

Ratification Meeting Minutes

10.4.2013 3PM, Westminster House

1. Lizz Hardardt opens the meeting and introduces herself as the chair of the bargaining team and CGE VP for Collective Bargaining and Grievances.
2. This round of bargaining was a special round resulting from the success of the Recognize All campaign to include Research Assistants in the bargaining unit. For this reason, bargaining focused on issues where the contract needed to be modified to accommodate Research Assistants. So, we didn't bargain over fees, health insurance, or salary, as we typically do.
3. Changes to the contract:
 - a. Article 2—all graduate assistants are now covered by the collective bargaining agreement.
 - b. Article 7—adds the determination of academic standards to the list of rights reserved by the university.
 - c. Article 8—the number of stewards recognized by OSU increases from 15 to 30. There's a question about the distinction in the way we identify stewards and the ones the University recognizes. For contract purposes, stewards just matter as far as who can accompany a grievant to grievance meetings, so 30 works fine. We just put the full list of stewards as authorized representatives who otherwise have the same rights.
 - d. Article 9—we removed the bargaining unit designation from the list of things in an appointment letter, since all graduate assistants are now in the bargaining unit.
 - e. Article 10—Workspace: many people have raised issues around access to copies, secure file storage, and other needs. New contract language establishes a point person in every department and refusals must be made in writing. This makes it easier to grieve if you don't have all the supplies or space you need for your work. Schedule Changes: this section establishes 15 business days per academic year where a graduate employee can be away from work, but still work the same total number of hours.
 - f. Article 11—We maintained workload protections for RAs who work on their own research. Added language that says this doesn't establish the number of hours required to achieve satisfactory academic progress.
 - g. Article 17—change of position name, only.
 - h. Article 18—change of position name. Arbitration process changes to streamline the selection of arbitrators. We got rid of the expedited unit eligibility grievance procedure because it didn't work well. Question: what happens if a position is moved out of the bargaining unit to hourly? These grievances will now be dealt with through the regular grievance procedure.
 - i. Article 19—change of position name, only.
 - j. Article 24—struck sexual orientation from being exempt from the regular grievance procedure.
 - k. Medical & Family Leave Policy—changed the name from Family and Medical Leave to Medical & Family Leave to avoid confusion with the national Family Medical Leave Policy. We tried to get the policy into the contract, but OSU refused because they

wanted to assess the financial impact and retain “flexibility”. We have a letter of agreement that we’ll meet monthly until the end of the next reopener negotiations to discuss the issue.

- I. Letter of Agreement on Tuition Waiver—extends the eCampus tuition waiver through Spring 2014.
4. Questions
 - a. Workspace: any timeline on responding to requests? None is specified, but you have 30 days to grieve, so that’s an absolute maximum. Could include a response time in your request.
 - b. What did you not get that you wanted? We were glad to not have to agree to language that excluded anyone from any part of the contract. We were disappointed that we got nothing on yearlong appointments. The grad school is compiling data. They gave us an out of contract agreement to meet monthly about appointments.
 5. Comments—appointment letters now have academic standing requirements bolded and underlined. Seems the university is aware of issues around control of academic standing to maintain employment.
 6. Call for ratification committee—Mike Hall, Tim Ottusch, Ivan Kuletz volunteer. They’ll verify and count ballots on Tuesday night.
 7. Looking for bargaining team members for the next round of negotiations.