



## CGE Grievance Updates

**\$34 fee grievance** - CGE and OSU held an arbitration hearing on Nov. 23rd over the \$34 Summer Session Tuition Base grievance. For those unfamiliar with this grievance, this summer, and every summer past, all graduate employees were charged \$34 for something entitled the "Summer Session Tuition Base." The name alone would imply that this charge is, in fact, part of tuition, and hence, under Article 12 of the CGE-OSU collective bargaining agreement, should be remitted to all grad employees on assistantship over the summer term. After filing the initial grievance in 2008 and more than a year of trying to reach an agreement with OSU, we requested that an arbitrator make a ruling. We are looking forward to receiving the arbitrator's decision by mid-February and will keep everyone up to date.

**Dues deduction grievance** - For most of 2009, OSU has failed to correct any mistakes made in the amount of dues deducted from CGE members' paychecks. (We check every month to make sure to the best of our knowledge the proper amount of dues are being deducted from members, and notify the university when we find what we believe to be an error, even when it's not in our favor.) Though CGE spent almost six months trying to reach a resolution on this issue with OSU without filing a formal grievance, we were unable to convince the university to correct the mistakes they were making, and are proceeding towards arbitration. We hope to gain restitution for lost dues as well as develop a new procedure that will minimize errors made and allow for easy resolution when errors occur.

## AFT-Oregon Scholarships

AFT-Oregon currently has three scholarships open to all AFT-Oregon members, including CGE members, who are enrolled in a higher education institution. Each scholarship is worth \$1000.

The three are the Albert F. Shanker Scholarship, the Carl J. Megel Scholarship, and the Shirley J. Gold Scholarship. They all have the same deadlines for requesting applications (January 15, 2010) and for submittal (January 31, 2010). Winners are announced in March 2010. Go to the AFT-Oregon website, [or.aft.org](http://or.aft.org), for more information.

### UPCOMING EVENTS

#### AFT-Oregon 2010 Winter School

January 29-31, 2010 Newport, OR  
Registration deadline is Jan. 15, 2010

#### CGE Membership Meeting

Friday, January 29th, 2010  
Corvallis Senior Center  
26th & Tyler, 5:30 PM  
Food & Drink

# Bargaining Update

## Letter of Intent Delivered, Bargaining Team Hard at Work

On October 29, around 50 spirited graduate employees assembled together outside Kerr Administration Building, listened to a rousing speech by CGE President John Osborne, and then marched upstairs to OSU's Office of Human Resources to deliver a letter informing OSU that we intend to engage with them in a reopener of the contract we negotiated in 2008. The event, which marked the official opening of this year's negotiations, was a great success. Reactions from members of OSU OHR ranged from surprise at the number of graduate employees assembled to deliver the letter to alarm at the number of graduate employees assembled to deliver the letter (accompanied by a demand that we leave the office immediately).

Since the delivery of the letter of intent, the CGE bargaining team has been hard at work preparing for negotiations. After developing and distributing the bargaining survey (and thanks to the 200 of you that responded!), the BT compiled the survey's results into a platform for bargaining this year. A vote to approve that platform passed 98-2.

Pending the results of that vote, the BT has identified the articles we wish to reopen this year (we are allowed to choose four, plus a potential additional two that we can open as a result of consultation meetings with OSU).

In addition, the BT has already participated in several hours of bargaining training to prepare themselves to sit across the table from the OSU administration.

## Bargaining Team Members:

- Angela Brandt
- Ashley Bromley
- Sarah Cunningham
- Jack Day
- Henry Gillow-Wiles
- Chris Knutson
- Matt Loewen
- Travis Margoni
- Michelle Zellers
- Dennis Dugan
- John Osborne
- Rob Hess
- David Weiser
- Adam Lambert

If you have interest in joining the bargaining team, contact Rob Hess at [vp\\_bargaining@cge6069.org](mailto:vp_bargaining@cge6069.org)

## Departments Represented by the Bargaining Team:

Anthropology  
Chemistry  
COAS  
EECS  
English  
Geosciences  
HDFS  
SMED  
Zoology



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## Departmental Representative Structure

Last year CGE instituted a commonly held graduate union structure of departmental representatives, or stewards. These are grad employees that are active in CGE and with knowledge of some of our contract. We now have a strong number of representatives in various departments that can facilitate any questions about your contract and your rights as grad employees.

### Know Your Rep(s)!

Your department may have a CGE representative to assist you with work-related matters. If you don't know your rep, then email [organizer@cge6069.org](mailto:organizer@cge6069.org).

## Financial Audit

The financial audit committee met in October and completed the annual audit. They found that we could reduce the fair-share fee to 1.58% (for non-members in the bargaining unit).

We would like to thank the following committee members for their time and effort during the audit process:

Clare Taylor - for conducting the audit  
Erica Rode - for conducting the audit  
Paul Bradley - for conducting the audit  
Julia Michaels - for organizing & overseeing the audit  
Angela Brandt - for consulting with the committee

## AFT-Oregon Award Opportunities

Each year, AFT-Oregon recognizes individuals through two awards for their activities on behalf of members and the union.

- *John Conner Memorial Award* - limited to one AFT-Oregon Local (CGE) member. Nomination deadline: January 31, 2010.
- *Outstanding Contribution to Public Awareness* - limited to one Oregon resident. Nomination deadline: January 31, 2010.

Recipients are announced and awards are presented during the AFT-Oregon Annual Convention in April. If you want more information, or to nominate someone, email [unite@cge6069.org](mailto:unite@cge6069.org).

## Current Departments with Reps:

Anthropology  
Botany and Plant Pathology  
Chemical Engineering  
Chemistry  
Design and Human Environment  
EECS/English  
Fisheries & Wildlife  
Geosciences  
HDFS  
Mathematics  
Molecular and Cellular Biology  
Nutrition and Exercise  
Oceanography  
Public Health  
Public Policy/Political Science  
Science and Math Education  
Speech Communications  
Zoology

## Fall GMM Recap

Agenda Items:

- Officer Introductions
- Membership Updates
  - Recognized Volunteers
- Other News
  - \$34 Grievance
  - Dues Grievance
- John Oliver Social Event
- Audit Summary
- Bargaining Team Update
  - Final Call For Team
  - Survey Results
  - Letter of Intent
- AFT-OR Political Action
  - Measure 66
  - Measure 67

## Member(s) of the Month

Sarah and Jack used the power of teamwork to put together CGE's Local Member Benefits program around Corvallis. They were able to persuade four local businesses to offer discounts to CGE members. They also coordinated the details of the arrangements. For this they both received the title of Member of the Month!



Sarah Cunningham - Ph.D. student in Applied Cultural Anthropology focusing on rural youth migration for her dissertation. She is also working in the area of youth food security - both rural and in the university setting. Toward that end, Sarah is Coordinator of the OSU Emergency Food Pantry.



Jack Day - A third year Masters student in Human Development and Family Sciences. He is interested in looking at the ways in which fathers react to and interpret cultural representations, specifically as presented through television shows, of fatherhood.

## Photos from the Letter of Intent Drop-Off



Left/Top Left: CGE members approach the Human Resources office.

Top Right: Lead Negotiator Rob Hess speaks to the assembled crowd.