

## AoS Meeting May 21

In Attendance: Chris Nikell, Ziad Dallal, Mingzhi Lin, Rani Yeung, Celeste Hornbach, Jeffrey Pawlick, David Klassen, Sean Larson, Michelle O'Brien, Nathan Pensler, Ella Wind, Kilian Walch, Mohammad Javad, Corianna Sichel, Anna Eva Hallin, Patrick Gallagher, Anne Pasek, Seana Lymer, Romeo Alexander, Darach Miller, Jessica Feldman

Regrets from: Rory Solomon, Jacob Denz

Absent: Yash Chhajed  
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1) Introductions and ice-breaker (10m)

2) Updates (10m)

- **NYU dependent healthcare situation**

- Chris noted an upcoming meeting with NYU about the dependent health care fund and solicited participants. He noted that the contract and NYU's implementation plan are presently rather convoluted, requiring folks to front full cost and find out later how much of a reimbursement they qualify for (up to 75%, could be less). A side letter mandates this meeting so that we can work out more equitable language.

- **Grievance training dates**

- Ella reported that she is looking to set up our first steward grievance training date in early June (with more to follow later). It will be a trial run, with feedback offered after. Chris reiterated the importance of grievance training and added that more will follow in August, and that we'd like to do them quarterly, at least in the first year.

- **Union card sign-up drive**

- Patrick stressed the importance of having members sign union cards to authorize dues deductions, and stated that current sign ups were rather low (83). He suggested that the organizing committee could treat the project as a campaign. He noted that members will be charged an initiation fee (2% of your first paycheck, with a cap at 50%) when signing. As an incentive to get things going, Julie from the International has tentatively offered to waive the initiation fee if folks sign before Oct 1 (even if folks are not presently working). Patrick stressed that the organizing committee should work on this and the communication committee should prepare some sort of literature to distribute/put online, and that departmental leaders need to play a large part of these efforts

- **Faculty Against the Sexton Plan Support Statement**

- Ziad drew the assembly's attention to the FASP's website and its recent publications. He endorsed the material as allied to our cause, and suggested that we should offer a support statement in solidarity. Michelle suggested that we should also form a coalitional committee.

Action item: *Communications and future coalition committee to bottomline this effort.*

- **Bonus Pay**

- Chris updated us on the timeline of bonus payments. He noted that, by his count, the deadline is lagging (May 29th or June 12th, depending on whether you count by contract ratification or execution). He stated that

need to have a plan in place for how we'll tackle this massive collective grievance, as it may happen before we get the training.

*Action Item: Seana, Patrick, Jess, Ziad volunteered*

### 3) Steward election irregularity discussion and vote (10m)

- Anne described an issue that arose during the election. One candidate in the Steinhardt, Tisch, et al district (Scott Barton) submitted only 1 of 2 statements, and the elections committee delegated a decision on the issue to us. Anne voiced her support in approving his candidacy, stating that it would be valuable to have more hands on deck, and more representation across the university, particularly because we still have open seats in that district, and he would be our only Tisch steward. Darach asked if the issue created any conflict with the articles of representation, and Chris answered in the negative, stating that there is a provision for appointing interim stewards while we wait for a vacancy. There was a brief debate over whether or not to appoint Scott provisionally as an interim steward or as a full member. Chris brought forward a motion:

*We move to acclaim Scott Barton's position to full steward, due to a bureaucratic error, declared intent, and the presence of empty seats in his district.*

- VOTE: in favor:17 Opposed: 0 (**it passes unanimously**)

Romeo and Claudia further concurred that we should make it a priority for the organizing committee to find more interim stewards for the open seats.

### 4) Elections for unit representatives (per [Article 5 of ARE](#)) (15m)

#### • Nominations (3m)

- Chris described the role and pay of the unit representatives, of which there are 3 representative positions to fill as per the MOA, paid by NYU, whose main job is to meet/liaise with NYU. He noted that in our articles, we have designated them as the heads of 3 key committees (to be determined by the bylaws), and that, though their specific duties are not yet given, this arrangement was designed to ensure that these compensated members are also performing a fair share of work. Ella commented on prior comments made by Jacob, which suggested that these members had to be working at the time of their appointment. She stated that she couldn't find any such language/did not interpret it this way. Chris, Michelle, and Nathan agreed with this assessment.
- There was a further topic of discussion concerning the relationship between the unit representatives and Local 2110. Patrick stated that in the bylaws of the Local it says that the Local's president must appoints people to paid staff positions. He alleged that it would be against the local bylaws for the unit to appoint folks to these positions independently. Michelle strongly disagreed with this interpretation and the injustice of the arrangement, as our unit hasn't had any input on the Local's elections in turn or any opportunity to read the Local's bylaws (which can't be found on their website). Sean argued that the unit representative positions are wholly distinct from the positions under the president's jurisdiction. Claudia point out that, since the local has already reviewed our articles of representation and failed to mention this issue whatsoever, we shouldn't take this possible objection into consideration. Jess added that in her copy of the Local's bylaws (article 6), the only mention of paid officers is to be found in regards to the Local office, not the unit level.

- There was some debate about whether or not we should delay designating unit representatives. Anna suggested that this action might be premature in light of unknown fall schedules and potential issues with bylaws. Claudia suggested that members might self-nominate via email while we review the Local's bylaws. Corianna agreed, stating that it would give members an opportunity to make statements, nominate, and vote via distance. Chris agreed, and made a motion to detach the idea of pay from the summer positions, as the deadline for their notifications to NYU had already passed. He further moved that the assembly issue nomination statements and conduct voting for summer unit representatives by email over the next week, with the subsequent expectation that we'd revisit the election later for Fall-Spring unit representatives (who can expect to be paid). Anne volunteered to bottom line the email elections.
  - VOTE: *unanimously in favor.*

5) **Committee sign-ups** (15m)

- The roles and responsibilities of the committees established in the articles were briefly reviewed:
  - **Communications** (In charge of minutes, member updates, social media websites, external contracts, logistics. It's limited to about 3 designated members, because those folks have access to passwords and accounts. However, loose participation is very welcome. It's about a 5-15 hours/week commitment. It can be a lot),
  - **Organizing** (A variable time commitment based on ability. In charge of building networks, going to department meetings, card drive, grassroots distribution, finding people to serve as stewards),
  - **Bylaws** (An intense commitment this summer, less so in the fall. In charge of writing bylaws, and then continuing to educate people on what you've written/internal governance),
  - **Contract Enforcement** (including Health and Safety) (Involves grievances, education. Variable time commitment).
  - Elected stewards must be a part of at least 1 committee (the contract enforcement is a good fit if you're uncertain about your availability). There's no rules of joining/ leaving committees.

Michelle moved to add a Political Solidarity Committee to liaise with groups that we're actively involved with (SLAM, Faculty Against the Sexton Plan), and find ways to extend our involvement with political struggles outside of contract enforcement. There was unanimous agreement.

- 6) Strawpoll for grievance training dates: June 12th in the afternoon, followed by June 19th in the afternoon.

- Action Item: *Chris will follow up with WhenIsGood polls.*