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.
**Are you a member?** If not - [https://www.cge6069.org/members/join/](https://www.cge6069.org/members/join/)!

Unsure if you are a member? Email our VP Membership at [vp_membership@cge6069.org](mailto: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](https://forms.gle/Bx7voVo7byGF1rgA8)
These are four big areas where, together, we exert strength through our numbers and solidarity.

**The Coalition of Graduate Employees**

**WE BARGAIN**
with OSU to ensure
our fair treatment

**WE CONNECT**
across identities
for a stronger
community

**WE REPRESENT**
our demands to the
university leadership

**WE DEFEND**
our rights when they
are threatened
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.
We'll be introducing the executive committee in these following slides.

Andrea Haverkamp (she/her)
President

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

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
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@cgew6069.org

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@cgew6069.org
Jesse 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@cg6069.org

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@cg6069.org
Social Activities Chair
Theo Newbold (they/them)

Our Social Activities Chair coordinates social events for our union, such as 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

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 drives and campaigns, and support the general efforts which build our union. You can email them at organizer@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.
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.

<table>
<thead>
<tr>
<th>BEFORE CGE (pre-1999)</th>
<th>AFTER CGE (2019)</th>
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<tbody>
<tr>
<td>• $0 for health care</td>
<td>• 90% of health care paid by OSU</td>
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<tr>
<td>• $0 to cover fees</td>
<td>• 90% fee remissions</td>
</tr>
<tr>
<td>• No tuition waiver guarantees</td>
<td>• Guaranteed tuition waivers</td>
</tr>
<tr>
<td>• No paid leave or time off</td>
<td>• 15 days time off</td>
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<tr>
<td>• No guaranteed access to work space</td>
<td>• Paid sick leave and sick leave donations</td>
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<td>• No minimum salary or FTE</td>
<td>• Guaranteed access to adequate work space</td>
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<td>• No standards on workloads</td>
<td>• Workload maximums</td>
</tr>
<tr>
<td>• No benefits for international graduate workers</td>
<td>• A minimum salary and FTE</td>
</tr>
<tr>
<td>• No ability to file grievances</td>
<td>• $500 SEVIS/visa reimbursement</td>
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<td>• Formal grievance process for violations</td>
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## Our Contract
(the collective bargaining agreement)

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<td>Double sick leave, 3 weeks Family Leave</td>
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<td>No minimum salary or FTE</td>
<td>Access to work space and online tools</td>
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<td>ENHANCED grievance process</td>
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<td>Name in Use, Gender Neutral Restrooms</td>
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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.
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!
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
Caucuses - Get active!

**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 with questions or comments about caucuses

[https://discord.gg/gWM4pBk](https://discord.gg/gWM4pBk)
Caucuses - Get active!

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

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

Want to get involved? Email VP Bargaining Nathan at Nathan Waugh
[vp_bargaining@cge6069.org](mailto:vp_bargaining@cge6069.org)

Stay up to date on the Discord: [https://discord.gg/5JJ5KJ](https://discord.gg/5JJ5KJ)
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://fb.me/e/1BZ2UnYur)
[https://oregonstate.zoom.us/j/94445449051](https://oregonstate.zoom.us/j/94445449051)

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

Over 100 fellow members have benefited in hardship through our mutual aid hardship fund. [https://www.cge6069.org/connect/hardship/](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) earmarked for graduate employees.

The hardship fund is the ultimate show of solidarity together.
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.

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.

More information: [https://www.cge6069.org/caucuses/mutual-aid-caucus/](https://www.cge6069.org/caucuses/mutual-aid-caucus/)
CGE Halloween Costume Contest: [https://fb.me/e/30yeFOOj9](https://fb.me/e/30yeFOOj9)

Fall Coffee Hours: [https://fb.me/e/3rCttQyft](https://fb.me/e/3rCttQyft)

Pre-Finals Smoke Break: [https://www.facebook.com/events/1162608724135610/](https://www.facebook.com/events/1162608724135610/)

Suggestions? Contact Theo at [socialactivities@cge6069.org](mailto: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 fact 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 former members of the Executive Council, we stand in unequivocal solidarity with protesters combating 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 on Cal Poly’s May 13th 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 OGE’s leadership to say such things while actively fighting to cut our pay, lay off staff, and remove student pharmacy services.

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
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 exacteam@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/Bx7voVo7byGF1rqA8
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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!