

Coalition of Graduate Employees

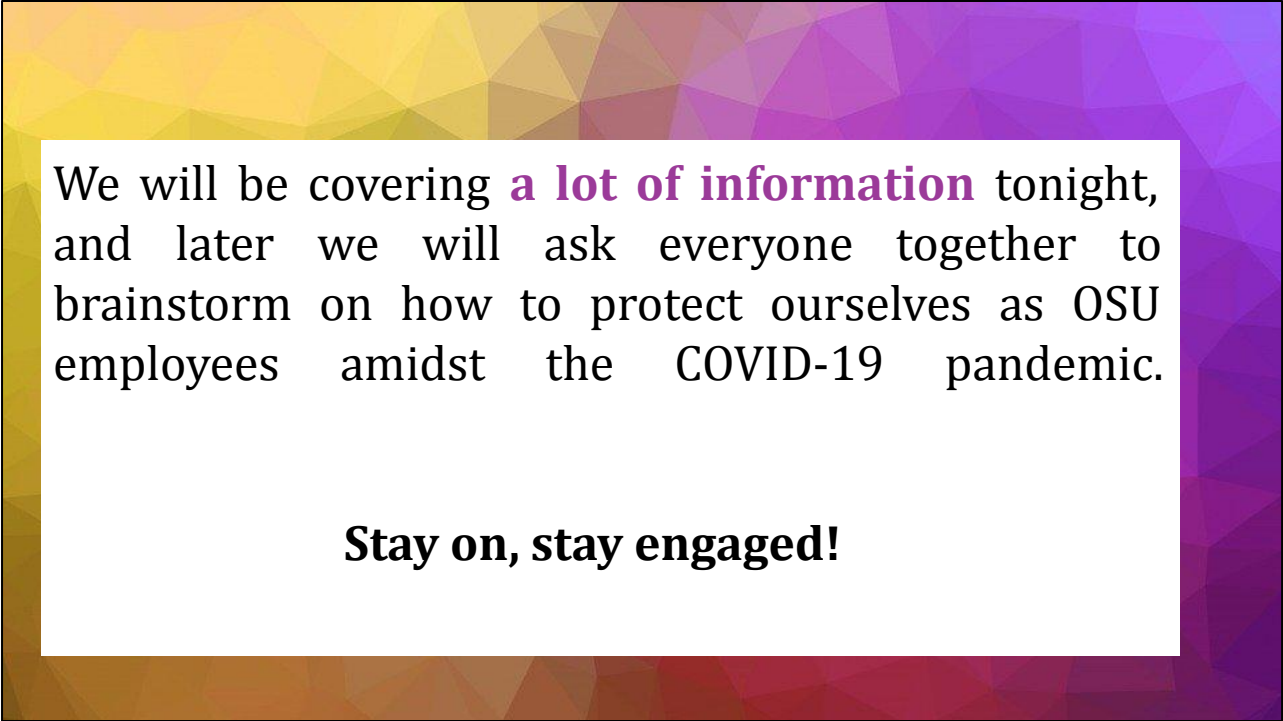


**All Member Meeting
Fall 2020**

Welcome everyone to our Fall 2020 All Member meeting!

Every term, this is a chance for every single member of our union to come together and hear what we collectively have fought for and won, as well as what we are still pushing for. We always also have a number of internal initiatives to create avenues for every single one of us to influence the direction of the union.

<https://www.cge6069.org/>



We will be covering **a lot of information** tonight, and later we will ask everyone together to brainstorm on how to protect ourselves as OSU employees amidst the COVID-19 pandemic.

Stay on, stay engaged!

If you have questions throughout this presentation, drop them in the chat! If you have any questions afterwards and unsure who to ask, send them to Andrea Haverkamp, president@cge6069.org

The **Coalition of Graduate Employees** is the collective power of OSU graduate student employees.

We are not a third party “advocate” for graduate workers or a “student group”, we are a **labor union**, by-and-for graduate workers, committed to improving the quality of life for ourselves and our community.

CGE: Organized, autonomous, democratic, and united!

If this is your first all member meeting, welcome! We'll cover a little basics of CGE. The union you and I are a part of is a local of American Federation of Teachers (AFT), under AFT-Oregon, local 6069.

There aren't “three parties” i.e. you, OSU, and the union. You and I *ARE* the union. There are two parties at Oregon State - upper admin, and graduate workers with power collectively in CGE.

We are organized together, autonomous and self-directed, democratically led and elected, and united together to support all graduate employees.



HAVE YOU JOINED YOUR UNION?

YOUR MEMBERSHIP REFLECTS YOUR
COMMITMENT TO YOUR UNION. IF EVER
THERE IS A TIME TO COMMIT TO PROTECT
AND EMPOWER ONE ANOTHER, IT'S NOW.

Are you a member? If not - <https://www.cge6069.org/members/join/> !

Unsure if you are a member? Email our VP Membership at
vp_membership@cge6069.org

Membership is our collective strength and will as a workforce.

Want to help the membership drive? Sign up here:
<https://forms.gle/Bx7voVo7byGF1rgA8>

The Coalition of Graduate Employees

WE BARGAIN

with OSU to ensure
our fair treatment

WE REPRESENT

our demands to the
university leadership

WE CONNECT

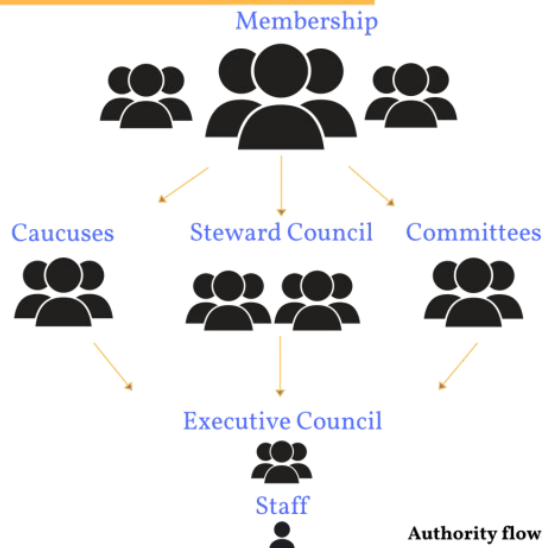
across identities
for a stronger
community

WE DEFEND

our rights when they
are threatened

These are four big areas where, together, we exert strength through our numbers and solidarity.

CGE Organizational Structure



- **Membership**= highest governing body in CGE
- **Steward Council**= elected department representatives. Second highest governing body in CGE.
- **Committees/Caucuses**= formed by members, high impact decisions approved by Steward Council.
- **Executive Council**= elected by entire membership. Makes daily decisions of union. Receives direction from membership, Steward Council, and caucuses/committees.
- **Staff**= no formal decision-making power.

Authority flows from membership down to Executive Council

This is our democratic organizational structure - everyone here today, members, are the ultimate voice to steer the union. From members come department stewards who are elected, caucuses and committees that guide and inform all the union does. All of this information, guidance, proposals, as well as voting, informs the executive council, a team of elected leaders who put in 5 to 10 hours a week ensuring the daily operations and long term plans of the union push forth. Staff are hired and supervised by the executive council, but staff are not the deciders - you are.

Get To Know
Your EC



A
N
D
R
E
A

H
A
V
E
R
K
A
M
P

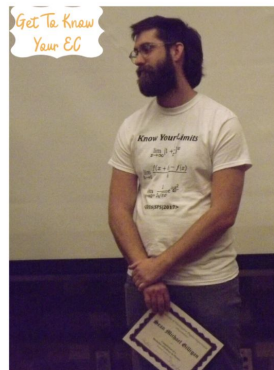


2020-2021 President

Andrea Haverkamp (she/her)
President

Our Executive Council President helps grow all of our union's initiatives. Contact at president@cge6069.org

Get To Know
Your EC



S
E
A
N

G
I
L
L
I
G
A
N



Secretary
Treasurer

Sean Gilligan (he/him)
Secretary-Treasurer

Our Secretary-Treasurer keeps our books and finances in order, and is responsible for making our union expenditures transparent and available for all members. Contact at treasurer@cge6069.org

We'll be introducing the executive committee in these following slides.



K
A
T
I
E

H
U
T
C
H
I
N
S
O
N



2020-2021
VP for Social Justice

Katie Hutchinson (she/her)
VP for Social Justice

Our VP of Social Justice draws the connections between labor and society, the personal and the political, and helps ensure our union understands its role in the struggle for broader social justice. They do this through educational activities, workshops, nurturing social justice initiatives undertaken by CGE, and more. Contact at socialjustice@cge6069.org



N
A
T
H
A
N

W
A
U
G
H



2020-2021
VP for Bargaining

Nathan Waugh (they/them)
VP for Bargaining

Our bargaining officer coordinates our efforts in negotiations. They help build a bargaining team and prepare them for negotiations with management in bargaining years. Contact at vp_bargaining@cge6069.org



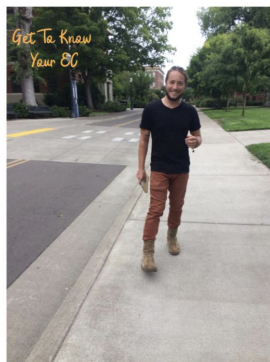
J
E
S
S
E
E
S
V
O
B
O
D
A



2020-2021
VP for Membership

Jessee Svoboda (they/them)
VP for Membership

Our membership officers supports the organizing efforts of our Steward Council and assists in processing membership for our union. Contact at vp_membership@cge6069.org



N
I
C
H
O
L
A
S
F
I
S
H
E
R



2020-2021
VP for Grievances

Nicholas Fisher (he/they)
VP for Grievances

Our union's point of contact for any questions about contract provisions, and how to proceed with grievance filings. Can be reached at vp_grievances@cge6069.org



T
H
E
O

N
E
W

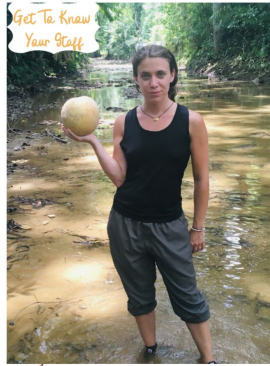
B
O
L
D



2020-2021
Social Activities Chair

Social Activities Chair
Theo Newbold (they/them)

Our Social Activities Chair coordinates social events for our union, such as our trivia nights, movie nights, and our annual Brew-Off! Got an idea for a fun social event you want CGE to put on? Then contact our Social Activities Chair at activities@cge6069.org



S
A
R
A
H

P
I
S
H
I
O
N
E
R
I

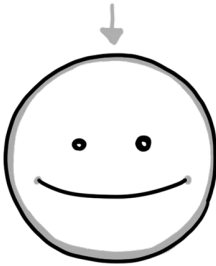


CGE
Organizer

Sarah Pishioneri (she/her)
Staff Organizer

Our CGE Staff Organizer is a full-time employee who works exclusively for our union to support our organizing efforts. This entails training on organizing skills, coordinating membership blitzes and campaigns, and support the general efforts which build our union. You can email them at organizer@cge6069.org

Your Face Here



2020-2021
VP for Communications

VP for Communications

Our VP of Communications is responsible for website updates, ensuring meeting minutes are posted for all members to see, and the general work of ensuring every CGE member has access to information. Contact at vp_communications@cge6069.org



2020-2021
VP for Organizing

VP for Organizing

Our organizer helps empower members through education and workshops, coordinates activities such as meetings and events, and helps facilitate our Steward Council in their operations. Can be contacted at vp_organizing@cge6069.org

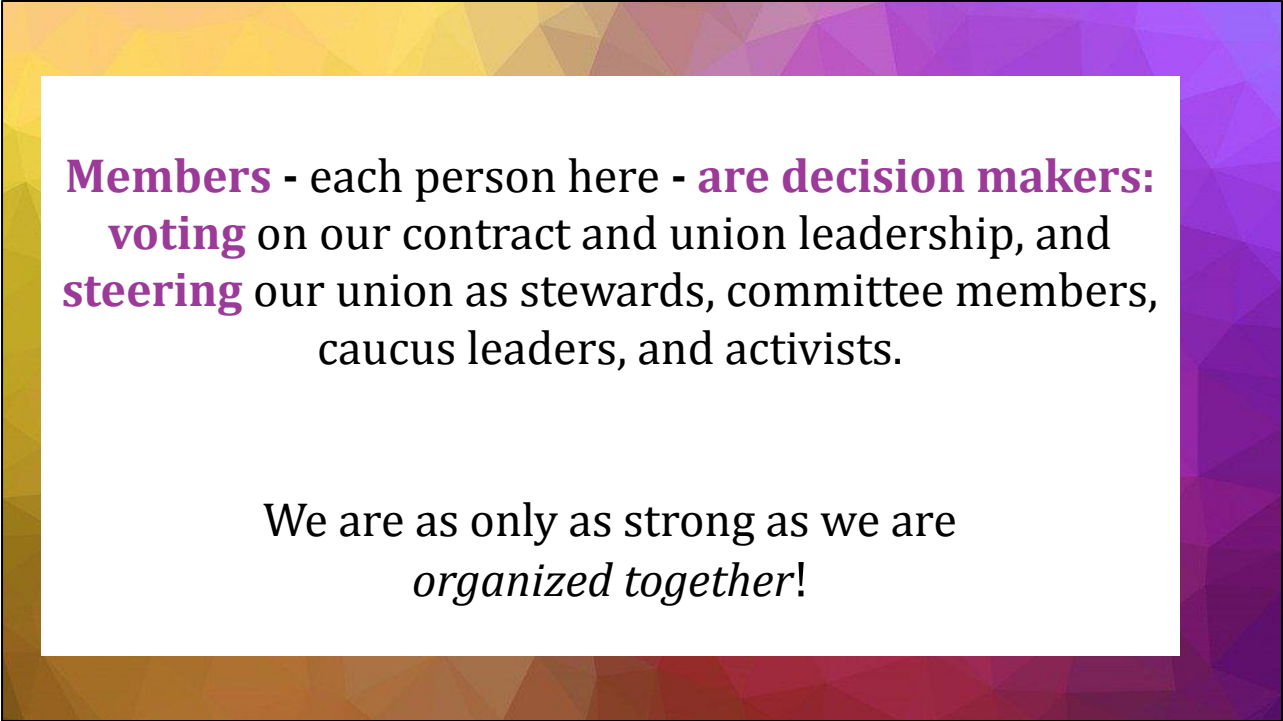
We currently have two open spots in the executive committee - interested and want to learn more? Follow up over email or discord, and let's talk about involvement!



Now we will **meet each other** tonight!

In your break out rooms, **for three minutes**, discuss who you are, why your union is important to you, and what has been bringing you joy lately.

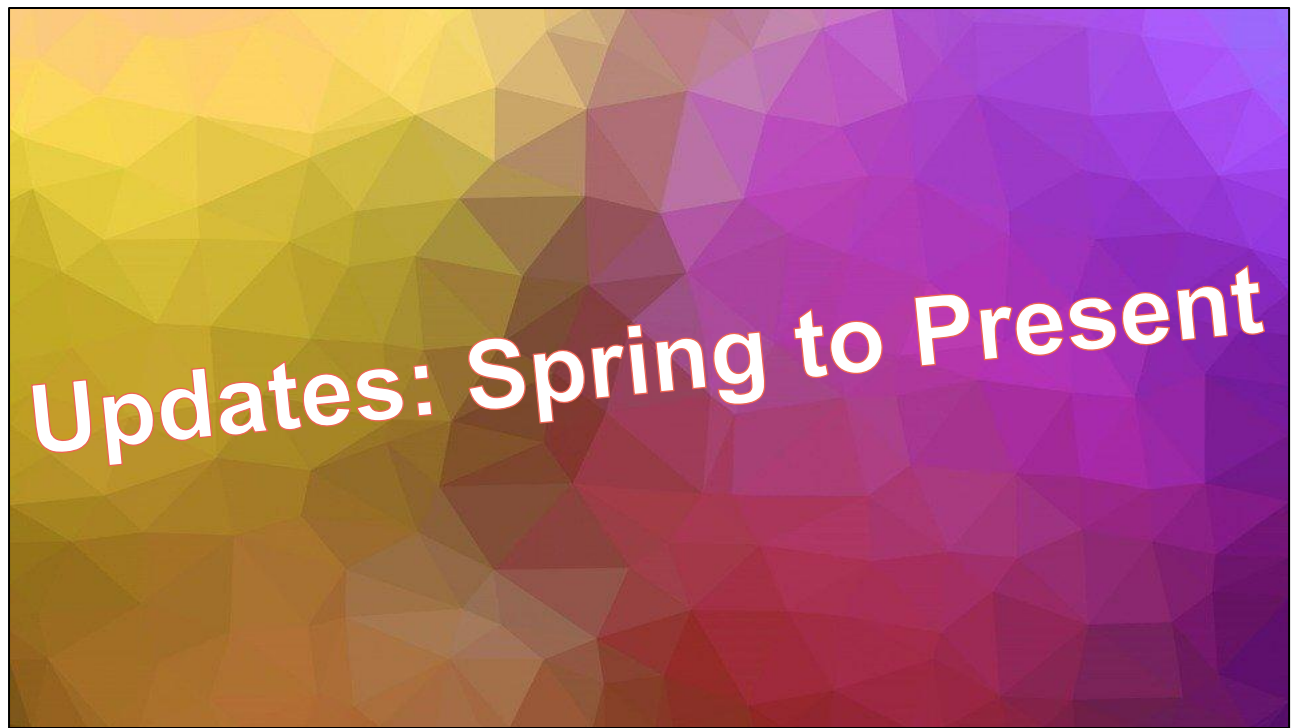
We are going to take just a few minutes to break the ice, and have everyone get to know another graduate employee for just a few minutes. Why? Because in COVID-19 we are more separated than ever, especially new members who have never gotten to meet at an all member meeting in person before.



Members - each person here - **are decision makers:**
voting on our contract and union leadership, and
steering our union as stewards, committee members,
caucus leaders, and activists.

We are as only as strong as we are
organized together!

It is important to know other grad employees in your department, in your building, on campus, and in labs. We all have to stick together in union - that is our power.



A lot has happened from this Spring, over the summer, and into the Fall. We are going to go over a few of the most important things that have happened, and are going to start with a refresher on the new contract for incoming union members.

Our Contract

(the collective bargaining agreement)

BEFORE CGE (pre-1999)

- \$0 for health care
- \$0 to cover fees
- No tuition waiver guarantees
- No paid leave or time off
- No guaranteed access to work space
- No minimum salary or FTE
- No standards on workloads
- No benefits for international graduate workers
- No ability to file grievances

AFTER CGE (2019)

- 90% of health care paid by OSU
- 90% fee remissions
- Guaranteed tuition waivers
- 15 days time off
- Paid sick leave and sick leave donations
- Guaranteed access to adequate work space
- Workload maximums
- A minimum salary and FTE
- \$500 SEVIS/visa reimbursement
- Formal grievance process for violations

This chart was originally made one year ago as bargaining was about to begin for the 2020-2024 contract. Look at these gains! The only way that this happened from 1999-2019 was power in numbers, strength in unity, and huge involvement.

We have our current work conditions because of effort, not OSU's generosity. This is why high membership numbers and high participation are needed. We could slip back to the other side if OSU gets their way.

Our Contract

(the collective bargaining agreement)

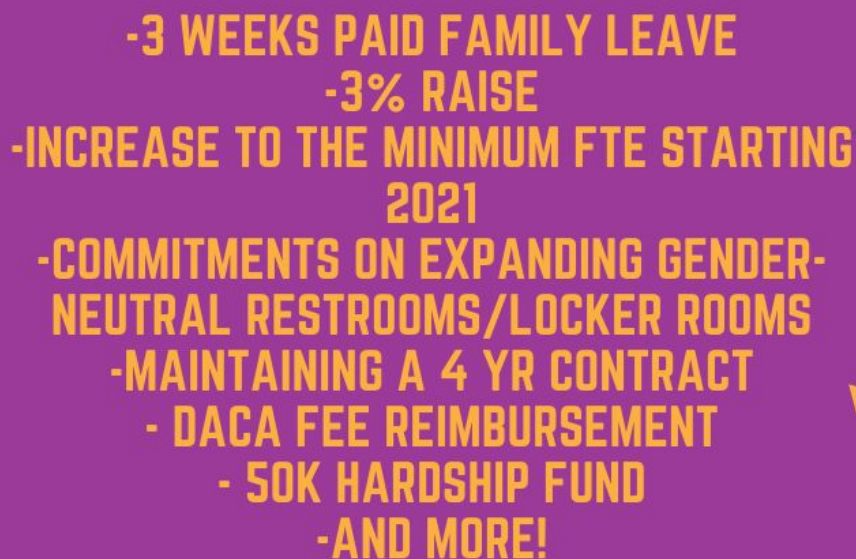
BEFORE CGE (pre-1999)

- \$0 for health care
- \$0 to cover fees
- No tuition waiver guarantees
- No paid leave or time off
- No guaranteed access to work space
- No minimum salary or FTE
- No standards on workloads
- No benefits for international graduate workers
- No ability to file grievances

AFTER CGE (2020)

- 90% of health care paid by OSU
- 90% fee remissions
- Guaranteed tuition waivers
- 15 days time off
- Double sick leave, 3 weeks Family Leave
- Access to work space and online tools
- Workload maximums
- A minimum salary and FTE
- \$500 SEVIS/visa \$495 DACA
- ENHANCED grievance process
- Name in Use, Gender Neutral Restrooms

Look at how we made gains last year across the board. A note here: NO CUTS. Other unions accepted pay cuts in lieu of the pandemic. Not CGE.



- 3 WEEKS PAID FAMILY LEAVE**
- 3% RAISE**
- INCREASE TO THE MINIMUM FTE STARTING 2021**
- COMMITMENTS ON EXPANDING GENDER-NEUTRAL RESTROOMS/LOCKER ROOMS**
- MAINTAINING A 4 YR CONTRACT**
- DACA FEE REIMBURSEMENT**
- 50K HARDSHIP FUND**
- AND MORE!**

We won big for our 2020-2024 contract - because so many people fought hard. Hundreds of people came to bargaining sessions, and dozens were activists in our contract action team, all on top of our incredible bargaining team.

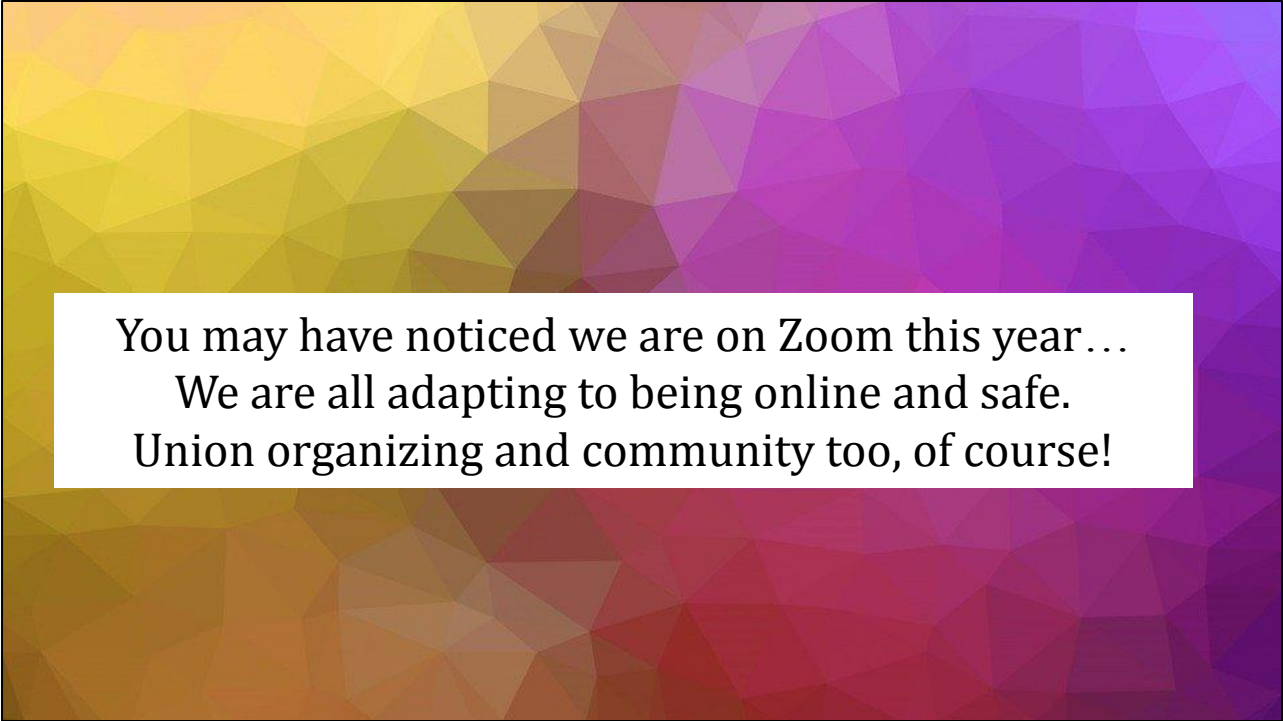
Here is our full work contract, collective bargaining agreement:

<https://www.cge6069.org/members/cba/>

Summary of Changes

- **Salary:** Increased our minimum salary with a 3% raise:
- Fall 2021, minimum FTE will increase to **.35**, Fall 2022, **.38**.
- We fought hard for our Cost of Living Adjustment (COLA) which **OSU wanted to entirely cut.**
 - 0% fall 2020
 - 1% fall 2021
 - 2% fall 2022 onward.

Next year we have a financial re-opener and need every single person engaged to fight for a fair COLA and living wage.



You may have noticed we are on Zoom this year...
We are all adapting to being online and safe.
Union organizing and community too, of course!

Online Organizing



Join the **CGE Virtual Union Hall!**

<https://discord.gg/gWM4pBk>

- **Questions and answers** about anything work related
- **Memes and posts** for work nonsense, when it happens
- **Organizing** for bargaining, negotiations, membership
- **Still evolving**: help shape it!
- **Discord App**: android, iOS, Windows, Mac, Linux

Join the **CGE Virtual Union Hall!**

<https://discord.gg/gWM4pBk>

Caucuses - Get active!

CAUCUSES

- # anti-harassment
- # disability-justice
- # environmental-justice
- # housing
- # international
- # mental-health
- # mutual-aid
- # ge-safety
- # pride
- # women-of-color
- # working-parents
- # caucus-assembly

Anti-Harassment Caucus

Strives to end harassment at OSU.

Disability Justice Caucus

Guided by the 10 principles of Disability Justice.
Strives to end ableist/saneist dynamics at OSU and
an open space for expression.

Environmental Justice Caucus

Works within CGE, OSU, and community to support
initiatives that benefit people and the planet.

Housing Caucus

Initiatives include creation of housing cooperatives,
legislating affordable rent and rights for renters, and
creating a hardship fund for graduate employees.

International Student Caucus

Discover needs and issues and seeks solutions
to them through cooperative action.

Mental Health Caucus

Works to illuminate resources, build community
and support networks, and catalyze change for
mental health.

Pride Caucus

Celebrates LGBTQ+ graduate employees at OSU
and strives to make our community more
inclusive.

Women of Color Caucus

A space by and for women of color at OSU
seeking to make changes at the university which
will create a more inclusive and equitable
university.

Working Parents Caucus

Strives to create welcoming spaces for parents
at OSU and gain material improvements to assist
parents in their educational pursuits.

Here are a description of all the caucus channels. Each of these are self-organized, and can decide their own projects, structure, and actions.

We want caucuses to be self-determined groups with self-identified projects, and CGE executive council's role and general membership will be working to see how they can help the respective caucus groups' goals and projects. The Social Justice VP's role is a developing one, and going forward we see this role as one that will be a point-person for caucuses and furthering their actions and desires for justice on campus. Contact Katie, cge.vp.socialjustice@gmail.com with questions or comments about caucuses

<https://discord.gg/gWM4pBk>

Caucuses - Get active!

CAUCUSES

- # anti-harassment
- # disability-justice
- # environmental-justice
- # housing
- # international
- # mental-health
- # mutual-aid
- # ge-safety
- # pride
- # women-of-color
- # working-parents
- # caucus-assembly

Three Ways to Get Involved TODAY

1. See a caucus and are interested? [Write in the Chat](#) what caucus or caucuses you are interested in - we will follow up!
2. More info? Visit cge6069.org/caucuses for information and [join our Discord](#)
3. Send an email to Katie Hutchinson, our VP for Social Justice, at socialjustice@cge6069.org to get involved!

More info? Visit cge6069.org/caucuses for information and [join our Discord](#)

Send an email to Katie Hutchinson, our VP for Social Justice, at socialjustice@cge6069.org to get involved!

Impact Bargaining for Reopening Plan

Oregon State made reopening plans **without our input...** so we are organizing for fair treatment!

- Since July, Hundreds of hours, over 20 person team, activists in Contract Action Team
- **Remote Work** and **Internet Access Reimbursement**
- Still fighting for:
 - Supervisor retaliation protections, co-organized with faculty union
 - Free, rapid COVID-19 tests
 - Full COVID-19 healthcare coverage
 - International Grad Protections
 - OSU provide facemasks, supplies
 - Childcare amidst pandemic
 - Extra work and home office compensation
 - If death from COVID-19 on campus under their "plan", end of life costs



CGE Instructions for Asserting Protections During COVID19

Be sure to attach the relevant MOU(s) to your request(s) :

[Internet Access MOU](#)

[Remote Work MOU](#)

[Click Here](#) to access a doc with resources we obtained through MOUs!



We organize alongside Faculty and Staff unions

Lots of amazing information and opportunities for testimony, to read our work, and meet the bargaining team:

<https://www.cge6069.org/covid19-impact-bargaining-2020-2021/>

Want to get involved? Email VP Bargaining Nathan at Nathan.Waugh@vp_bargaining@cge6069.org

Stay up to date on the Discord: <https://discord.gg/5JJ5KJ>

Grievances

Fall Grievance Hours!

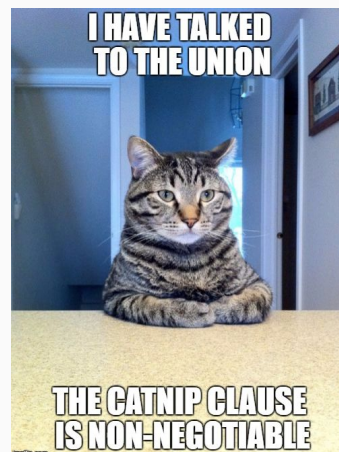
Wednesdays, 11-12pm

- Oct 28th
- Nov 4th
- Nov 11th
- Nov 25th
- Dec 2nd
- Dec 9th
- Dec 16th

Do you have questions about your working conditions, whether it is confusion about your work assignment, safety, pay, supervision, or anything else?

It might be a grievance!

No bad questions or concerns - come to **Grievance Drop In Hours** and let's talk about it!



Fall Grievance Hours: <https://fb.me/e/1BZ2UnYur>
<https://oregonstate.zoom.us/j/94445449051>

Check out a Quick Guide to Grievances and the Grievance Reporting Form here:
<https://www.cge6069.org/grievances/>

Whether to see friendly faces, or ask about your rights and fair working conditions under your negotiated contract, come on out!

Hardship Fund and Mutual Aid

CGE maintains a hardship fund.

We assist each other in membership with small grants.

- Over 60 members received grants 2018-19.
- In March 2020, an additional \$50,000 was allocated because of COVID-19.
- AFT-OR contributed \$5,000
- CGE obtained a \$50,000 hardship fund from OSU, based on the success of our own, starting next year.



HARDSHIP FUND

<https://www.cge6069.org/connect/hardship/>

Over 100 fellow members have benefited in hardship through our mutual aid hardship fund. <https://www.cge6069.org/connect/hardship/>

It has been supported from our parent union, AFT Oregon, who was so moved by our efforts that they have provided seed funds to locals across the state to do the same.

Dozens of individuals gave moving testimonies during bargaining to fight for OSU giving a similar hardship fund that they will run next year, with half (\$25,000) ear marked for graduate employees.

The hardship fund is the ultimate show of solidarity together.

Hardship Fund and Mutual Aid

We need high membership and engagement to keep it going.

- Finances when the fund began are different than this year.
- A smaller, modified version of the fund is being created as a “stop-gap” soon.
- **Without big membership numbers, future is uncertain**
- Up to US ALL to decide the path collectively through our actions and votes moving forward.



HARDSHIP FUND

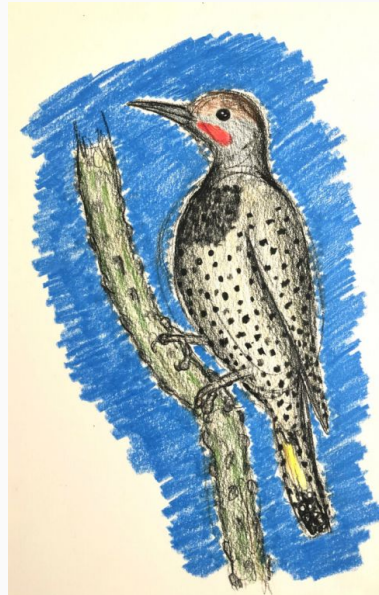
<https://www.cge6069.org/connect/hardship/>

The hardship fund can continue, and will continue, only through each one of us coming together and recruiting membership numbers. In an ideal future - 100% of all graduate employees at OSU would be in union together, creating the most robust set of programming and hardship protections. Even at 70% - we will be a force to be reckoned with. We need to reach this goal.

Hardship Fund and Mutual Aid

Mutual Aid Caucus, COVID-19

- CGE co-ordinated resources and volunteers this spring and early summer when intense, acute events of the pandemic set in.
- The network grew to encompass Corvallis and Benton County, with volunteers and individuals all helping each other meal prep, watch family, even just sparing a roll of toilet paper.



CGE IS
MUTUAL
AID IN
ACTION

"Mutual aid and pleasure are linked, that the ties that bind are grounds for celebration as well as obligation."

-Rebecca Solnit

Art by
MARIA RENÉE JOHNSON

More information: <https://www.cge6069.org/caucuses/mutual-aid-caucus/>

Social Events



CGE Halloween Costume Contest: <https://fb.me/e/30yeFOOj9>

Fall Coffee Hours: <https://fb.me/e/3rCttQyft>

Pre-Finals Smoke Break: <https://www.facebook.com/events/1162608724135610/>

Suggestions? Contact Theo at socialactivities@cge6069.org

Racial Justice and Anti-Oppression

As a union, we stand in absolute solidarity. We are moving to more than words - to action.

CGE Statement 6/6/20: Black Lives Matter



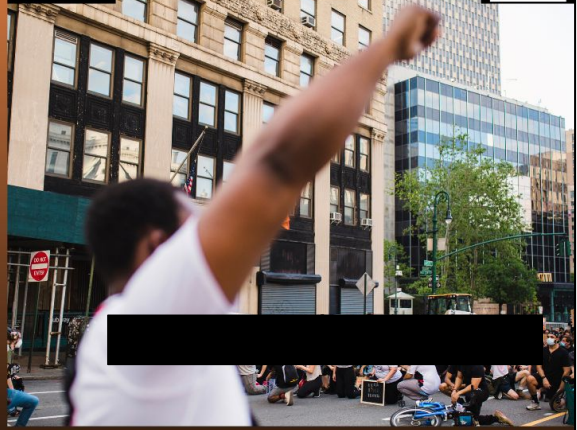
The Executive Council of CGE is furious and saddened by the murders of George Floyd, Tony McDade, Breonna Taylor, and other Black people at the hands of police. It is just one facet of the systemic discrimination and violence that Black people face in this country. Equity and justice are explicitly stated values of CGE that we prioritize. As current and incoming members of the Executive Council, we stand in unwavering solidarity with protestors combatting the long-standing institution of police violence. As a union, we stand with our Black, Indigenous, and People of Color (BIPOC) members, colleagues, and friends.

In light of the Board of Trustees' unanimous vote in April to form a new police presence on campus, we are critical of the impact that this police force will have on BIPOC members of CGE and will push for this force to be accountable to the community. We call out Ed Ray's May 31st email regarding the Black Lives Matter demonstrations where he called for a change in the low wages and poor healthcare that essential workers of color receive which contribute to disproportionate COVID-19 impacts. It is hypocritical for OSU's leadership to say such things while actively fighting to cut our pay, lay off staff, and remove student pharmacy services.

**BUILDING
ANTI-RACIST
UNIONS AT OSU**



-GRADS-CGE-FACULTY-UAOSU-



PART 1:
WEDNESDAY SEPTEMBER 3, 5-7:30PM

PRE-REGISTRATION
REQUIRED

We unequivocally stand in solidarity with black lives and the blm movement, all BIPOC students' experiences. When it comes to anti-racist work, anti-bias training, and harm reduction, we are committed to **ACTION** as a union. We are committed to identifying, unpacking, and transforming ways our organization is perpetuating implicit and explicit systems of racism and racist behavior.

Representatives from our Executive Council, stewards, and general membership have been attending the Labor Education and Research Center's (LERC) **Racial Justice Webinar Series** the past several weeks: Right-Wing Populism and its Effect on Public Policies, Interrupting Systems of Oppression in our Unions, Exploring Systemic Racism in Arbitration, and Toolbox Essentials for Creating Racial Justice. (HERE IS A LINK TO DROP IN THE CHAT TO LERC'S YOUTUBE CHANNEL, WITH RECORDINGS OF ALL OF THE WEBINARS:

https://www.youtube.com/channel/UCIKDEmAf8UAR_sfRPvC5Q2g/).

Representatives from the faculty union, UAOSU, have also been attending these sessions. At the end of September, CGE, UAOSU, and folks from other organizing groups came together to talk about ways our unions can work together to do antiracist organizing work in our respective unions and together. We plan on having a follow up conversation with UAOSU in the next two weeks- we will send out information once the date is finalized and we hope

y'all can make it!

Here is a link to our statement from June to members and the community: [CGE 6/6/20 Statement Link](#). We also will be finding CGE members to come together for anti-oppression trainings for membership next term. Are you someone who might be able to help lead teach-ins with CGE members on these topics? Email socialjustice@cge6069.org

Racial Justice and Anti-Oppression



Several CGE members are involved with the [We Can Do The Work](#) anti-racism campaign.

Next week: upcoming joint strategy session so we can exert CGE's organizational power towards the push to get armed cops off our campus!

- Thursday October 29th, 6pm

Want to join us? Email vp_membership@cge6069.org for the zoom link

WCDTW/DisarmOSU has weekly zoom meetings on Mondays at 6pm. Email execteam@wecandothework.com or follow on social media (@DisarmOSU and @WeCanDoTheWork) to get involved!

CGE also gave comment to Corvallis Advocate on the issue of armed police on campus here:

<https://www.corvallisadvocate.com/2020/osu-students-call-to-defund-and-disarm-osu-police-force/>

The pandemic and past few months have been turbulent, and CGE has had a lot of shuffle, people moving, funds pulled.

In this era when employers and bosses are fighting workers harder than ever, we need to grow!

More people - More power - More resources!

Come grow the union!

Membership Drive every

Wednesday 1-3pm | Friday 10am-2pm

solidarity@cge6069.org - [Click to Signup!](#)

Are you a member, or do you know someone who wants to be a member? [Join Your Union TODAY](#)

Membership Drive Sign up here: <https://forms.gle/Bx7voVo7byGF1rgA8>

Come grow the union!
Membership Drive every Wednesday 1-3pm
solidarity@cge6069.org

5 Minute Break!

After the Break:

🔥👊 **STRATEGY SESSION** 🔥👊

...cost of living, childcare, COVID testing and healthcare costs, insurance waivers,
international student protections, grad funding extensions, and more...

Questions!