

Graduate Assistants United

March 2018 Member Meeting
March 27, 2018, 5 p.m.

Present: see attendance sheet

Welcome to the new office!

Approve Minutes from last member meeting - done

Brief GAU Introduction (for those who have never attended)

1. We are the GA union on campus; we bargain with the administration for GA rights.
2. For example, we have obtained health insurance, increased minimum stipends, won fee deferment, etc.
3. We also provide legal representation in any employment dispute, ***but only if you are a member at the time of the incident.***
 - a. Yes, this can be an important benefit.
4. Senators attend the twice-annual UFF meeting, which is composed of GAs from other Florida colleges and Florida faculty; there, we motion and vote for policies that UFF will advocate for in the Florida Legislature.
5. Also, of course, the more people who sign up as members, the more pull we actually have during bargaining sessions.

Governance

1. Adjuncts won their union on Tuesday, 326 to 91! Now they are preparing for bargaining their first contract, which could take over a year.
2. New officer elections. We will take a vote here, but positions will be finalized on March 30th. An online ballot did not go out as originally planned, so we are giving members a chance to vote online if they could not attend the meeting.
 - a. Ballots to be counted on Friday 3/30, the deadline for online votes
 - b. *Note added later by Kathryn Dorn - see end of minutes for results!
3. Nominees:
 - a. President/Co-Presidents - Erin Sauer, Sam Badger
 - b. Chief Steward - Liz Kiebel
 - c. Communications Co-Chairs - Karena Nguyen, Jeannie Mounger
 - d. Grievance Chair - Patrick Templeton
 - e. Legislative Outreach Chair - Matthew Chernesky
 - f. Organizing Committee Chair - Hanisha Anand
 - g. Secretary - Kathryn Dorn
 - h. Treasurer - JB Subils
 - i. Social Chair -
 - j. Senators - (7 seats open, 1 automatically goes to Chapter president/co-presidents -

see Senate allocation from FEA [here](#))

- i. Ofelia Sanchez
- ii. JB Subils
- iii. Elizabeth Kiebel
- iv. Hanisha Anand
- v. Patrick Templeton
- vi. Jenal Dolson
- vii. Kathryn Dorn
- viii. Zulqarnain Haider
- ix. Zachariah Beasley
- x. Erin Sauer - receives 1 seat automatically as co-president
- xi. Sam Badger- receives 1 seat automatically as co-president
- xii. ~~Samantha Shepard~~ - not in unit
- k. Alternate Senators (9 open) - same nominees as above plus Adam Carter, Matthew Chernesky, Karena Nguyen

- 4. Must vote on whether or not to approve earlier meeting minutes...**
 - a. See beginning of minutes - this happened.**

Legislative update (Matthew)

1. Recent bills passed just before the end of session - HB 7055, SB 7026, SB4
 - a. Summary: Florida legislature was trying to impose restrictions on Florida labor unions (HB7055)
 - b. SB4 on USF consolidation means all campuses
 - c. SB7026 on guns on campus: In K-12 schools, educators can carry arms but will depend on school district. Does not apply in universities. It's up to the individual school district to allow arms.
2. What do these mean for GAs at USF?
 - a. Fortunately, the big bill excluded higher-ed unions which includes UFF-USF and UFF-USF-GAU
 - b. But we cannot let our guard down, so keep watch for future legislative sessions.
 - c. Importantly, vote for pro-labor representatives in the next election
 - d. SB4 does not affect the GA contract because our current CBA covers all GAs regardless of campus.
 - e. SB7026 matters for GAs who choose to teach public schools after they graduate.
3. How to organize in your dept. around these issues?
4. Provost talked about consolidation at USFSP - brief report from that (Marcy)
 - a. Main takeaway: Provost assured the audience that no jobs will necessarily get cut, but said there are "opportunities for improved efficiency and streamlining"
 - b. 13-member task force (mostly people appointed by BOG, BOT Chair, student representative from Alumni Association) have until 2020 to implement the consolidation
 - c. Campus free expression act under SB4 is something to keep an eye out for as a potential challenge to employee rights. It implicates a student should they
5. Graduate Council update (Erin)
 - a. Assistant professors cannot chair PhDs on their own, which means PhDs have to

- be co-advised with someone tenured if their primary advisor is a junior professor. Reasoning is that Assistant Professors are not qualified.
 - b. Very tentative, but might happen in Fall 2018, but more likely to occur in Spring 2019.
 - c. Reasonably there could be pushback from faculty union.
6. Title IX and Parental Leave (Erin)
- a. Parental leave = Paid leave with the retention of benefits when you come back. We currently do not have this under the CBA (we have unpaid leave).
 - b. Title IX wants to give GAs parental leave, and so does the Office of Graduate Studies.
 - c. Erin is a voting member on the Title IX committee, but are contacting the Graduate School for logistics.
 - i. This also means that if you're a GA and have a Title IX issue, talk to Erin.

Organizing

1. Depts. to target: Education, Chemistry, Art, Cellular and Molecular Biology, Computer Engineering, Electrical Engineering, Physics.
 - a. All these departments are big and have low membership.
 - b. If you are interested in doing office visits, contact Hanisha.
2. Are you in a STEM department? We need you! (We also need you if you're in a non-STEM department! It's just that over 50% of our unit is STEM, so if we want to fortify GAU against union-busting bills, we seriously need STEM membership.)
3. Organizing follow-up meeting??
 - a. Need to start thinking of a GAU representative (steward-style) to the GSO in Marine Sciences based in USF St. Pete.
 - b. We'll need a sustained physical GAU presence in St. Pete especially after Marcy graduates.
4. Anyone want to have a social with their dept?
 - a. 6pm on Friday 3/30 – there is an art house social in FAH. Come see student work, get drinks, and socialize. Wear your GAU shirts!
 - b. If you think your department could benefit from a social, GAU can help fund it. The payoff is we get to have productive conversations with GAs. Contact us too if your department already has a social event scheduled.

Communications (Karena)

1. Interested in a \$50 Amazon gift card? Start recruiting new members!
 - a. Now until the end of April, we're running a contest.
 - b. For every person you refer as a member, you get a token entered into winning an Amazon gift card.
 - c. They can sign up online. Your person needs to put down your name in the "Referred by" field.
 - d. If you do the office visits, this is a great way to gain new members and a prize!
 - e. Our first winner is Sam Badger from Philosophy! Congratulations, Sam!

Miscellaneous

1. Assorted literature to distribute - "Member Rights" pamphlet!
 - a. We get discounts as members of our grandparent unions NEA and FEA.
 - b. Discounts like rental cars, cellphone services, insurance, etc.
 - c. We also have assorted swag: shirts, mugs, pens. Come get yours when you join a member meeting.
2. Are there any concerns you have for your department? How can GAU serve you?
 - a. Idea for social from Sam: Host an outdoor event at a park.
 - b. Funding-related GA issue in Sociology: GAs are being replaced midway through a course by their professors. Initially thought to be an isolated incident but is becoming a broad issue resulting in general confusion about where the department should move.
 - i. This is a potential Chapter or Department grievance.
 - ii. Fall appointments deadline has passed, so if their appointment has been rescinded after they got their appointment letter, that is against our CBA and is therefore grievable.
 - iii. This should be a precedence for an ongoing climate survey that asks GAs across USF about their environment (e.g. has *-ist language been used against you, do you feel unsafe in your work environment, etc.)

MINUTES BY CONSTANZA DE DIOS

Later That Week - Election Results!

Co-Presidents: Erin Sauer and Sam Badger

Communications Co-Chairs: Karena Nguyen and Jeannie Mounger

Chief Steward: Liz Kiebel

Grievance Chair: Patrick Templeton

Legislative Outreach Chair: Matthew Chernesky

Organizing Chair: Hanisha Anand

Secretary: Kathryn Dorn

Treasurer: Jean-Baptiste Subils

Senators: Sam Badger, Erin Sauer, Zachariah Beasley, Kathryn Dorn, Zulqarnain Haider, Liz Kiebel, Ofelia Sanchez, Jean-Baptiste Subils, Patrick Templeton

Alternate Senators: Hanisha Anand, Adam Carter, Matthew Chernesky, Jenal Dolson, Karena Nguyen