**UC Graduate and Professional Council**

**Meeting Minutes**

June 16th, 2018

10am -

\* Denotes Voting Action

*The meeting was called to order at 10:22am by the chair with 5/8 campuses present.*

**Attendees**: Jonathan Morris (UCB), Becky Grady (UCI - President), Stephanie King (UCR –Vice-Chair), Maïko Le Lay (UCR), Reza, Khorasani (UCSF – Chair), Rebecca Ora (UCSC), Anupam Garg – (UCSD and Treasurer), Prince Heto (UCI – Director of Legislative Affairs), Michelle Viorato (UCLA), Rachel Roberson (UCB), Kim McCabe (UCSD), Leihua Ye (UCSB), Adam Catching (UCSF), William Delmas (UCM), Taryn (UCSF)

**Public Speakers/Guests** - Kevin Kadowaki (representative from UAW)

*\*Motion to approve May 13, 2018 meeting minutes by Becky, seconded by Anupam. Motion carried without objection.*

*\*Motion to approve agenda with updates by Anupam, seconded by Becky. Motion carried without objection.*

**Notes from UAW Update: (see Appendix A for bargaining update)**

Questions: Are only Student workers allowed to attend? No, any grad student can attend. Title IX procedures - can they use that to worsen the campus process? No, this would be concurrent and would have no. Any student government reps there through collective bargaining program? UCSA is the official collective bargaining unit but to his knowledge has not sent anyone to the table officially yet. Petition about visas - what was the ask and why targeting PJN? Ask was for her to support it and communicate the impact/stance to CA congressional delegation. Could work on a more concrete strategy. Talk more about it later to work together. Plans for protest and actions? Plan about arrests, given 22 previously at UCSC? Committed to peaceful protest, don't have a more concrete strategy yet. One commitment in contract is to avoid police action against students but we can’t control it. When is bargaining at UCI? 10am – 4pm, may be even longer. Update on GSR unionization? Focusing on contract negotiation right now, otherwise without a strong contract GSRs don’t have a reason to trust UAW. Up to the GSRs to decide, not UAW, reach out to orgs on your campuses. Can follow up with him by email with further discussion.

**History of UCGPC workshop**: Presented by Reza and Jonathan, see slides.

Questions: Jonathan took all questions to then answer at once. Straw that broke the camel’s back/disagreements with UCSA? Different priorities, Committee structure, 9 for 9 proposal. A bit about the Charter/organizational structure: One vote per campus, Non-profit, Comply with regent policy on student governments. Direction of UCGPC policy-wise? Will be up to new board, but can see Advocacy Agenda.

*\*Motioned at some point to take 3 minute bathroom break by Becky, seconded by Connor. Motion carried without objection.*

**UCGPC accomplishments**: Presented by Becky, see slides.

Questions: Tell more about advocacy day conference? That’s coming up in next presentation. Reza commented about the work that went in to these and how it was about setting up this access to serve future years.

Reza stepped out at 11:43, *Anupam motioned for Becky to serve as interim chair, Connor seconded*

**Conferences workshop**: Anupam presented Advocacy Day, Becky presented Campus Climate Conference and Grad Summit with additions from Maïko, see slides.

Questions: When to hold CCC? Early to mid May worked well, recommend it, but plan in advance

*\*Adjourned by the Chair for lunch at 12:00pm.*

*\*Reconvened by the Chair at 12:46pm.*

**Executive committee roles presentation**:

President – Presented by Becky. Questions: Time commitment? Varies by week, could be a couple hours one week and a few full days another; see exec report later. Status of recognition by UCOP? Most things are pretty set in practice, need to be put in policy language. Main barrier is Regent access, adding new spots rather than taking way from UCSA.

Chair – Presented by Reza. Questions: When does the meeting organization happen? Last year happened at end of each meeting, this year want to set them all in advance

Vice Chair – Presented by Stephanie. Questions: Do you see the role changing, growing, in next year? Probably will lessen as communication director takes over, less to set up like website since already made. Who is more in charge of robert’s rules of order? Chair is more directly responsible for implementing it, Vice Chair is parliamentarian in response to questions that comes up. How do vice chair and chair take care of accountability and archiving? Accountability being added to Vice Chair role. Vice Chair responsible for administrative tasks during meetings outside of running it.

Treasurer – Presented by Anupam.

Director of University Affairs – Presented by Becky.

Director of Legislative Affairs – Presented by Becky and Prince. WIll travel be reimbursed? Yes but we’ll discuss in more detail in next budget presentation.

Director of Communications – Presented by Stephanie.

**Budget Discussion**:

Income: UCSB will be paying next year. Advocacy Day – registration fee. Climate conference – funding from administration and student organizations of various campuses and UCOP, as a result waived registration fees.

Expenses: Still need organizational insurance (from legal services line item). Very little expenses for this year, but we anticipate these line items will be better utilized next year.

*\*Motion: Becky moved to amend the approved minutes to accurately reflect compensation of the President as a footnote. Seconded by Connor. The motion carried without objection.*

*\*Motion: Becky moved to amend the approved minutes to accurately reflect compensation of the elected executive officers to $2,000. Seconded by Connor. The motion carried without objection.*

**Robert’s Rules of Order workshop**: Presented by Reza and Jonathan.

**Executive Committee Reports**: For content see Appendix C.

President – UCSA-UCGPC-UCOP MOU: UCSA wanted *ex officio* members to part of Student Regent selection process. I was against this. SVSH Policy comments compiled as a letter from the UCGPC President.

*\*Motion: Motion by Leihua to table to vote to approve the UCSA-UCGPC-UCOP MOU for tomorrow. Seconded by Connor. Motion carried without objection.*

*\*Motion: Motion by Maiko to ratify the SVSH Policy letter, seconded by Connor. Motion carried without objection.*

*\*Motion: Motion by Becky extend time by 10 minutes, seconded by Stephanie. Motion carried without objection.*

Director of Legislative Director (Prince) – Drafted statements on PROSPER Act and CA 2018-2019 budget. Also asking to decide if UCGPC wants to establish policy regarding approval of statements drafted by appointed officers. Maïko: Can you please draft a script for phonebanking to oppose the PROSPER Act? Yes, I can do that. Leihua: Do you need support for this advocacy? Yes, it would be great to have collaboration from all campuses. Stephanie: Can we have the LD reach out to other organizations to create a small summer campaign to oppose this? Reza: I think that would be good discussion for tomorrow?

*\*Motion: Motion by Becky extend time by 5 minutes, seconded by Michelle. Motion carried without objection.*

*\*Motion: Motion by Connor to ratify the PROSPER Act and CA 2018-2019 budget statements, seconded by Maïko. Motion carried without objection.*

*\*Motion: Motion by Maïko to extend time by 5 minutes, seconded by Becky. Motion carried without objection*

Chair – See written report.

Vice Chair – See written report. One application for Director of Communications and no applications for Director of University Affairs.

**Membership of UCLA and UCSC in UCGPC**:

We need to discuss approving membership of UCLA and UCSC in UCGPC. UCSC released a resolution that they have left UCSA with the intention of joining UCGPC. Becky: Discussions with UCLA resulted in motion to join UCGPC pending approval of a fee waiver. So the purpose of this vote is to allow these campuses to participate in elections later today and business tomorrow since they will not be able to ratify the charter until the Fall.

*\*Motion: Motion by Connor to henceforth allow UCLA and UCSC to be voting members and participate in elections and bylaw amendments. Seconded by Stephanie. Motion carried.*

Point of information from Maïko: Is there a commitment from UCLA that they will try to pass a referenda in order to pay dues to UCGPC in the future? Michelle: Yes, it’s too late for a referenda this year, but I will be preparing to do this for next year and recommend this to the next EVP as well.

*\*Objection from Prince.* I would like to see inclusion of ratification as a condition of membership.

*\*Amendment to the motion by Stephanie to allow conditional membership with voting privileges until ratification of the UCGPC charter by December 31, 2018. Seconded by Connor.*

*Roll Call Vote on the Motion:*

*UCB – Aye.*

*UCD – Absent.*

*UCM – Absent.*

*UCR - Aye.*

*UCSC – Aye*

*UCSD – Aye.*

*UCSF – Aye*

*UCSB – Aye.*

**UCGPC Recognition**: Thank you to UCGPC interim officers who served until December 2017 – Jonathan Morris, Michelle Viorato, and Richard Prince. Also want to thank our conference chairs – Anupam Garg, Kim, Erin and Becky. Thank you to our Grad Parents ad-hoc committee – Erin and Maïko and the chairs of SOCC – Maïko and Stephanie.

*\*Motion to recess for 15 minutes by Becky, seconded by Stephanie. Motion carried without objection.*

**UCGPC Elections**:

*\*Motion: Motion by Connor to allow 1 minute of statements by candidates followed by 5 minutes of questions. Seconded by Stephanie. Objection by Becky to decrease Q&A to 3 minutes. Seconded by Maïko and was carried without objection. Motion carried without objection.*

*\*Motion by Becky to allow 5 minutes of discussion with all present physically and virtually, excluding candidates to the position. Seconded by Maïko. Motion carried without objection.*

*\*Motion by Becky to limit each statement/response during discussion and Q&A to 30 seconds. Seconded by Connor. Motion carried without objection.*

*\*Motion by Connor to allow candidates with voting privileges to retain their voting privileges if they are not able to provide a proxy. Seconded by Becky. Motion carried without objection.*

Straw poll that all board members agree only discussion can be extended for time and not candidate Q&A.

*\*Motion by Connor to allow time indefinitely for UCGPC Elections until elections are concluded. Seconded by Michelle. Motion carried without objection.*

*Nominations for President:*

Rebecca nominated Rachel Roberson, seconded by Maïko. Rachel accepted the nomination.

*Nominations for Chair:*

Prince nominated Connor for Chair, seconded by Michelle. Connor accepted the nomination.

Maïko nominated Stephanie for Chair, seconded by Rebecca. Stephanie accepted the nomination.

*Nominations for Vice Chair:*

Maïko nominated Stephanie for Vice Chair, seconded by Connor. Stephanie accepted the nomination.

Rebecca nominated Connor for Vice Chair, seconded by Michelle. Connor accepted the nomination.

*Nominations for Treasurer:*

Prince nominated Anupam for Treasurer, seconded by Connor. Anupam accepted the nomination.

Voting Outcome:

President: Rachel won the election.

Chair: Stephanie won the election.

Treasurer: Anupam won the election.

Vice Chair: Connor won the election.

*\*Motion: Motion by Becky to recess for 5 minutes, seconded by Rebecca. Motion carried without objection.*

**Bylaws Discussion**:

*Motion: Motion by Becky to approve minor changes to the Bylaws as summarized in Appendix. Seconded by Leihua. Motion carried without objection.*

Vote to approve Board of Directors section:

Meeting notification: 6-0-0 in favor.

Virtual meeting procedure: 6-0-0 in favor.

Virtual council actions procedure: 6-0-0 in favor.

*\*Motion: Motion to change 3 calendar days to 3 business days, seconded by Michelle. Motion carried with 4 in favor and 2 against.*

Vote to approve Conflict of Interest section:

Vote to remove Annual Statements: 3-0-3 in favor.

Vote approve “Each member of the council must read and agree to comply with the conflict of interest policies, abide by the by-laws, and must, through behavior and activities, maintain the tax-exempt status of the non-profit organization.” And “Each member is responsible for reporting back to their campus associations about relevant UCGPC activities and opportunities.”: 6-0-0 in favor.

Vote to approve “Each member must serve on at least one ad-hoc committee throughout their annual term on the Board.”: 2-4-0 against.

Vote to approve Section 1. Executive Officers, Subsection 2: 2-3-1 against.

Vote to approve Subsection 6. Vice Chair: 6-0-0 in favor.

Vote to approve Section 2., subsection 3. Duties.: 6-0-0 in favor.

Vote to approve Subsection 6. Term of Office: 6-0-0 in favor.

Vote to approve Article III. Committees and Caucuses

Vote to remove collective bargaining: 6-0-0 in favor.

Vote to approve personnel matters: 6-0-0 in favor.

Vote to approve Article IV Personnel: 0-6-0 against.

Vote to approve Section 4. Executive Officer Stipends: 6-0-0 in favor.

*\*Motion: Motion to recess for 5 minutes by Michelle, seconded by Becky. Motion carried without objection.*

Vote to approve Section 5. Discretionary Reserve Fund and Rainy-Day Reserve Fund: 6-0-0 in favor.

Vote to approve Article VII. Conferences: 6-0-0 in favor.

Vote to approve Article VIII. Amendments to Bylaws: 6-0-0 in favor.

Motion to adjourn by Connor, seconded by everyone.

Adjourned by the Chair at 6:56pm.

Appendix A: Workshop Presentation Slides

Appendix B: Letter from Kevin Kadowaki addressing ongoing UAW Contract Negotiations.

UCGPC Reps,

I'm writing to give you an extended update on the status of our UC Student-Worker Union's contract negotiations.

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**Outline**

---Background

---Major Points of Negotiation

---Tentative Agreements

---Moving Forward & What YOU Can Do

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**Background**

The UC Student-Worker Union (UAW 2865) represents all TAs, Readers, and Tutors across the UC (except for UCSF).  Our current contract is set to expire this upcoming June 30th, and we are currently in the middle of contract negotiations with UC administration.  For an overview of all the proposals that have been made, including specific contract language, see <http://www.uaw2865.org/proposals/>.

**Major Points of Negotiation**

In the following, I will highlight some of the major points of disagreement between our Union and management.  Please be aware that this particular sampling of issues and the context in which I am setting these issues is my own opinion, and does not necessarily reflect the official opinion of the Union.  A full and complete list of the proposals and counterproposals, as well as the specific language of these proposals, that have been made is available here: <http://www.uaw2865.org/proposals/>.  At the time of writing this, the page has been updated through bargaining at Santa Cruz (May 30-31st); I'm sure the updates from the recent Riverside session and the upcoming Irvine session will be made soon.

*---Article 12, Grievance and Arbitration*

Grievance and Arbitration procedures are the means by which our Union enforces the contract if and when UC violates the rights of us workers, so it is important that this article be strong.  Management has proposed a number of measures that would severely weaken us in these procedings---specifically, addition of a new step to the process and increasing several timelines, which allows them to make the process lengthy and frustrating for workers who are seeking redress when their rights have been violated.  In addition, **the university is proposing to place all grievances related to the Title IX office into abeyance while any Title IX investigation is ongoing**---this means, for example, that survivors of sexual harassment will be prevented from seeking justice through our Union's contract while these investigations (which can take months to years) are ongoing.

Our Union has proposed a number of changes to this article that would strengthen our ability to ensure justice for student-workers---for example, we are currently proposing to eliminate the bifurcation of the arbitration process, which the university often uses to slow down the arbitration process, and we are proposing to extend the deadline for filing grievances to ensure that workers are not denied justice because they were afraid to bring a complaint forward immediately.

*---Article 29, Wages*

Management has proposed a 2% increase in wages per year, for the next four years.  **This is effectively a paycut, as inflation in California is expected to exceed 2% per year, and the overall 8% increase over 4 years is less than half of the previous contract's 17% increase over 4 years.**The University apparently believes that we are "not underpaid" for the work that we do.

Our Union has proposed that the UC make our wages comparable to UC's peer institutions (they are currently *much* lower) and ensure that wages keep pace with the ever-rising cost of living in California, and has proposed that the UC give us the option of being paid bi-weekly instead of monthly.

*---Article 20, Non-discrimination*

Our Union has proposed many measures to ensure that student-workers have strong protections against harassment and discrimination---I will list some of them here, but for a full list see the proposal.  These proposals include,

 - ensurance that student-workers should have access to interim measures in cases where harassment or discrimination is alleged, so that they are not required to work in a hostile environment,

 - measures that prevent the University from dragging out Title IX investigations,

 - measures that expand access to gender-neutral bathrooms and access to lactation stations,

 - peer, in-person sexual harassment and discrimination training

 - measures to protect undocumented and immigrant workers.

Management has agreed that interim measures for those affected by sexual violence or harassment are necessary, but they believe that those measures should be granted at the sole discretion of the University---i.e., their discretion means they could decide to force a survivor of sexual harassment to continue working with their harasser while the investigation is ongoing.  Moreover, they have reiterated the above proposal to put all grievances into abeyance while Title IX investigations are ongoing, and are resistant to expanding other protections listed above.

**Tentative Agreements**

UC-SWU and admin have come to tentative agreement on a number of articles.  All tentative agreements have been for current contract language, which can be found here at <<http://www.uaw2865.org/resources/current-uaw-contract/>>.  *Note that no contract agreements are final without membership ratification:  members vote statewide for contract ratification.*

---Article 3, Appointment Security

---Article 7, Definitions

---Article 9, Emergency Layoff

---Article 15, Holidays

---Article 16, Labor-Management Meetings

---Article 23, Severability

---Article 26, Travel

---Article 30, Waiver

**Moving Forward & What YOU Can Do**

The next bargaining session is at **Irvine, June 18-19***---*all student-workers are invited and encouraged to attend!  The only way that we will win higher wages and better protections is if management knows that graduate students care about these issues---this is especially true, as management will likely be gauging our reaction to their atrocious wage proposal.  After Irvine, the next bargaining session will be at the UC Office of the President, June 28-30, where again student-workers are encouraged to attend.

*How can YOU help win higher wages and better protections for both yourselves and your fellow student-workers?*

**-** **Sign up for membership, and ensure that your peers are signed up!**Active and concerned members are the best leverage we have at the bargaining table, so your support will help.  We encourage you to sign up even if you believe you're already a member, as in the past the university has, ah, 'lost,' some union election forms included in student-worker's hiring paperwork.   Sign up here:  <http://www.uaw2865.org/membership/join/>

**- Spread the word!** As UCGPC reps and leaders within the graduate/professional student community, you are uniquely positioned to ensure that this message is spread far and wide.  If student-workers don't know about these important issues, they won't be able to add their own voice to our struggle to win higher wages and better protections for us all.

**- Attend bargaining!***Our strength and negotiating leverage comes from our members.*  The more members that turn out to bargaining, the more management is aware that graduate students care about these issues, and consequentially the more likely it is that we all benefit from a stronger contract.

**- Help organize!**  Our local campus leaders are always looking for folks to help them reach out to different departments and ensure that student-workers know their rights and what is at stake in these contract negotiations.  I'd be more than happy to put anyone into contact with local union leadership on your home campus.

I'd be happy to answer additional questions if you have any ([kkadowaki42@gmail.com](mailto:kkadowaki42@gmail.com)).

Thank you for your time!

Best,

Kevin Kadowaki

Appendix C: Executive Committee Reports

[Link to Executive Committee Reports](https://docs.google.com/document/d/1fYca-vm7uMvuh4qZKB0GScg7SNfowUXtSTGK8VtaL0M/edit?usp=sharing)

Appendix D: Bylaws and Summary of Minor Changes

[Bylaws Draft](https://docs.google.com/document/d/18gvZVF03bCgekB9pUBYAgKUgsS8RRRfTMsAS5-39uno/edit?usp=sharing)

[Summary of Minor Changes (Compiled by Becky)](https://docs.google.com/document/d/1d_MHKJSu-W8gKh86zYxHTwlt6B9mL8SFidKgY6iypPM/edit?usp=sharing)