



THE AGITATOR

Newsletter of the University of Oregon
 GRADUATE TEACHING FELLOWS FEDERATION
 870 E 13th., Eugene, OR 97401 (541) 344-0832 <http://gtff.net> gtffnewsletter@googlegroups.com

IN THIS ISSUE

- 1 Presidential Reflections on the Strike
- 2 Working with our allies in SEIU
- 3 Improving Higher Ed in Oregon
- 4 Tales from AFT-Oregon Winter School
- 5 Food, drinks and music
- 6 Parents' Caucus Event

Mark Your Calendar!

Wednesday, February 11th

GSA GradTalks (page 5)
The Barn Light, 7:30pm
 Graduate Employee Lobby Day
 Salem, OR, 10am

Thursday, February 12th

SEIU Strike Hardship Fund bakesale (page 2)
Outside The Duck Store, 10am-2pm
 Higher Education Lobby Day (page 3)
 Salem, OR, 12pm (bus leaves at 10am)

Monday, February 16th

Paid Leave Public Hearing
 Salem, OR, 6pm

Friday, February 20th

Thank You Celebration
Sam Bond's Brewery (540 E 8th Ave), 7pm

Saturday, February 21st

Parents' Caucus Toy Exchange and Social Event (page 6)
Putters, 4pm - 7pm

Saturday, March 7

Mens' Roller Derby season opener (page 5)
Lane Events Center, 6pm

April 10-12

AFT-Oregon Convention
 Vancouver, WA



President Joe Henry speaks to GTFF members at the End of Strike Rally on Wednesday December 10 after working through the night to finalized a new contract. (photo courtesy Ben Seese)

Presidential Reflections on the Strike

Our strike last fall was perhaps one of the most important and intense moments within our history as a union. Since it ended, we have been able to catch our breath and reflect on the post-strike landscape of the UO. The majority of our members are content with the results of the strike and our new CBA. Pay raises for those GTFs making the minimum have been put into effect. We have had members who were in need of paid emergency leave and were able to access the Hardship Relief Fund starting as soon as winter break. This happened before the oversight committee has officially been formed and before the CBA was officially signed last month. As you can see we are already enjoying the fruits of our labor.

By striking, our union underwent a serious transformation both internally and externally, a transformation which deserves our time and reflection. Within the union we have grown our membership and have a more active base than we had before. This is demonstrated in our ability to organize in departments, like Math, which has historically had low participation. By striking, we proved to ourselves that the status quo was no longer sufficient, and that an unfair institution mired in scandals must be made to listen to the people who make this campus work. At a historical moment when labor unions in this country are weakened and beleaguered by right-wing politicians and the wealthiest 1%, we learned that *we can* make demands for the equitable and fair treatment of our members.

continued on page 2...



Presidential Letter (continued)

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We are building a labor movement in Oregon. Because of our strike we earned the support from our state wide affiliate, AFT-Oregon, and gained crucial experience working with staff from AFT National, including the President, Randi Weingarten. We learned how to build strong alliances with key elements of the work force, like the Teamsters, whose executive council out of Portland was critical to stopping letters and packages from going into the campus and garbage and recycling from going out. On campus, our struggle energized ASUO and SLAP into educating and organizing a student body who mostly supported us. We also solidified our alliances with UA and SEIU and are working together to create a better environment for students and workers on this campus. As SEIU and UA go into bargaining this month it is unlikely that they will forget how our teamwork resulted in an emerging collective power.

Of course mistakes were made during the strike but it is how we learn from those mistakes that will make us truly great. Already we are adapting to the changes made to our union by the strike. We are working on improving the structures of our meetings to be more inclusive and to create a more equitable space for all GTFs to be able to speak and engage in discussion. We are creating a more robust caucus system which will have the capacity to influence action in union meetings. Our Committee on Political Education (COPE) is actively organizing and informing GTFs on political issues, as well as developing our political capacity at the state level.

As our union moves forward, there are larger struggles on our campus that have opened up. The relationship of the Board of Trustees and the Faculty Senate has worsened and continues to threaten the future of shared governance on campus. The austerity measures issued by CAS have created a situation where all departments are left fighting over crumbs. A 5% tuition increase may go into effect not only making college less accessible to low income and working students, but combined with low enrolment could result in a decline of GTF positions. The UO administration and the Board of Trustees was unable to make an example of the GTFF for how labor unrest will be dealt with, and the damaging effects of the administration's "Academic Continuity"

plan will continue to have far reaching impacts on relationships on this campus for time to come.

There are some sizeable tasks ahead of us and it will take a lot of hard work and compassion to face these issues. As I was reminded last year by a fellow GTF who quoted MLK Jr.'s famous speech, "A Tough Mind and a Tender Heart," we need to be focused and rigorous in approaching these tasks but also to have a love for our fellow GTFs that will help nurture our movement. We will get through this together, as always.

Solidarity,
 Joe Henry
 GTFF President
 Anthropology

When you take one of us on, you take all of us on!

Our allies in SEIU begin their own bargaining cyclesoon. In preparation, they are sending Valentines to President Coltrane and Jamie Moffit, the University's VP of Finance and Administration, asking for a fair contract. A copy of their Valentine is included in this issue of the Agitator.

The Executive Board encourages you to fill one out and pass it on to SEIU members at their bake sale. All valentines will be hand delivered to President Coltrane on February 13. Let's remind the Administration that labor at UO stands together!

BAKE SALE
 the third annual SEIU Valentine's Day
 Bake Sale



THURSDAY February 12th
 10^{am} - 2^{pm}
 the Duck Store on 13th & Kincaid
 cupcakes | brownies | cookies
 all proceeds benefit the Strike Hardship Fund



Tuition is too damn high!!!

From winter term to the beginning of summer marks the time when our university administration and state officials are making a lot of important decisions regarding the future of our university - mainly financial decisions that will impact every single person involved in our campus community.

As a student representative of the Tuition and Fees Advisory board I gained a rather disillusioning insight on how these decisions are made and I can tell you, it is not looking good for anyone this year.

The committee would like to make the following recommendation to the Board of Trustees: They would like to increase in-state tuition by 5% and out-of-state tuition by 3%. According to Jamie Moffitt and Brad Shelton the university needs to come up with at least 9 million dollars to cover the regular recurring costs. They argue that this number is based on an increase

of labor costs especially a PERS increase. These are cost factors the university (luckily) cannot control. These 9 million dollars however do not consider any form of salary increases for any employee groups involved in bargaining.

Tied to an increase of the undergraduate tuition is the graduate tuition for graduate students of the College of Arts & Sciences. For example, if UG tuition will be raised by 5% so will the grad tuition. Increase in tuition will make GTFs more expensive. It will lead to cuts. It will lead to the administration telling us at the bargaining table that they cannot afford any pay increases because they have to cover our tuition increases.

This is why we need to act now! We have to apply pressure to our state legislator as well as our own administration. Two events are designated to you, to make your voice heard.

The Oregon Student Association is organizing a bus to Salem on Thursday, February 12th, 10 am to lobby for increases for higher education. Please email jramos2@uoregon.edu to reserve a spot. The cost for the bus as well as lunch will be provided by the ASUO.

The Tuition and Fees Advisory Board is presenting their final suggestions on February 16th, 2pm at Lawrence 115. Please come and ask questions about the budget and planned increases. It's your chance to make your concerns heard.

On Friday, February 13th at 3pm we are holding another strategic meeting to plan further actions. Please email me if you want to be part of this meeting or if you have any other questions. (judithheidlechner@gmail.com).

*Judith Lechner
German and Scandinavian*

Rolling Crit' in 2015

Greetings from Multiclass of the Lane County Concussion!

On March 7th, Lane County Concussion, the local Men's roller derby team, will be skating in their first bout of the 2015 season! We have invited The Skater's Grim from California to come and do battle against us. In the last contest of these two teams, The Skaters Grim won by a small margin in the last seconds of the game. Lane County Concussion seeks a different ending come March 7th. Four members of the GTFE skate for Lane County Concussion and our coach is the illustrious Amber Cooper, GTFE organizer.

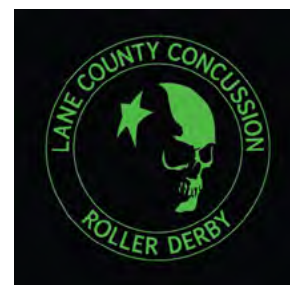
In addition, a second bout between the sister leagues of both Lane County Concussion and The Skaters Grim will occur. This will be the local Emerald City Roller Girls B-team vs the Undead Bettys.

Tickets will be available beforehand for a discount in the GTFE office the week of the event.

It was nearly two years ago that I first went to a derby bout, brought to it via a GTFE invitation such as this. It holds a special place in my heart to now invite you all to come share in my joy of roller derby.

What: Roller Derby Double Header
Where: Lane Events Center Auditorium
When: Saturday March 7th, doors open at 5pm, first game at 6pm.
Cost: 15\$ at the door, 10\$ in advance.

*Multiclass #D12
also known as
Herbert Grotewohl
Physics*



AFT-Oregon Winter School Report



Jon LaRochelle listens intently during the opening presentation while CGE members have a drink, as they do. (Photo by Brianna Bertoglio)

Winter School is put on by American Federation of Teachers in Oregon (AFT-OR), our parent union, every year to train and develop members of locals throughout the state. K12 teachers, classified staff, professors and graduate employees come together to learn from experienced staff and members of AFT about everything from organizing and political action to data collection and running a good meeting.

I sat in on three training sessions over the course of the weekend, discussing “Building Political Capacity,” “Power Mapping,” and “Internal Organizing.”

We’re coming off of an historic first strike for the GTFF, during which we tested the limits of our power on campus. If we’re going to carry that momentum forward and take our efforts to the next level, we’re going to have to look beyond campus. We’re taking our fight up the road to Salem in an effort to do just that. Two of our top priorities this year

are grad representation on the UO Board of Trustees and state-wide paid sick days.

To win on these important issues, we’ll need to build our political capacity. What does that look like? We can think about our political power in terms of internal and external strength.

Internally, union power depends on the participation and day to day contributions of members. As in the strike, winning at the legislative level is about showing up to events (rallies, lobby days, conversations with legislators, etc.) and writing publicly about our issues. We need wide spread involvement to make those happen.

Organizing is a key strategy for developing internal strength. Face to face conversations are probably the most effective form of organizing, and something we’ve done well both through canvassing for the contract campaign and department

meetings. It’s important as we move into a new phase of political efforts to continue to do that important work to keep people informed and build capacity.

Externally, union power requires coordinating with our state and national federation (AFT-OR and AFT), building coalitions with other organizations organizations (e.g., CGE and Family Forward), and developing relationships with legislators. One way we might do this is by endorsing political candidates. We can work with AFT-OR to endorse candidates at the state and federal level, as well as vet and endorse candidates at the local level.

Power mapping is an effective way to plan efforts to increase external strength. At Winter School, AFT provided some useful tools for doing this kind of analysis, which I would be happy to share (email me at external.relations@gtff.net). Developing our knowledge of decision makers and influential players, in addition to ascertaining their position on a particular issue, lays the groundwork for determining how to move forward in a campaign.

All in all, Winter School 2015 was educational and timely, and I hope to carry some new knowledge into the struggles ahead.

*Jon LaRochelle
VP External Relations
Philosophy*

GradTalks at The Barn Light

If you like A) Graduate student research, B) Beer, or C) Community engagement, you might be interested in the Graduate Student Association's (GSA) GradTalks series.

Sponsored by The Barn Light on the 2nd Wednesday of each month, the series kicked off last November with a motley crew. From the folklore department, masters student Danny Stewart gave a talk on "Monsters, Ghosts, Faeries and Folklore" complete with Loch Ness Monster visuals. Also in November, PhD Chemistry student Luke Wheeler shared his research on "Evolution as a molecular match maker," and our faculty guest from Philosophy, Dr. Mark Alfano, gave on talk on the "softer side" of Nietzsche entitled, "How One Becomes What One is Called." In December, we hosted Elizabeth Peterson, a PhD student in English/Film Studies, who filled us in on the fascinating history of early movie theatres in Eugene from 1906-1919, and our faculty guest from Psychology, Dr. Azim Shariff, let us know "Why everyone hates an atheist: religion, morality, and trust."

In January, we heard from ENVIS masters student Jenny Crayne on her research on climate change education and the middle-school classroom, as well as from PhD student in Clinical Psychology Marina N. Rosenthal on a different kind of climate change: "Mandated truth telling: The ethics and conflicts of reporting sexual violence on campus."

On February 11th at 7:30 at The Barn Light, graduate students Adam Sitterly (Architecture) will present a talk entitled, "A Wetland is a Machine for Parking In," and Matthew Goslin (Geography) will speak on "Torrent sedge: a native plant and ecosystem engineer aiding river restoration." In March, we'll hear from PhD candidate Amanda Cornwall (Comp Lit) on Wes Anderson & Balzac and faculty guest Brad Nolen. All events are free and open to the public. I hope you'll join us for upcoming GradTalks and hear more about the stellar research being done by graduate students at the University of Oregon!

Paula Wright
GSA Vice President
English

Calling all GTF Musicians!



It's that time of year: GREAT COVER UP VII planning is underway. If you or your band is interested in performing at this year's GTF Great Cover Up VII (date TBD, mid-Mayish), please contact either Colin Corbett (corbett@uoregon.edu) or Dana Rognlie (dlrognlie@gmail.com).

"Crap I got invited to a pot-luck what should I make" Onion Pie

You will need:

- one pie crust
- two large or three medium sized onions
- a couple tsp of olive oil
- a couple tsp of butter
- oh, let's say a half-cup of flour
- erm . . . let's say a quarter to half cup of milk or half and half. Like the flour, you can pretty much eyeball it. See the instructions below.
- one egg
- about 4-6 oz of cheese. You can't have too much cheese.
- bread crumbs (optional)

Heat olive oil and butter in a pan over medium heat. Slice the onions thinly, and sautee in oil and butter mixture until soft and translucent. Set aside.

Preheat oven to 400. In a medium-sized mixing bowl mix together a roux of sorts of milk, flour, and the egg. Add about half of the cheese. After the onions have had some time to cool, add them to the roux and cheese mixture (you don't want the onions to be too hot and cause the egg to cook). Mix well, adding more cheese. Pour into the pie crust, sprinkling more cheese (and the bread crumbs, if you want) on top. Bake for about half an hour, and let cool for ten minutes.

Optional: You can also preheat the pie crust for ten minutes before adding the pie mixture for a more crumbly pie.

Jonathan Turbin
VP Organizing
Anthropology



Staying informed & connected is easier than ever!

- We want feedback! Tell us what you think about the newsletter at: member.communications@gtff.net
- Come to membership meetings and social events! (see calendar on pg. 1 for times and locations)
- Join the Facebook group: GTFF3544
- Follow on Twitter: @GTFF_3544
- Check out the website: www.GTFF3544.net

The Editorial Committee for The Agitator is very pleased to have received so many submissions to the newsletter.

What to contribute to the next issue?

Submissions of all sorts are welcome. Contact VP Member Communications at member.communications@gtff.net for more information!

GTFF Parents' Caucus Event:

Toy Exchange and Social at



Saturday February 21 4-7pm

1156 Highway 99 North, Eugene, OR 97402

All GTF parents and their families are invited

The GTFF will provide **free** pizza and beverages!

Free indoor playground for 2-12 year olds.

Take advantage of our **Toy Exchange!**

Bring toys your kids have outgrown to trade. We'll donate what's left to a local charity.

We'll also discuss **goals** for the parents caucus and any **new initiatives** or projects we'd all like to work on together to improve our campus for grad parents and our families (e.g. increased child care subsidies).

This is a great opportunity to meet fellow grad parents to enhance support networks.

Please **RSVP** by Thursday, February 19th dperry3@uoregon.edu

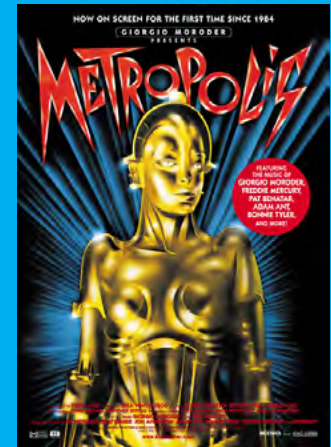
Hope to see you all there!

Check out the Putter's website for more details on additional activities:

http://eugenesgamecentral.com/?page_id=6510

Richard's Romantic Recommendations

Want to snuggle up with your partner for a romantic, labor-themed film? Richard has just the recommendation for you!



Freder Frederson, son of the leader of the city of Metropolis, follows his star-crossed love, Maria, into the depths of the city. Freder soon finds himself the leader in a movement that brings together not just Maria and himself, but also the workers of the city and the leaders who unjustly rule it.

A classic, German, silent film that is beloved by Ted Mosby.

Richard recommends the 1984 colorized restoration by Giorgio Moroder. Nothing rounds out a love story, the labor movement, *and robots* better than a little Freddie Mercury. Both the Moroder version and the restored, black-and-white, 1927 original are available on Netflix.

Director: Fritz Lang

Starring: Gustav Fröhlich

Brigitte Helm

Rudolf Klein-Rogge

*Richard Wagner
VP Member Communications
Physics*

Send a *Valentine* to support university classified workers

***Valentine's Day is coming —
and so is bargaining for service employees!***

What if our university president stood with frontline workers and told USSE (University Shared Services Enterprise) we deserve a fair contract? Then we're sure you'd gladly be his Valentine. Support our bargaining by sending a Valentine. Just fill in your information and use the comments section to tell our president what he needs to do in SEIU bargaining to make him your Valentine.

NAME _____

FACULTY, STAFF, STUDENT, OR COMMUNITY SUPPORTER? _____

DEPARTMENT _____

COMMENTS

what if ...

**...the university offered
classified employees
a fair contract ?**

***Then I'd be your
Valentine.***



Support a fair contract for all classified workers.