

## July AoS / Member Meeting agenda

Tuesday July 19th, 4:30pm at Judson Memorial Church Assembly Hall, 239 Thompson Street

**Facilitating:** Nate

**Notetaking:** Seana

**Timekeeping:**

**Present:** Nate, Seana, Claudia, Shelly, Josh, Nalia, Manjunath, Yoav, Jess (Skype), Maya (Skype), Alex, Tim, Patrick, Abhinav

### Executive summary:

#### Introductions & announcements

- Next JC Meeting date
  - Patrick: Still TBD due to vacation schedules
  - Maida: Probably August
- New steward training
  - Nate: Aug 8 or 9, please fill out the whenisgood so we can finalize
- Healthcare campaign kickoff scheduled for 7/26 at 5pm at Judson
- Healthcare meeting w/ NYU on 8/4
- Moving August AoS to second Tues (8/9, or 8/16, or 8/23), pre-CGEU conf?
  - N: Will be missing 3 people if we do 8/16
  - Abhinav and Nate gone 23rd
  - Move next AoS to 23rd
  - C: We will need to discuss orientations for that week because it's a big organizing opportunity

#### Overview & approval of June minutes

- Unanimous approval

#### Committee reports & recruitment

- Comms
  - Anne: We have a more solid schedule regarding updates we plan on sending to our membership. We will solicit caucus updates at the end of the month. Also we are looking for more people if anyone is interested. Especially at the beginning of the year when we get even more emails than usual, if anyone wants to take email duty a day or so per week for a few weeks, that would help a lot. Plus you can learn about the union this way.
- Organizing
  - Nate: Unit Reps are basically Organizing right now while the rest of the Committee is away for the summer. We are starting the health care campaign right now, trying to mobilize people around this issue. We want this to complement the grievance procedure to harness our power as a union. Thinking about onboarding esp for steward training in August, reaching out to new members as they join BU, and planning for first-year recruitment in fall. Trying to improve the squad structure to improve communication with members and card collection.
- PoliSoli - none present
- Bylaws
  - Alex: We had a meeting last week to start dividing up work and figuring out what needs to be done. We have another meeting next week. You can email me or Chris. Chris is interested in soliciting member feedback about the Votes Committee. We are wondering what to do about changing this -- making it a standing committee, assign ongoing tasks to another committee, or Votes could be collapsed into Bylaws?

- Maida: I suggest the Votes Committee mesh more with Local 2110 bylaws on running elections. Some of what you mentioned has more to do with your unit bylaws, but also we should try to deal with other issues that have come up before.
- Alex: One more thing -- delinking the unit rep positions from steward status. That was brought up at last AoS and we want member feedback on pros/cons of that idea.
- Anne: Doesn't really matter to me if people are holding an active seat since people will have to be elected for the unit rep (or unit chair) position anyway, as long as they have steward training.
- Jess: If we activate Unit Chair, that should be an elected position by the membership as a whole.
- Maida: It has to be according to our bylaws and Constitution. Also has to be someone from bargaining unit, and elected by membership. Also I almost forgot NYU asked us to provide 2 alternates for fall.
- Jess: We haven't had to give them 5 names before.
- Seana: Yes we have and just gave them our preference, then they choose our 3. If they pick the other 2 for some reason, they refuse the position and the others are chosen.
- Working Groups
  - Anne: There are 4 running working groups. I just sent out an email about FICA taxes. If you are full-time or international you should not be charged them, but NYU is charging people. We are collecting data with our form. We don't see a pattern yet but please fill it out so we can get more info. We are also looking to deal with the fact that there is no parental leave policy. We have some ideas but also we are unsure what is happening at Poly yet.
  - Abhinav: No groups that I know of.
  - Anne: We are also looking at 24% hike in health insurance. NYU responded to our info request with false info. We are working with student Senate and finance office. We want to figure out the irregularities in what NYU is doing and what they are telling students. Fight the Fee - we are drafting an anti-recruitment open letter for people to sign. There are \$4k in fees for Steinhardt students only and we are coming together to say we are not participating in any recruitment events until our demands are met. If any of this is interesting to you please join any of these working groups.
- JC Report
  - Claudia: I wrote a report last month which was about April, but I forgot 2 things. 1 - the elections for Executive Board took place in late May, full EB was re-elected. There was announcement of Unit Chair elections. I'm going to produce a written version with a link to that announcement so people have access to it. 2 - Also a set of members from other units have written a letter to JC members saying they support GSOC in terms of raising membership eligibility and support increased/continuing dialogue with Local 2110 to reach resolution on these issues. They are starting union drives themselves and are going to be dealing with these issues (membership and elections), so I will circulate that.

### **Local 2110 update**

- Maida: UAW endorsed HRC for presidential election, there will probably be a campaign to elect Clinton. In our region (UAW 9A region) there will be a focus on New Hampshire and Maine as they are closest to battleground states. There will be opportunities for this campaign. We will focus probably on Congressional seats that are up for grabs. There is a swing seat for the Senate in Pennsylvania as well. There will be some bus trips up to NH to knock on some doors. Also likely to be phone banking for some of the battleground states too. There's a leadership conference at the end of August that every Local is sending delegates to including ours. Runs from last Sunday in August to Thursday in Hyannis Port. Will focus on the plan for Presidential election. If anyone is interested in coming to the conference let me know right away since we have limited slots. We have reserved some rooms so if people are

interested let me know. Also there is likely to be an NLRB decision in August on grad employee organizing question. Expectation is that the Brown decision will be overturned. That means elections for New School and Columbia probably very quickly, in the fall. It has immediate ramifications for GSOC as well. Once ruled that grad workers have right to unionize, we have the right to go to the labor board if we believe NYU has committed an unfair labor practice. That will be advantageous compared to what is offered by our neutrality agreement. In the longer run, assuming RAs can organize, there is a question of whether or not we should embark to organize for excluded RAs.

#### **Call for short-term / occasional volunteers**

- Social event planning, data and email list clean-up and revamp, newsletter writing, August email responding, August orientation recruitment, Votes Comm (for fall unit rep election)
- Nate: We need volunteers for our working groups and committees, but also additional tasks that are important: social event planning is important if anyone is interested. Also data and email list clean-up, some things can't be automated.
- Claudia: And ideas about how to improve data collection for the future would also be helpful. When people are working, whether they have signed a card, etc.
- Nate: Newsletter writing - Tim are you interested?
- Tim: Talking to Anne to catch up but yet.
- Nate: Responding to August emails, and orientation recruitment which we will check in with Organizing people on. Also Votes Committee we need one since one doesn't exist.

#### **Unit Rep report**

- *Grievances & arbitrations*
  - *Employee Meal Plan*
  - *Services and Registration grievance (Maintenance of Matriculation)*
  - *Tandon grievances*
    - *Incubator*
    - *Misclassification of graders*
    - *Job loss at Tandon athletics and library*
  - *Healthcare grievances*
    - *Benefits for Late Hires*
    - *Botched Comprehensive Healthcare Enrollment*
    - *Botched Comprehensive Healthcare Subsidy*
  - *2.5% Raise*
  - *Communicative Sciences & Disorders Dept Non-Payment of TAs*
  - *Update on individual/non-precedential grievances/issues*
- *Appeal for grievance point people*
- *Summer organizing update*
  - *Healthcare grievance campaign*
  - *New member recruitment*
- Nate: Just a quick overview on where things stand for our major grievances. We had arbitration on 7/11 for EMP to determine whether people who had EMP before could still have it, and whether that could be extended to the rest of our members. Seems somewhat unlikely we will get that but still waiting. Arbitrator heard arguments and indicated that further info collecting/sharing needed to happen, then scheduled September conference call after which point we can reschedule next meeting. Discouraging it's taking so long.

#### **[redacted]**

- Nate: Rescheduling Services & Registration arbitration - asking for fall dates and still waiting to hear back?

- Maida: We told them it had to be after October 1 because we need the decision on the 1-credit fee first because the S&R fee argument depends on whether the 1-credit fee is really just maintenance of matriculation by another name. The case becomes a lot easier for us if we win that arbitration. If we lose, we have to come up with another argument for S&R fee. [redacted]
- Anne: I had a conversation w/a Stern student today who has a ~\$300 fee for the summer.
- Nate: Tandon grievances - for the Tandon grievance that seems fairly straightforward. Grad workers contracting with large corporations and being paid a very small lump sum especially given the number of hours per week they are working. The case is strong and NYU may be willing to address it immediately if we bring it up to them, rather than filing for arbitration.
- Abhinav: I spoke with Patrick a few weeks back and told him I would talk to a few people in the Incubator. One guy helped us with information. They get \$3k credited to their Bursar not as paychecks, they do not get union recognition or health insurance, but they work like an RA. But they work 20 or more hours and have no work security (once the work is done, you are done) and do not get the minimum \$15/hr. Two other people I'm in contact with who had worked there before.
- Nate: So we will continue to gather witnesses as well as talk to NYU. Misclassification of graders - we can talk to NYU soon and possibly file for arbitration. NYU has been classifying as graders even when they have other responsibilities. They should fall within our bargaining unit. NYU doesn't seem to be applying a consistent definition of what responsibilities put you into the union or not.
- Abhinav: Generally proctors get hired right before the exam. At Tandon a lot of people get hired for 20 hours/week even for proctors and they keep calling people up to proctor but they don't get benefits. Even though NYU says proctors are excluded. Some of them were working 20h/week and still didn't get recognition.
- Nate: Healthcare grievances -- late hires, botched Comprehensive enrollment, StuDent, dependent healthcare issue. Will be brought up at the healthcare meeting and meeting with NYU. We have 2.5% raise and CSD grievances that we are collecting info for also. It would be great if stewards could take on one of the big grievances and keep track of timeline. If any of those are interesting to you or you are invested in, that would be very helpful.
- Claudia: One of the cases that related to an individual was refusal of paid (maternity) leave. NYU's last response to this is that the issue is time-barred and so there is no way for the grievance to proceed. We are going to fight this but it's notable that this is the first time NYU has called out this issue and tried to throw out an issue for time reasons. We are going to try to address this at our healthcare meeting but we want to be ready in case NYU starts enforcing these timelines. So this is a good reason for people to get involved.
- Shelly: And we can call bullshit on their argument for the time being?
- Claudia: Yes.
- Maida: And in this case it was about the woman not contacting the union fast enough.
- Nate: Just a reminder the health & safety positions exist in our contract. Maybe with this healthcare campaign we can activate those positions. You'd meet with NYU on a semi-regular basis.
- Claudia: We are going to need help in the next few days spreading the work about the health care meeting. We are going to contact those who have been in touch with us already but there are so many other people out there that we haven't reached. Please forward the invite on to people and encourage them to come.
- Nate: We are looking for people to lead breakout groups.
- Claudia: We have a draft agenda for the meeting right now. One explaining all the issues and breaking out into groups by issue, another for brainstorming how to construct a campaign going forward. We are open to feedback on this.

### **Card collection / dept squad structure**

- Claudia: We want to revise the squad structure especially given new stewards. There are different areas of responsibility for stewards and want to discuss the most effective way going forward. Over the past year we tried to cover departments and schools across NYU with stewards, but we didn't have enough stewards from each school. Now with new stewards which gives us more even distribution. Maybe it's easiest to cover departments or maybe by workplace esp at Tandon, whatever makes the most sense. We want it to be that each member has a steward they will know or know of and can reach out to them if something happens. That's great for communicating and organizing. Also for grievances, over the past year we had Unit Reps handling grievances and arbitrations, we can try to get stewards to help with the first step or 2 of grievances at least. This is all open to input but those are the things we are thinking about. We are also onboarding new stewards and want to settle what info to pass along. One is the steward training but there's more information to pass along. Probably makes sense to talk about it more next month since there aren't many new stewards here. But if anything is confusing to new people, let us know and we can make sure to include that in steward training.
- Anne: It should have been that stewards were handling step 1 or 2 but the grievances we've had haven't really provided for that. We should be active in first few weeks of school, try to find a point person within departments. I had been organizing 5 departments last year but they were well-organized departments which made it easier. Also card collection is bullshit; stewards shouldn't be doing that anymore, NYU should give us centralized pickup boxes.
- Claudia: Apparently NYU and the Local are now accepting scans of the cards which may prevent a lot of that work from now on. It's been a burden on stewards and not evenly distributed work.
- Abhinav: In Tandon we've collected scanned copies and they've been accepted. There should be a common collection point for each school, which we have at Tandon. So when people ask me I direct them to the box, and we pick up from it once a month.
- Shelly: Is it locked?  
Abhinav: After 5 it's locked.
- Claudia: Also we had mentioned sending a welcome letter to new BU people this summer, and the Local went ahead and uploaded a summer list and sent out the welcome letter without getting our input. But they did acknowledge a communication failure and ask for our input on the welcome letter. So hopefully that won't happen again and the welcome letter will be updated soon.
- Shelly: Are we making decisions right now about the squad structure, is there going to be a proposal made?
- Claudia: We thought we would propose something next month when more people are in town but anything you want to share/provide please do.
- Shelly: I encourage everyone working on the proposal to not reinvent the wheel on this. We are trying to get people to cover each school but let's not make more work for ourselves.

## **Onboarding of new stewards**

### **Unit governance**

- Dual-vote-count provisional procedure reminder
  - Nate: We thought we would have acclaimed stewards here but we don't, so there may not be a reason to bring this up again.
- Internal appeal process
  - Summary of Bylaws process
  - Nate: The internal appeals proposal is going forward through the Bylaws Committee. Expect something August/September then the hearing will take place.

### **Steward (and other) vacancies**

- Nate: Let's elect some people. Abhinav did some great work bringing on some new Tandon stewards. I have 4 people. Should we read these, or just list the names and vote them?
- Shelly: How many openings are there?

- Nate: 7, and there are 4 candidates now.
- Abhinav: I have reached out to the other two candidates from before but have not heard back I will let you know.
- Manjunath: This is a great opportunity to help out my fellow students from Tandon. I have some experience and am really excited to work as a steward.
- Shelly: Everybody gets to vote?
- Claudia: Just stewards.
- Nate: All in favor electing Manjunath? Unanimous in favor
- [Nate reads Dolly statement] [link to statements:<https://docs.google.com/document/d/1NNrGACP0ry-twvan6WQsS-TkSxl3rMHHDskutnj3Y-o/edit?ts=578e87a4>] Unanimous in favor
- [Rohit statement] Unanimous in favor
- [Shreenath statement] Unanimous in favor
- Abhinav: There is another person interested, Samijit. I will get in touch with him and get back to you.

### **Resolutions**

- none

### **Committee & working group check-ins (10m)**

- Announce new committees/working groups (Social Events, Gender Issues?)
- Congregate & take down names and emails
- Solicit co-chair volunteers
- Schedule next meetings

### **Happy hour**