

Graduate Assistants United

Executive Board Meeting

January 23rd, 2019

5:30 p.m.

Attendance

Members: JD, Nishit, Josh, Salaam

Execs: Karena, Kelly, Joanna, Kathryn, Patrick, Sam

GAU introduction

Everyone present is relatively familiar with GAU so introductions were kept very brief.

Governance

1. Approval of the November meeting minutes.
 - a. Approved
2. Leadership positions for reelection
 - a. JB and Sam are currently co-presidents. JB's advisor is forcing him to graduate in May so we'll need to replace him so Sam doesn't get overwhelmed.
 - b. Kathryn may end up stepping down from Secretary position for next year
 - c. Jeannie stepping down
 - d. Karena trying to graduate soon so we'll need a new communications chair
 - e. Email of available positions to be sent out next month
 - f. Probably will need a bunch of senators next year. JB would know how many.
 - g. Matt also might be leaving. Would be good to keep a legislative person (for political involvement) so we asked Matt to look for a replacement

Bargaining

- Bargaining happening next year

- Current GA contract from 2017 to 2020. Last time bargaining happened was in 2017. Lots of people have graduated since then, so we need people for bargaining.
 - Contract opens up so we negotiate with USF about language in contract + proposed changes
- Main issues
 - Parental leave is a big change we're arguing for
 - Tuition fee relief
 - Successfully bargained for by UF GAU so precedent is now there
 - Start dates for appointments
 - Engineering issue last semester
 - Grievance filed, James Garey did research into contract language regarding year-long appointments vs semester appointments. Departments were cutting a week on start and end of contract.
 - Create stronger language in GA contract specifying when all GA appointments should start and end
 - Reappointment letter deadlines also important for preparation time (as well as health insurance and class registration)
 - At the very least having communications would be helpful...
 - How much variation is there between semesters in terms of number of appointments?
- Bargaining is done on a per-university basis
- Negotiations start in fall 2019, wrap up spring 2020, new contract starts next year fall 2020
 - Erin already drafted lots of edits to current contract to deal with above issues.
 - e.g. majority of grad students in each department (instead of at large) need to be on 19.5 pp/semester
- Don't need to be a law expert to help -- extra people to look at things and ask questions about stuff to clarify
- contract is neither super long nor super dense. Fairly easy to read.

- Salaam -- Education department sent out an email asking if it was okay to pass email addresses along to GAU. Might not end up getting all the information...
 - Salaam didn't sign it as a way to test who all shows up in the payroll list

Finance

- Approved budget for member meetings and socials

Organizing

1. Posters from last semester's contest have arrived! Put them around around campus
2. Poster design contest again...?
 - a. Multiple iterations of posters visible around campus would be nice! Would make it harder to not notice our existence

- b. Do next one in March?
 - i. Art Walk (Fine Arts Department celebration) on March 29th. Could be fun for art students?
- c. Could undergrads take part in contest?
 - i. Maybe better to keep it to grad students, but who knows?
3. Organizing training
 - a. Wed Feb 20th 630-830 @ MSC (details TBD) Dinner + training for stewards
 - b. Stewards mostly there to help recruit within departments
4. organizing fellows (and lead fellow)
 - a. Lauren Byers - professional organizer at UFF who helps us sort out our stuff - suggested it
 - b. Paid position. flexible hours, at most 10h/week, \$20/hour
 - i. In addition to GA
 - c. Office visits to find GAs that are hard to find
5. Increased GA membership is important for bargaining - show of force type of thing
 - a. Also important for grievances -- GAU can't represent someone unless they're a member at time of offense

Grievances

- Woman was recently terminated from a job at INTO in violation of CBA. Wasn't a GAU member so we can't file a grievance to help
 - no 2 weeks notice, no written warning of poor performance, no information in followup communications
 - no longer has tuition waiver because no longer employed

Communications

- Include a map to NEC in emails
 - Also include a note that receiving the email doesn't mean you're a dues-paying member

Legislative Affairs

- Matthew planning a candidacy meeting for local elections

Miscellaneous

- Are there any concerns you have for your department? How can GAU serve you?
- Next member social - tomorrow! January 24, 2019, World of Beer, 5 - 7 p.m.!