**TAU Organizing Committee Meeting**

**Friday, January 20 2017 4:30-6:00**

1. Introductions (10)
   1. Name, pronoun, department
   2. Kristie, Deirdre, Nora, Chelsea, Eric, Ian
2. Department updates (10)
   1. Deirdre- Anthropology being absorbed into another department. It is likely that faculty will be sent to other departments. TAs have a semester or two left in the program
   2. Chelsea- Communications is good.
   3. Eric- Medieval Studies is good
   4. Ian- Everything calm
   5. Kristie- Poli Sci is good
   6. Nora- Enrollment is down in the university, which will affect changes in appointment. Something to be aware of moving forward.
   7. Kristie- Might want to send out an informational email so that people know their rights in regards to changes in appointment
      1. More people read emails when senders are diverse
3. Eboard updates (20)
   1. President
      1. Provost meeting
         1. Meeting happened last December. It got a little heated, but we have a more open line of communications with set expectations
      2. Leadership Summit
         1. Most of us attended a leadership last weekend. We interrupted David Hecker, made our voices heard in the meeting, and represented the union well.
         2. Day one was mostly talking at the membership, the potential merger with MEA was discussed, as was the status of membership throughout AFT, which skirted any responsibility that may be shared by AFT itself rather than local unions.
         3. Day two of the summit included a surprise MAGEL breakout session. There will be a grievance officer MAGEL meeting this Monday.
         4. David Hecker has reached out to set up a meeting with TAU. This may be a combined meeting with other unions.
   2. Vice President
      1. RCR grievance
         1. Had a very professional meeting with Drs. Mansberger and Byrd-Jacobs. TAU’s concerns were communicated, but due to the RCRs blanket application on all Graduate Students, it is not grievable. Despite this, we were able to delay the deadline of the requirement, and enlightened the administration to several other issues. We were also able to educate our members as to the terms of the requirement, and encourage them not to complete it if they should not have been required to.
      2. LOA
         1. Language is almost finalized, after which we will sign the letter. Unused credits will be useable in the summer from both Fall and Spring semesters, if employed in the Spring. Some notification will be necessary, which might include initial contact and a form. Also, one need not be appointed in order to use these credits in the Summer.
      3. Member
         1. A member from Family and Consumer Sciences has reached out, notifying us that her advisor is attempting to have her makeup hours from MLK Day. Right now, our language does not have specifics for holidays, so we should consider adding this. Dr. Mansberger has assured us that this is impermissible. The member has been sent this information, and we are awaiting a response.
   3. Communications
      1. Ashley Carter Youngblood
         1. Has not been able to send her thank you letter , am arranging to get it from her.
         2. We should send out an email about her monthly free meditation session. Eric will write the language for this.
      2. Website Security Certificate
         1. Waiting for the security certificate to continue work on the website
   4. Treasurer [see current budget]
   5. Organizer
      1. There is a feeling that we are in the beginning of a union bust campaign. We need to stay mindful of how we use our time and money.
      2. We will be putting together a comprehensive contract campaign for the rest of the semester to find out what needs to change.
4. TAU elections! (15)
   1. Timeline:

Feb 1: Elections Officer issues call for nominations, elections mid-Feb

March 1: Officers-elect begin training with sitting officers

May 1: Officers-elect take office

* 1. Today: Elections Officer
     1. Cannot be a current officer or someone running for office.
     2. We should seek funding from AFT to help promote our call for officers. Also, we can make our officers available for pre-election shadowing

1. Contract negotiations (15)
   1. Contract campaign: organizing our members
      1. What matters to our members?
      2. Conversations, within departments and without, including electronic surveys
         1. What needs to be changed? What issues have you had?
      3. Should have about 3 top issues on our platform
      4. PIO negotiations were largely sidebar- need to set negotiation groundrules
      5. Should have a strategic plan for the semester’s work on this issue
      6. Will ask the AAUP president to come to an Organizing Committee meeting to explain their negotiation process with the university
      7. We will also ask other union friends for their input
      8. Challenges:
         1. This will be our first right-to-work contract
         2. Just lost labor-friendly trustees, which weakens our reach. Also likely that WMU’s new president will not be union friendly.
   2. Bargaining dream team
      1. The crux of the process! Need passionate, involved members!
      2. Good with facts, numbers
      3. Ready for leadership responsibilities outside of being an officer. There are a lot of different responsibilities available that need support
      4. A spectrum of people and backgrounds is good, to bring different perspectives and better represent the universitiy
2. Other business (10)
3. Happy ending (10)
   1. Chelsea had a great time in London!
   2. Christine had her flight delayed and spent more time in LA
   3. Eric got into Theater for Community Health group
   4. Ian got to play with a puppy!
   5. Kristie got to see John Oliver in Detroit with her Boyfriend
   6. Nora is excited to go to the Million Women’s march in Lansing

OC meeting schedule, spring 2017

Fridays 4:30-6:00 3301 Friedmann: **2/3, 2/10, 2/24, 3/17, 4/7, 4/21**

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| --- | --- | --- | --- |
| **2016-2017 Budget** | | | |
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|  | | **Budgeted** | **Actual To Date** |
| **Expenditures** |  |  |  |
| Per Capita Dues | *Total* | $22,875.00 | $10,483.10 |
|  | AFT Michigan | $13,500.00 | $6,465.20 |
|  | AFT | $8,500.00 | $3,190.80 |
|  | South Central MI AFL-CIO | $875.00 | $827.10 |
| Employee Payroll | *Total* | $35,000.00 | $16,188.49 |
| Operational Expenses | *Total* | $11,085.00 | $5,329.53 |
|  | Accounting | $550 | $525.00 |
|  | Arbitration/Legal | $1,000 |  |
|  | Bargaining | $0 |  |
|  | Community Outreach | $0 |  |
|  | Computer/Website | $25 |  |
|  | Education/Training | $600 | $10.00 |
|  | Mileage/Travel | $500 | $254.34 |
|  | Office Supplies | $300 | $161.86 |
|  | Officer Stipends | $4,000 | $2,000.00 |
|  | Part-time Organizer | $0 |  |
|  | Printing/Promotional | $400 | $759.60 |
|  | Professional Development | $800 |  |
|  | Rent | $1,500 | $1,000.00 |
|  | Telephone | $410 |  |
|  | Union Events | $1,000 | $618.73 |
| **Total Expenditure** |  | **$68,960.00** | **$32,175.47** |
|  |  |  |  |
| **Summary** |  |  |  |
| Total Revenue | 1.6% membership dues | $70,000.00 | $31,870.74 |
| Total Expenditure |  | $68,960.00 | $32,175.47 |
|  |  |  |  |
| **FY Surplus/Deficit** |  | $1,040.00 | -$304.73 |
|  |  |  |  |
| **Reserve Fund** | Established in by-laws | $25,000 | $25,000.00 |