

Minutes for General Membership Meeting

9/26/17

1:00 – 3:00 pm

CC3-121

- Welcome back, socializing & food
 - The meeting began by Dave Shapiro (DS) introducing the agenda and our guest, Richard Burton, AFT WA Internal Organizer.
 - DS called for discussion items from the membership.
 - DS explained the process by which the steering committee recommended the COLA be distributed, specifically as it applied to equity among faculty, previous recommendations, and the decision to call for a vote over summer.
 - There was a request from members present that we find a way to improve discussions and communication as it applies to union business and negotiations.
 - Specifically, there was a question from one member about whether or not we can get more details during the negotiation process.
 - In response to these questions and requests, Brian Bansenauer explained the fall JCAC schedule and the interest based bargaining process and methods.
 - A question of collective interest was raised by a member, as was the idea of discussing the concept of two unions—one for Associated and Full-time Faculty. This is a discussion some faculty who were present are open to and want to have at a future meeting, because some Full-time Faculty don't feel fully represented by the union.
 - A member of the steering committee explained that all members of the steering committees plan to contact individual faculty to meet one on one and talk about their interests as they apply to bargaining and the new contract.
 - We agreed to pause the discussion and allow Richard Burton to present what he'd prepared for the membership.

- Richard Burton, AFT Organizer
 - DS reintroduced Richard Burton (RB)
 - RB gave us an introduction the Powerful Locals program/initiative.
 - RB gave reasons why we should get involved:
 - The national political scene (decisions, appointments, mobilizations).
 - On the state level we have the most regressive tax system in the country.
 - Our State Legislature is split, and they've seen the role and influence Unions have played in encouraging voters to pass things initiatives, like 1433 (minimum wage).
 - The last reason to get involved relates to a case (Janus v. American Federation of State, County, and Municipal Employees, Council 31) the Supreme Court will hear.
 - The court's ruling could eliminate fair share or agency fee (everybody pays some amount of money as a member of the union or an employee who benefits from the union)—and could happen spring of 2018.
 - If eliminated, the ruling will take effect immediately and reduce labor union funds dramatically.
 - RB explained that establishing a strong network of locals will help offset this, however the Freedom Foundation has been given a billion dollars to advertise and encourage union members to drop out and pay no more.
 - To establish a strong network and build a powerful local, AFT-WA is holding [a Powerful Locals Retreat Nov 4 and 5](#). RB encouraged us to send a team to enhance our local.
 - The idea is to create a plan at this retreat for our local and implement it at our institution.
 - RB took questions from the floor.
 - A question was raised by one member at how we balance the internal and external (getting out and helping others)—do we have the bandwidth?

- RB talked about constant communication conduit between reps and union members, creating a good work site structure.
 - Another member pointed out how team based training has energized other locals.
 - The cost?
 - RB explained that it's free, and there's a chance for some teams to win prizes of \$1000 based on the plan they come up with.
 - When are the dates and when do we need to decide?
 - November 4 and 5, and AFT-WA needs to know as soon as possible—within the next week or so, ideally to involve one or two elected leaders, among other interested members.
 - What's the max team size?
 - 5
 - DS stated that we will send a team from Cascadia, but we'd like to give more people a chance to volunteer.
- Items from the floor and contract planning
- After hearing from RB, members present wanted to continue the discussion from the first half of the meeting.
 - One member of the steering committee reiterated the committee's next steps: to connect with members individually to talk more about their interests and concerns in the upcoming contract bargaining sessions.
 - A member wanted to ask that we think about addressing why people weren't here today, and encouraged us to think about how individuals exist within groups and to avoid generalizing about full-time faculty and associate faculty.
 - The idea was raised by another member that we consider providing testimonials from AF and FT faculty regarding current issues and how they are impacted by issues that are relevant to our contract.
 - Another member said they'd like us to have ways to decide whose interests are at the fore and what are our principals and priorities as we decide whose interests get the attention.

- A steering committee member explained how we were doing our best to look out for the interests of all faculty and to get them the money as soon as possible.
- DS clarified the numbers and reiterated that people's concerns were more about the process and not the money.
- A member recommended that we should push the institution to address the disparities between AF and FT faculty pay instead of compensating them.
- A member asked us to think about how we think about money and feeling valued, and to consider we need in order to feel valued by the institution.
- A member of the steering committee advocated for the union pushing for salaries across the board and asking for the college to create a parity salary fund.

Next General Membership Meeting: TBD

Next Steering Committee Meeting: TBD

Next JCAC meeting: 10/16/17