

GTAC General Meeting

August 16th, 2018 Ecumenical Campus Ministries

Call to Order

Meeting was called to order by President David Cooper at 7:15pm. Quorum was established with 19 members.

Participants

David Cooper

David Cooper

Neill Kennedy

Mikaela Warner

Ben Schmack

Nino Cipri (Sarah Kugler as proxy)

Ruth Stamper (Conner Emberlin as proxy)

Conner Emberlin

Sarah Kugler

Jose Cadena

Elise Higgins

Patrick Gauding

Justin Preddie

Dee MacElhattan

Hannah Allison

Tasha Bharj

Morgan Mccomb

Nate Pickett

Rose Welch, AFT-Kansas (Non-Voting)

Non-Action Items

Elise Higgins moved to accept the Spring meeting minutes, seconded by Neil Kennedy. Passed unanimously.

Patrick Gauding moved to approve the agenda, seconded by Elise Higgins. Passed unanimously.

Officer Reports/Announcements

President: David Cooper spoke to the recent successes of the union and signing up new members. Up to 100 members, once the semester begins and payroll deductions are reinstated.

Vice-President: Neil Kennedy gives updates on organizing and office visits. 101 training upcoming, reach Neil for options about attending these. Neil Kennedy and Hannah Alison attended organizing conference/blitz in Philadelphia. Question is raised about ability of faculty to sign up as at-large Union members. Agreement with KU technically only covers GTAs, but we'll see what happens.

Treasurer: David spoke on behalf of Ruth as Treasurer. We now have access to account again and can withdraw money. Previous checks are destroyed, doubtful that these are necessary.

Secretary: Ben Schmack reports that the minutes/agendas are up to date and have been posted as required.

Communication: Mikaela Warner says that flyers and mailbox inserts have been made and are being distributed. Reminder to follow through social media. Reports that she has created a new Media Calendar for officers through G Drive – this tool will be used to let Communications Dept. know about what officers need done and events that need to be promoted. PDFs of all of these there.

Legislature/Negotiations: Nino Cipri sent a statement about the contract. Rose Welch emphasized the improvement of our involvement from our membership in Grad Student advisory board, Student Senate, KBOR, and a number of other boards. Much more representation in these types of legislative boards and thus we will have more prior warning on issues that affect GTAs.

Grievance: Rose Welch spoke on behalf of Ruth for Grievance committee. Now we have 20 stewards (up from 3). Need more, but this is a definite improvement. Contact Rose for scheduling training if you haven't already.

Steering Committee Business

Steering Committee quorum established with 6 members.

Bylaws require that Steering Committee consider any officer/chair absences since the last meeting. David Cooper asks for motion to consider officer/chair absences over the summer. Neil Kennedy moves to consider the absences of committee members from meetings over the summer, seconded by Mikaela Warner. Motion passes unanimously. Mikaela Warner moves to excuse all absences over the summer, including tonight's meeting, seconded by Neil Kennedy. Passes unanimously

General Membership Action Items

Steward Certification: Patrick Gauding moves to postpone certification of stewards until Grievance Chair is present, seconded by Elise Higgins. Passes unanimously

Nominations: David Cooper announces that nominations for the fall election are now open. Mikaela Warner calls for clarification of terms of offices and committee chairpersons. Rose Welch elaborates and clarifies on terms of offices and committee chairs.

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| a. Nini Cipri as President
<i>[Nominated by Patrick Gauding.]</i> | e. Patrick Gauding as Neg/Legislative Chair
<i>[Nominated by Patrick Gauding.]</i> |
| b. Neill Kennedy as Vice-President
<i>[Nominated by Patrick Gauding.]</i> | f. Hannah Allison for Organizing Chair
<i>[Nominated by Neill Kennedy.]</i> |
| c. Ruth Stamper as Treasurer
<i>[Nominated by Patrick Gauding.]</i> | g. Ruth Stamper as Grievance Chair
<i>[Nominated by Patrick Gauding.]</i> |
| d. Conner Emberlin as Secretary
<i>[Nominated by Conner Emberlin.]</i> | h. Mikaela Warner as Communication Chair
<i>[Nominated by Conner Emberlin.]</i> |

Rose Welch announces that AFT-Kansas certifies all nominated persons as members in good standing. Rose Welch elaborates further on qualifications for nomination and holding office. David Cooper reminds everyone that nominations remain open.

Review of Tentative Agreement on Employment Contract:

Discussion of and potential ratification of new contract. Rose Welch reviews changes to the MOA and takes questions on each article, as follows:

Articles 1/2: No changes

Article 3: Our non-discrimination clause is now far more expansive and covers sexuality, race, gender expression, etc.

Article 4: Changes in rights to access to information: Now home address, email, and access to student mailboxes. Phone numbers are outside of contract but gained.

Article 4a: No changes

Article 5: Appointments have been updated, more heads up to students about expected requirements ahead of time, no longer required to hold onto student work, GTAs can now hand it over to the department. More thorough and specific appointment letter that specifies union membership. Paid medical and parental work adjustments now available, which function as leave. Short courses during a semester are now protected against cancellation. Greater recourse against termination for failure to meet working conditions because now there is a review process and GTAs will retain employment during said review process. Same limit on number of appointments, but it is made clearer from the outset and summer courses do not count against this limit. Requirements and job duties are supposed to be given at the beginning of employment term; your evaluations must be based on these written job duties. Please bring it to a steward if you don't get a written job description.

Article 6: \$750 dollar raises every year for the next three years. If raise does not appear on paycheck, then people NEED to bring this up to department. Will kick in after KBOR approval (possibly October). *We need to write out an explanation of how this raise will be administered for the email we will send out to the membership*

Article 7: We now have the right to a seat on the KBOR sub-committee which considers changes to health insurance.

Article 8: This is an entirely new article. We now have the right to resources including desks, office space, free printing, Internet-enabled computers, etc. We asked for night transportation and this was not included in the contract but is happening. We now have the right to a seat on the University committee which governs transportation.

Article 9: Online training modules are now considered work time. Discretionary funds can be requested but are not guaranteed. There is now support for research, including paid release time is now available to be requested for conferences and other professionalization. Section 3c has some new gains for supporting nursing parents, childcare, and gender inclusive bathrooms. Also, the University will now offer \$60,000.00 in matching funds to the Educational Opportunity Fund Child Care Grant.

Article 10: Gained access to emails, as mentioned above

Articles 11-13: No changes

Article 14: University is now committed to progressive discipline, including a clear beginning with counseling, which is not considered discipline and must include specific information about what needs to change, how to change it, and when it needs to be done by. Previously appointments could only be terminated for discipline, not reduction is also an option, giving an additional step before termination. Better notification process with more information, including your right to grieve/fight the disciplinary charge against you.

Article 15: Far more expansive grievance rights. First step is now an Optional first round discussion with chair. GTAC will now receive notifications of all grievances, which helps to stop intimidation issues. Appeal to dean has now been replaced with a Grievance Resolution Committee, which includes faculty, students, and members of GTAC. Much more democratic way to consider grievance issues.

Articles 16/17: No changes

Review of Tentative Agreement on Employment Contract: Rose Welch and Mikaela Warner noted for the record that the requirements for notification to the unit of this meeting to review and ratify the employment contract have been more than satisfied. David Cooper articulated some of the issues and concerns considered when determining the timing of this meeting, most specifically the deadline to get this before KBOR in September so that unit members have expanded pay, improved working conditions, and additional benefits as soon as possible. Some discussion of whether to vote now or wait until next week and miss that deadline. Rose Welch leaves to allow membership to discuss the contract. Neil Kennedy opens floor to membership outside of the Steering Committee to speak first. Patrick Gauding moves to ratify the Memorandum of Agreement, seconded by Nate Pickett. Passes unanimously. Ben Schmack calls for the efforts of the negotiations committee and our AFT-Kansas organizer to be recognized specifically in the minutes to voice the memberships thanks for their hard work.

Announcements

Worker Issue: Some graduate workers have yet to get their tuition waivers and/or student loans. Rose Welch notes that HR has not completed processing for all GTAs but has assured us that it will be complete by Monday. Mikaela Warner wants to make sure this is publicized via our social media and an email blast, including letting people know to contact their stewards.

ECM Use: David Cooper noted that we need volunteers for helping out at the ECM to keep allowing us to use the ECM for free. Mikaela Warner suggests adding this to the list of volunteer asks given out by the Organizing Committee.

8/23 Meeting: Rose Welch brings up next week's meeting. Attendance is very uncertain, so we may need additional staffing – be ready to come help.

Adjournment

Nate Pickett motions to adjourn at 9:15pm, seconded by Neill Kennedy. Passes unanimously.