**TAU E-board Meeting**

**Wednesday January 25, 2017 12:00-1:30**

1. Team updates (30)
   1. President
      1. Hecker visit: Saturday 2/18 (agenda, PIO, theme)
         1. Not sure what time yet. Hecker wants PIO there, but they may not be.
         2. His prerogative will be the merger. We need to keep that in mind and have good questions, good opportunity to have a conversation
         3. Kristie: We should use this as an organizing opportunity. Pizza with the President?
         4. Budget: Nora: We need to be more critical about where we are spending money and projecting our costs.
            1. We are already falling short on our revenue. We need to be more careful about our events
         5. Plan on 2:00 at the Vine Office, for about five hours to make sure that we can have a good conversation.
      2. Opt-out forms
         1. We encountered an issue last semester with a student who wanted to opt-out of membership. The university required a form.
         2. This is outside of the contract. Kristie is inclined not to do it for that reason.
         3. We should evaluate this issue and determine whether it is a fight that we should take up.
         4. This makes it harder for people to opt out. That’s a good thing for the union, and gives the university a standardized record.
         5. There is a deduction cancellation form, not specific to TAU.
         6. Might violate integrity of the contract because it is an additional requirement.
         7. Need to be sure that this is not a blanket policy for the whole university. If so, it is harder for us to do anything since the university is standardizing practice.
         8. Contract requires written notification. Vague enough to include the form as well as current practice based on email.
         9. If the university received our notice via email and does not stop dues deduction because the form was not used, the contract would be violated.
         10. Jaafar and Nora think that this is a good thing for the union, and does not violate the contract. Eric also thinks that agreeing to use the form would help foster a good relationship with the university.
         11. Right now, the form exists, and is being used. It will continue being used unless we fight it.
         12. Our job is simply to forward the information to the university and make sure that there is contact. The contract is too vague to really prohibit the use of the form.
   2. VP
      1. LOA
         1. Language updated and sent to Mansberger yesterday. We are waiting to hear back. Chelsea is hopeful that will happen by Friday
   3. Treasurer
      1. Dues deduction meeting with payroll
         1. The university wants the automated process, using the list. Unfortunately, IT is refusing to allow them to update the server until October, so we must continue using the current manual method.
         2. We agree with the university on our goals for this.
         3. On track to get list posted by friday
      2. 2017-2018 budget: Finance Committee formation?
         1. Constitution lays out process to create this committee at the discretion of the treasurer.
         2. There might be a flaw in that the budget is due before our election will even have been held.
         3. Do we need a financial committee?
            1. Probably not for daily expenses, but maybe for budget stuff.
            2. Committees are a good way to organize and get people involved in the union apart from on-the-street organizing.
            3. GEU’s biggest committee is budget and analytics.
            4. Jaafar needs to see if there are interested people, reach out to other unions to learn from their models, develop a structure for the committee.
            5. Further discussion in 2 weeks
   4. Communications
      1. Website security certificate
         1. Eric will email Nora
      2. Meditation Email
         1. Eric sent a draft, ready for action network
      3. Contract/Involvement organizing event
         1. Eric will plan an event, hopefully with the newly elected officers
   5. Organizer
      1. Intern
         1. Will not have organizing intern. Is a good idea for the future.
         2. Nora will send a job description to Chelsea, who will forward the information to the university, which requires service for Non-Profit leadership students.
         3. Just have to make sure that we don’t take advantage of anyone, and that a volunteer gets something in return for their work.
      2. Recia visit
         1. Will have dinner with her next Thursday. She will shadow Nora to learn some organizing ropes during the day.
         2. We will split the money for her check
2. Other business (10)
   1. International Student Committee?
      1. Trump’s Executive orders concerning students from certain Middle East countries are worrisome.
      2. It might be beneficial to set up an ISC.
      3. Board agrees that this is a good idea.
3. Spring organizing! (50)
   1. Goals
      1. Identify and empower future leaders and activists (eboard, bargaining)
      2. Increase membership to X% (318=61%)

520 TAs: 65%=338-->20, 70%=364-->46, 75%=390-->72

* + - 1. AFT has stated goal for Grad Locals to achieve 67% membership.
      2. Unit size has shrunk
      3. Trend in organizing right now is human-contact driven, not metric driven. This may be a beneficial way to approach the situation considering the contract year and the need to gather information.
      4. Talking to every member in the unit should be a goal, not a percentage.
      5. This might mean much more work for the Eboard.
      6. Need to distribute the labor and empower more people
    1. Develop contract platform
  1. Concentrated blitz, sustained organizing culture
     1. Fall blitz: what worked, what didn’t work
        1. Bad: scheduling, follow-up, better lists
           1. Have standardized forms now for future blitzes and organizing.
           2. Scheduling was biggest challenge. It was very time consuming to arrange the schedules and times for pairs.
           3. People also needed reminders.
           4. Need some mechanism to do these things, but we need to be accountable to each other. Having members sign up themselves and organizing pairs in a meeting might be better, more organic. Also helps the pairs keep each other accountable.
           5. John Curtiss was a hassle. He did not always follow-through with organizing. We need to have a defined role for AFT help in the future.
           6. Need to provide more comprehensive lists, maybe based on buildings.
        2. Good: empowered lots of new activists, 20 new members
           1. Created some friendships, forged a better community.
           2. Need to focus more on gathering concerns rather than an ask.
     2. Officers: identify potential replacements, contact them personally; follow up with Nora
     3. Engaging member-organizers (OC members, fall blitz participants, RCR activists, event attendees, last year’s activists): what are we asking them to commit to?
        1. Need to keep our larger concerns in mind, not have our message get lost in small issues with the university.
        2. Lost some of these people last semester because we didn’t keep people engaged in a timely manner.
        3. Plan to have the blitz the week of the thirteenth.
           1. One week
           2. Culminate in meeting with Hecker
           3. GEU event is from Feb. 6-17 if we want to partner with them in our efforts, exchange volunteers, have organizing training. Union solidarity!
  2. Resources & materials (proposal to AFT-MI?)
     1. Membership cards
     2. Contact card
     3. Comprehensive conversation form
     4. Contract survey (Google form)
     5. Call for officers (including office descriptions, officer statements, officer contact info, more?)
  3. Associate memberships: needs to happen! Action steps?

*Meeting Schedules* [special meeting with Hecker Sat, 2/18!]

**Eboard**: Wednesdays 12-1:30, 3309 Friedmann

2/8 at 10:30 , Vine office 2/22 3/1 3/15 3/29 4/12 4/19

**OC**: Fridays 4:30-6, 3301 Friedmann

2/3 2/10 2/24 3/17 4/7 4/21

**GSA**: Fridays 3-5

1/27 (157 BC) 2/17 (157 BC) 3/24

Commitments

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Commitment** | **Due** | **Next Steps** |
| Kristie | Officer statement- Feb. 8 |  |  |
| Chelsea | Officer statement- Feb. 8  Know your contract rights email |  | Send email to Kristie, Kristie will send to members |
| Jaafar | Officer statement- Feb.8 |  |  |
| Eric | Officer statement- Feb. 8  Call for officers flyer- Feb 8 |  |  |
| Nora | Reserve VNA meeting room for 2/18 |  |  |