

## **November AoS / Member Meeting agenda**

Tuesday November 15th, 4:30pm at Judson

### **Facilitating:**

### **Notetaking:**

**Present:** Chris, Claudia, Abhinav, Seana, Caroline, Nathan, Jason, Olivia, James, Alex, Tim, Patrick (2110), Gabriel, Ziad, Nantina, Maya, Cos

**Executive summary:** NYU is dragging out several contract disputes; we will be heading into arbitration on these issues in the spring. We will challenge unit rep eligibility requirements head on with people power. We are committed to a vision for our union as an anti-racist force in the fight against Trump.

### **Introductions, agenda review, & announcements**

Claudia: AJ from SCA is having a Thanksgiving-is-coming meeting for people who want to talk about dealing with family over the holidays. Tonight around 6/6.30.

Communications -- Using website and FB to distribute info

Patrick: No JC yet, will keep you posted

### **Overview & approval of October minutes**

*Approved*

### **Committee/JC Reports (25 min)**

- Unit Reps
  - Abhinav: Late hires grievance has gone forward, had that meeting with Gail (step 3). Passed along fall '15 names who did not get benefits. We will email her spring '16 and summer '16 lists also. We are pushing for full benefits for all workers, as well as retroactive payment for former semesters. We should be getting a new BU list within then next day.
  - Seana: Also one-credit fee reimbursements should be out, so check your bank accounts if you are eligible for that. We have upcoming arbitrations also.
  - Patrick: Paid leave is May 23, Incubator is May 8.
- Organizing
  - Nathan: We can just talk during the healthcare section.
- Political Solidarity
  - Ziad: There are a bunch of protests going on as well as our statement (below).
- Communications
  - Chris: Rachel & Anne are taking the lead on this. Our new lists are getting cleaned up at the moment.
  - Maya & Chris & Colette volunteer to help with data stuff for cleaning up lists.
  - Colette: Let's pass that along and integrate with healthcare campaign.
  - Tim: New Rank & File is out, let's distribute. Want to get the next one out before early December, very soon. Focusing on healthcare.
- Bylaws
  - Not meeting
- Joint Council

- No JC since last AoS

### **Unit Rep eligibility**

Seana: NYU is now refusing to recognize Unit Reps who are not currently working. It's impractical on many levels -- no one will be able to do it, and it wouldn't work.

Colette: We can show up with ten or twenty people to say we won't stand for this.

Nathan: We can go to Gail's office and say this won't work.

Colette: The expectation is unfair on that end.

Nantina: I'm down for that, lots of people should be down to help with that.

Patrick: There is a meeting tentatively scheduled for next week, not settled yet.

Colette: We can be backup support as well. Let us know when that meeting is happening. We can use this moment to be there and show our support.

Claudia: Agree it's urgent and it takes forever to meet with them, maybe try to meet Monday or Tuesday next week. If they say no we pick a time now and go if a meeting is not planned.

Nathan: We can go to the lobby.

Chris: Or the office in Bobst.

Patrick: This is coming from HR not Legal. That's 105 E 17th.

Nathan: It's totally wrong, they are trying to destroy the union.

Chris: I think Patrick meant he wasn't sure where it was coming from in terms of which office. So pending these actions we postpone spring Unit Rep elections. We say to them, we meet Monday or Tuesday, if that doesn't go our way, we can take action and show up ourselves. We can pick a time now?

David: We could say, if that's how they want to interpret it, we could say we will just stop TAing this semester and apply for the position. That would be immediate and they don't want that to happen.

Colette: We should make sure 30 people can show up, not just send out info on the listserv. We all bring X # of people.

Chris: Maybe early afternoon?

Claudia: Early morning is usually open for Gail.

Poll on Monday/Tuesday 9.30ish -- same # of people

Monday morning 9.30am: sign up to come, promise to bring at least one person.

Patrick: Is this in addition to the meeting we had talked about or instead? Might be more strategic to do it together.

Colette: Since we only have 2 days next week, is it strategic to have people there beforehand?

Patrick: If you give a clear message, perhaps a written statement with signatures, it could be before or after. I don't think it would make a lot of difference. We should see what we can do with what times are available. So action Monday at 9.30 regardless of when the meeting is scheduled? What if it was noon on Monday?

Nathan: We will reevaluate that later.

Seana: Won't be there 11-1.30 regardless but mornings are fine.

### **Update from XCRF launch?**

Colette: Great meeting, we made great connections with union reformers from AFT. We had someone from Adjunct Commuter Daily, a dining hall worker, lots of inspiring people. Great

turnout and connections to other shops. Columbia has a vote in a few weeks. There's a lot going on in the city.

### **Response to Tuesday's elections**

[statement distributed]

Colette: This lays out our vision for our union, for organizing grad workers, and tries to take advantage of the moment to create something.

Nantina: One thing to flag is that the Trump administration could create national right-to-work laws and that is troubling. A lot of the response from unions I've been hearing is not about fighting but of retreating. They have said they will work with Trump on some issues. A Labor Against Trump contingent is being formed. There will be an inauguration day protest, you can contact me after the meeting if that's something you might be interested in.

Colette: Demands at the beginning we want to circulate to faculty, students and all workers. We want people to sign on since people are trying to figure out where to put their energy. This is a moment to channel our energy forward. We will have a petition people can sign online.

Claudia: Is there still space for people to contribute to this or not?

Colette: For a little bit yes. But it shouldn't be a group writing process.

[statement read]

Patrick: I agree with many of these points. I do think some of the parts about the UAW are distortions. I think this overstates those conciliatory comments. Perhaps you should consider revising it to clarify that point. Harvard, Columbia, New School are campaigns coming out of the UAW, these campaigns are all part of the UAW.

Colette: To bring this into a discussion, our goal is to talk about one force with different sectors that require different strategy.

Chris: I would focus on the demands and the rest of the text can be altered easily if we want. I think the demands are strong. It's focused on these concrete demands.

Nantina: We can describe the things linked more explicitly if we need.

Claudia: Some of these demands could be more concrete (such as affordable housing). Also global campuses and exploitation of labor abroad, rejecting the faculty Senate's vote to divest from fossil fuels.

Colette: If we put out specific demands we have to follow up on them. So we need to strike a balance between specific and abstract.

Nathan: They seem balanced.

Colette: "End institutional racism" sentence -- if we write specific demands we are dedicating to mobilizing around specific demands. Maybe we should be but we won't necessarily be involved in each one of these movements. Which of these things are too specific and which are too abstract?

Chris: None are too hard.

Alex: I don't see much danger there. Who is going to hold us to pursuing each demand?

Chris: We are all compelled to engage with these issues and make the effort, maybe in informal ways but it will likely continue. We have a hard time allocating our resources to a single thing although the healthcare campaign is an opportunity to do that.

Tim: The larger concern is if anything in this is conflicting. I don't see much potential for that.

Colette: If you want to sharpen the demands contact me after this.

Maya: I think the idea of giving 24 hours to add input is a good idea. We may want to be careful about some of this language.

Nantina: I want academic workers to be talking about that other sector.

Nathan: We need to be putting a lot of pressure on our union to change our strategy. It will take more than this statement. I want to be involved with industrial workers and I want UAW to care about it.

Claudia: I see a contradiction in the statement, if we want this public and circulating, maybe we should be calling in more than calling out with the language. Doesn't mean we can't bring a resolution to the JC of course.

Colette: I don't think we want to give our bosses a document with demands for the UAW. We could improve language to show we are trying to strengthen the union rather than tear it down.

Nate: One possible concrete suggestion -- sentence 2, we can make more open-ended.

Patrick: The UAW did spend many years working very hard to organize trans-national plants in the south. It has been prioritized recently.

David: That particular sentence -- we can be very specific, and that can make it harder and softer at the same time. We should be clear about rejecting our president on this issue.

Chris: Game plan is to open it up for 24 hours, get signatures of stewards on here as a form of approval as if we voted here in the AoS.

Colette: Let's vote now.

Chris: All in favor of this statement providing the possibility of small tweaks?

**[unanimous in favor; rank-and-file vote]**

Colette: I disagree that stewards should be first. Can someone volunteer to make it into a petition/Google Form?

Chris: I can help but not bottom line.

Alex: Is this open to everyone? Or just GSOC?

Chris: Can indicate whether you are GSOC or not on the form.

**Healthcare campaign organizing (40 min)**

Colette: Priority is we need language on the campaign. We want our three demands out there.

Maya: Let's finalize, Anne will help and put it on the website. Come see me if you want to help finish. We should be able to get it out Friday or Saturday.

Colette: We need to think about presenting this to NYU HR. Should we have a separate conversation about this process?

Abhinav: Yes we can do that this week.

Maya: Demands will be up Friday, hopefully.

Nathan: We are going to start flyering strategically. We need leaders to come flyer with us and they can bring in departments. If anyone wants to organize, come talk to me.

Colette: There are HC meetings twice a month. The next one is Thursday 2 weeks from now, 5pm, December 1.