

## March 2016 AoS Agenda

Tuesday March 15th, 4:30 p.m. at Judson Memorial Church Assembly Hall, 239 Thompson Street

Facilitating: Ella

Notetaking: Ziad

Timekeeping: Parth

### Executive Summary and Action Points:

In this AoS meeting, we several proposals that passed, which are: GSOC stewards list be made open to all active organizers in GSOC and rename it to something that speaks to this change. have notetaker make a quick executive summary of the meeting with action points and that be sent over the next GSOC communication e-mail and to the GSOC list, and as this summary is sent by the Communication Committee, a link to the minutes be entered as well. Another major update is that we are moving the AoS Meeting for April to **April 5**. Same time and location. For those interested in Bernie Sanders, check the GSOC for Bernie part for upcoming events. For those interested in how the BDS campaign is going, you will be pleased to know that another town hall is being prepared. Details about that very soon.

**Present:** Michelle O'Brien, Jessica Feldman, Jacob Denz, Shelly Ronen, Parth Singh, Anne Pasek, Chris Nickell, Nathan Pensler, Meida, Patrick, Sean, Claudia. Kouross

### Introductions 10

### Minutes Approval from February

### Standing Committee Reports

#### - **Bylaws 10**

**Claudia:** Since passage of bylaws we haven't been meeting regularly. But yesterday there was an e-mail from Meida regarding an itemized response to the issue of our bylaws. Several of the issues have been discussed. Right we will have the fight around the bylaws and it seems that it will go on beyond the elections.

#### - **CommComm 10**

**Anne:** Caucuses are live. We have a new graduate student rank and file. We had a meeting with non-stewards who said that they have an informational deficit and a communication problem from unit-reps to stewards. [We have venn-diagrams to chart how information flows.](#)

**Chris:** i urge everyone to look at those in the report sent by Anne. We are trying to diagnose the problem and we will bring solutions, but it needs to be a group effort.

**Michelle:** will it make sense to have the e-mail list to include active members?

**Ella:** I don't see any problem with that

**Claudia:** the grievance issues we may not want to circulate to non-stewards. So I would advocate for a new list that will decrease e-mail traffic for stewards. It does make sense to think about what kind of news and events are particular to stewards and what are of interest to the larger active membership.

**Anne:** in our meeting we said that the notetaker of the AoS meeting can create a summarized paragraph of what happened and what is up for all interested members.

We will table this and bottomline this for the future.

#### - **PoliSoli 10**

**Nathan:** Event on Thursday to continue solidarity with Brod Kitchen. And we want to have another event to escalate. We are working to find out when the lease ends. If anyone wants to get involved, all help is appreciated.

- **Ziad:** Rally against trump on Saturday. We also want to think about what events we want to be part of on May Day.
- **Organizing Committee 10**  
**Nathan:** been busy since last meeting. We are organizing particularly in Steinhardt and some in GSAS. Trying to do some direct action with Fight the Fee and the upcoming arbitration to compliment the grievance protest. We have been having meetings and organizing trainings that have been successful. We have had two meetings at Poly (Tandon) to check in with people there as member outreach meetings. Colette has been very helpful.
- **Unit Reps 10**  
**Ella:** Our second arbitration was last Tuesday. Seems like it went pretty well. Both sides are presenting briefs and we are supposed to hear back in one month, but may take more (these are about cancelled classes - this is a big precedent case). We have a meeting with Gail tomorrow morning - we have only received half of the health care grievances settled, not sure why the other half is in the dark - and we have resolved all late payments.

### **BDS Town hall Report back**

**Sean:** The 9th we had a BDS town hall. It lasted about 2.5 hours with two breaks. It went well. There was about 50 - 60 people turnout and orderly procession of speakers. It seemed like a lot of the people there had their minds made out, and not on the fence. This is expected since it was the first event. Hopefully next time, with more publicity, there will be more middle-ground people. Hopefully we will have the another town hall in addition to the general meeting.

**Anne:** has there any been media-coverage? Do you want the communication committee to have a press release?

**Nathan:** As a member of the GSOC for BDS committee, we are doing our own outreach to media. There will be a bunch of articles coming up.

**Michelle:** As GSOC our main responsibility is to support as democratic a process as possible.

### **How to Increase Communication**

Regarding opening up the e-mail list to non-steward organizers who feel a bit in the dark, that is because a lot of communication goes on the stewards list.

**Nathan:** the last thing we need is another list. We already have GSOC DISCUSSION. We should use that again.

**Anne:** how do I add people to GSOC on discussion.

**Nathan:** Jeremy Dolan administers that list. I can ask him to turn it over to Comms.

**Anne:** There is great value in having summary e-mails and highlight action items - so that we know who is doing what and this creates accountability and responsibility. It would be recycling of Agenda and minutes. So: an executive summary with action items.

**Shelly:** that's a great idea. We should make it as simple as possible. An idea is to have action items at the top so that they're visible.

**Chris:** two things to address: 1) this process; i think it is important to have an executive summary. 2) there is also trouble with flow of information from unit-reps to stewards. How do we get that information circulating as well.

**Nathan:** That's important regarding Unit Reps. 2) I think we should get people to come to AoS meetings as much as possible.

**Claudia:** can we make Aos meetings facebook events.

**Michelle:** any consensus or vote on extending the AoS e-mail list to

**Shelly:** we have two proposals: a separate list or extending AoS e-mail list to all active members.

**Claudia:** We can change its name from AoS list to something else like: GSOC active members.

**PROPOSAL: GSOC stewards list be made open to all active organizers in GSOC and rename it to something that speaks to this change.**

**Result: UNANIMOUS VOTE.**

**Regarding Unit Reps:**

**Ella:** Do you want us to forward you e-mails?

**Anne:** I will amend that by saying: executive summaries after meetings.

**Ella:** to clarify: do all the stewards want these updates or just comms?

**Claudia:** I'd rather get a set of executive summaries.

**Proposal: have notetaker make a quick executive summary of the meeting with action points and that be sent over the next GSOC communication e-mail and to the GSOC list.**

**Amendment: link to the minutes and executive summary from Comms.**

**General Assembly Meeting Strategies (Ella)**

**Ella:** We made this move to have the meetings always at the same times to get more people out to meetings. The general assembly meetings have a pretty good turnout and we are seeing new faces. But in these meetings we don't have much to do except summarize the AoS Meetings. I think it would be more productive to use the general assemblies to have discussions about political issues, or NYU issues rather than just update people on what's going on.

**Jacob:** The general assembly meetings could be an opportunity for people who are interested but don't want to get so much involved, but interested in being a responsible union member, would make them filter.

**Nathan:** Can we try to figure out collectively what GSOC's political project should be and allow opportunity for people to debate that. We could have a poll in advance and put it to membership and whatever the most pressing issues are we can debate them and have a discussion on them.

**Sean:** Both of these ideas sound good. But I am weary of having our general assembly meetings being political whereas we have to have a lot of emphasis on organizing and getting people plugged into that. I want to make sure that we are using this space to build the infrastructure of our union rather than just have a talk shop.

**Claudia:** I like the participatory idea (nathan's). The other thing I suggest: we should change the name of AoS meetings to members meetings, in order to mobilize people and make them feel that they are the union and not just the AoS are the union.

**Parth:** I have a feeling that people know what the union is but not very keen on joining. We need to bring our good work out into the focus. We can have some media to publicize our achievements. Just a brief thing. That will show that we are actually doing something and an image is more striking.

**Chris:** the idea of Nathan is intriguing but logistically nightmarish. There are strategic reasons why we need to reserve places at NYU. we need to think really carefully why we need an NYU place for a particular thing.

**Nathan:** There is no reason why we need a NYU specific space, but BDS is very special because some jews don't step into churches. That was a special case.

**Michelle:** Of all the ideas so far, my favorite is Jacob's. Changing the name of this group is appropriate. That is going to be a fairly small percentage that we can grow over time. There is a much larger number of people who want to support but not interested in getting a lot of e-mails. So 2 or 3 meetings across the year that they can come to with some short discussion and a few agenda points - this will draw people.

**Claudia:** I think that whenever we have an election that this big mass meetings we can have candidates do statements and have voting happen. I would devote extra time to non-cheesy icebreaking activity to bolster the union feeling and connectivity.

## Elections [Update](#) (Votes Committee + Patrick)

**Ella:** We count 545 current members dues paying members and probably more if we cross check.

**Meida:** We calculated the average based on monthly dues-paying members.

**Claudia:** so according to your definition, anyone who worked is counted.

**Meida:** that's how different JC members are counted.

**Nathan:** I wanted to raise a concern putting aside questions about who is a member. What we want to get a sense of is what the reasonable expectation over the next 4 years. Because our early months we are surely going to have less members.

**Meida:** I do expect your delegates to go up. In 2003 and 2004, the monthly numbers over the year was higher over what they are right now. For example in december 2003 there were 802 people. In january it was 672 and then february 794. In april: 828 May: 399. In August 183. In september it was 616. October: 774. November 803. Those numbers are an indication that the erratic differences are gonna smoothen themselves out. You're going to always have to have an organizing plan that is focused on signing new people up. The adjuncts are struggling in the same thing.

**Claudia:** our 2110 bylaws operate by members, and not by dues (as specified by the constitution),

**Meida:** the way we allocate the delegates is by averaging dues paying members across months.

Shelly: do you have the members for the recent months?

**Meida:** I can get you them, but I don't have them on me now.

**Ella:** can I confirm that you we can update our amounts of delegates to the JC every year depending on the new monthly average?

**Claudia:** and we won't get opposition to have these elections next year?

**Meida:** (a sort of) yes.

**Nathan:** And next year will the months of this year be counted to the average?

**Meida:** I don't know the answer to this question but we are not looking to disadvantage you.

**Shelly:** so it is average from day 0?

**Meida:** usually it is over the 3 year period. We are not looking to disadvantage you and we understand the argument about the start-up year.

**Anne:** I want to bring up that there has been great difficulty of getting NYU to deduct dues. We are in a position to be disadvantaged by NYU.

**Meida:** you don't work for the only employer that screws with dues deductions. 1) NYU won't process dues if they don't have N Numbers. And we showed them an arbitration from 10 years ago. 2) NYU weren't deducting from the stipend (but that doesn't affect) 3) whether or not they were deducting dues on grading - and they said that they are. By the end of the Fall, december 15, we had submitted cards on 702 people and they deducted dues on 601.

**Claudia:** given the structure of semester here, knowing that we are in a start-up year. And after the last semester we have to start over with mostly new population and there is the additional degree of nyu process-time. Could it make sense to assume that we will probably get to 600 card signers as well, so 600 workers per semester. Is there a reason why this is not the assumed number we have? In a start-up year, the monthly average idea doesn't accurately represent the amount of card-signers and workers.

**Meida:** this is the way other locals do it. There are other places in which membership fluctuates

**Jacob:** Claudia you keep bringing up the membership definition by dues dollar. Do you think it sets us as a disadvantage?

**Claudia:** there is a standard in the constitution, this method here is not in the constitution and there is no mention of monthly average; but it seems to get away from the spirit of the law and i wonder why this should go unchallenged if it's hindering our capacity to start-up as a full member of 2110, and not in-line.

**Jacob:** so we can

**Chris:** The constitution is crystal clear:

**Meida:** but that would give you less delegates.

**Chris:** it is important for us for consistency.

**Michelle:** constitutional consistency is not the holy grail - we are negotiating whether another way is fair. But we don't believe that the constitution should be applied across the board.

**Claudia:** my point is that it is up for debate how to deal with this.

**Sean:** we should move on.

**Meida:** we have been very clear about the issues we had with the unit bylaws and you asked us to be very specific. We tried to narrow. There are a lot of things we can critique in the bylaws. You can have the bylaws you want to have as long as they're not in conflict. I know you were upset that you couldn't make it to the JC meeting. But you can revise the bylaws.

**Nathan:** so this wasn't a formal strike down of the bylaws. It was a request for revision. We don't have the power as AoS to revise. So what is the ask. Is your view that the bylaws committee would propose a revised version of the bylaws to membership? And we have a vote on the bylaws.

**Meida:** you invented the wheel in terms of the bylaws, so i'm reluctant to tell you how to deal with an internal issue. But yes we are asking you to revise the bylaws so that we don't go into confrontation over the bylaws. There are a lot of issues that are important for this unit. We like to get through the hump of the bylaws. I don't see why you did unit bylaws. Even your actions recently about a caucus policy. You could spend the year testing the water and how to operate as a union here using the 2110 bylaws as an umbrella. And then come to conclusion...

**Chris:** you waited 5 months to come back to us. You could've waited 2 additional months for us to have JC representation to have a say in the matter and be able to vote.

**Claudia:** two central issues with our bylaws: JC allocation and membership definition. The unit has a right to define its unit membership.

**Ella:** we should close discussion for now and continue next time.

### **Raises Grievance (Ella)**

**Ella:** We are doing more research and know that it is also a problem in Tandon. People have not been getting the 2.5% increase. They haven't seen a raise in the last 2 years.

**Meida:** will be good to crunch the numbers. [redacted]

**Nathan:** we are getting quite technical, but: even for GSAS, there are small amounts of raises that do not go up for 2.5. In Tandon it's more systematic reason why there haven't been raises.

### **International Taxes Screwup**

**Ella:** meeting with Gail tomorrow and I'm going to try to talk to them and ask them to send a follow-up e-mail and clarify ambiguous things.

**Nathan:** is this something we can grieve?

**Anne:** the unit reps can advise HR to address problems facing the membership as well as students more broadly. It looks like the problem is not specific to university or glacier but a fucked up thing with the IRS that targets international students.

**Chris:** it's the transposition of a number on a form that pertains to international students.

**Ella:** particular asks: to sort out who they're sending it to.

**Chris:** there is the case that other universities are exemplary with this, like Rice.

### **GSOC for Bernie Report back (Kouross)**

**Kouross:** we have been successful. We have outreached to Bernie folks. We have done 3 phone banks. We have met 20 NYU students, mainly undergrads. We are doing some campus activities and outreach to the active groups on campus. I went to a meeting called CUNY Struggle, their big thing is april 13th (the million student march). And May 1st as well. So we will see marches and protests across the next month, CUNY-based.

**Michelle:** any recent information about the International?

**Jacob:** they haven't endorsed.

**Claudia:** any more phone-banking dates set-up?

**Kouross:** no. but we are doing registration drives. And hopefully we will do some media.

**Ella:** there is going to be a march before the NY primary. Is there going to be a GSOC contingent?

**Kouross:** ya we should work on that, this wasn't on my radar till now.

**Draft and Share April Meeting Agenda to all stewards 5**

Elections;

Nathan: I propose to move the AoS Meeting to the first week of April (April 5th).

No objections.

**Announcements 5 -**

**Ziad Announcement [redacted]**

**Labor Event with Gawker Media**