we have over this, but what about admin salaries?
 - Amber- we can ask how their salaries have changed and how they compare to comparator institutions
- Benedikt- We might want to be careful questioning the rational of floating an unprofitable law school when many depts might not be profitable themselves
- Brianna- Where does legal fee budget come from? Particularly as it relates to suing students and sexual assault survivors.
- Tyler- How much is spent on bargaining with us and other unions?
 - Shawna- I was informed we won't be dealing with outside lawyers during bargaining
- Brianna- Who among admin or university are involved with Koch brothers or have contributed/ received donations from them. There is a "De-Koching your campus" movement online
- Denielle- School wants to grow number of grad students, but CAS is cutting budgets. How can both be possible?

- Amber- It's important for us to strategize about these questions and prioritize which ones we might want to ask.
 - There is a big battle right now between trying to organize a centralized vs. decentralized power structure. When that can't be resolved grads and adjuncts typically get dumped on.
- Eleanor- We should ask a broader question. Can you speak to goals and priorities with regard to grad students?
- Benedikt- we should focus on finding out who has responsibility for making these decisions so that we can begin to approach them for changes.
- Amber- During bargaining, when they are making decisions about what GTFs do or don't get, who is in charge of making that decision? If there is a committee, who does it consist of?
- Shawna- This seems like a super good list to get started with.
- Annie- Not sure who can make it. I'll be out of town. If you can, write this list down. And if you can't, think about who might be good at confronting admin this way and approach them about going.
- Annie- should we go back to discuss new VP positions
- General consensus- yes

7. Introduction of New Board Members/ New Board Positions:

- Eleanor- You don't need a persons consent to nominate anyone
- Theo- Can we nominate anyone, or should we be strategic? Are the nominated candidates public?
- Jess- nominated candidates are public only after they accept the nomination
- Jessica- We should nominate anyone we can. A contested election is a good election

8. Discussion about Elections

- Jessica-
 - We've created some loose bylaws in response to dissatisfaction with previous election.
 - These are the result of everyone involved in the election committees input
 - We can make these more formal later but many don't seem to think its necessary
 - A goal is to make elections more competitive but maintain a respectful environment
 - We want to encourage more campaigning in a positive manner
 - What list-serves can be used for campaigning?
 - Broadly speaking list-serves should be of limits for personal campaigning and should be used for informational purposes only.
 - If you want to argue for yourself or someone else you can use personal Facebook accounts etc. Twitter can increase visibility of your statements
 - Stewards an officers should be able to express their opinion in personal communications with the exception of the VP of Ops because they are in charge of elections and help count votes
 - Do we want to make any changes to what we have?
- Herbie- I was thinking that no union resources should be used, but external things can't be controlled by the union and should be policed by whatever entity is in control of that mode of comm.
- Kyle- are we discussing or making a motion?

- Jessica- we are discussing. I don't need motions, because VP of Ops has control over this process, just looking for inputs
 - This is an ongoing process and we should be thinking about positive changes. Such as moving the elections box for every election
- Andy- can we have candidates debate?
- Jessica- Yes this was something we discussed
- Amber- We have to be careful because the union can't infringe upon peoples freedom of speech. If we try to control what people use outside of union resources we might run into issues
- Jessica- That's why many of these suggestions are just that... suggestions. I think university list-serves might be problematic
- Amber- no they are ok
- Herbie- it just depends on what the list-serve management wants to limit it uses to.
- Kyle- I don't think there is any problem with people using list-serve because we can't stop this from happening without stepping on free speech. Even if we could there is no way to ensure that everyone has equal access to campaigning resources
- Brianna- I think it's fine to establish norms saying what is acceptable and what it not
- Herbie- the only thing we are discussing here are norms. The only firm limitation is no mass emails
- Jess- This whole thing is a guideline. We can't make them into strict rules, which is probably good. What's most important is hashing out what list-serves are ok to use and which are not. This might be dept. by dept. What's important is that people feel comfortable bringing their issues to election leadership and that this is a positive experience
- Jess- are people interested in trying to distinguish between acceptable and unacceptable communication guidelines? Separating union resources from non-union resources?
- Marie- Can we still use dept resources, OIMB people don't use social media and list-serves are there best shot at communication
- Jess- Yeah you can still use list-serves just no union lists. So no officers can use their access to lists
- Annie- we're at time
- Jess- email me if you are interested in helping out
- Annie- can I get a motion to Adjourn!
- Jonathan motions to adjourn, Alexis seconds. Motion passes (no nays)