

10th March Meetings

Unionization discussion:

- GWC representatives Q&A session:

Representatives: Nova, Bradley, Nura

Unionization overview: The movement to unionize began in 2014, after taking opinion of people if it is good idea to unionize. Movement succeeded in getting right in last October to unionize. In December voting happened, won by slightly under 1000 margin. University thought that something wrong is going on and hence complaint was made to national labor group. In order to be ready for bargaining committee elections were hold in the month of February, which went smoothly with election of committee members.

Vice-President brought up few complaints:

1. Complaints related to the labor laws: Everyone is affected by the unionization when they voted against it: Argument that was provided: governance vs representation. If someone isn't a supporter, then you are allowed to exercise your right to not go for unionization. This way, you don't get right to vote in union matters and won't get to attend university proceedings, but you still have coverage. Since there is no contract and hence no one is member. GWC although has proxy system and proxy is presented in the form of authorization card. Authorization card doesn't have word support in it anymore (after popular demand it was removed). The language is, "I authorize" and not "I support". This authorization makes sure that person gets a chance to participate in proceedings.

Original language was changed to 'authorize' and 'I understand that it gives me right to govern and support and vote for government', after popular demand and hence resolving the initial issue.

2. UAW regulations: "You have to authorize to vote". People don't get mailing and communication. Explanation made by representatives is that they don't have university support and hence they need to collect emails. There are two ways they can start getting mails: 1. Signup on website and then sign the card, with the new change that you don't need to put you support to sign up for emails. It doesn't matter if you voted in November or not. GWC motivates people to sign cards and attend meetings.

3. People are left off the voting list in December: Counter: That wasn't hosted by GWC. Union didn't have any control and hence there were people that were left off the list (typically first year PhD students). The original list was compiled by Columbia University based on Pay-cheques and hence many first-year PhD students were left off. GWC talked with the people and tried to identify people that were left off the list. Challenge ballot was passed around. This list isn't used for internal purposes and is

obtained from payroll (which updates the list automatically in next iteration). Concern was resolved after discussion.

Other questions or concerns:

Q: *Regarding the complaints:*

Total 10 of the people went to the meeting. The list of compiled quotes was presented in the form of letter in the meeting, which included complaints from the non-EGSC members too. People got selective emails and people needed to sign support card to participate in the bargaining committee votes. Two motions were made:

- 1. Support card discard or keep: Didn't pass*
- 2. To support you need to sign support card: Didn't pass*

No mechanism to check if the people attending the vote are eligible vote or not. If people sign the card, they can vote.

Q. *Basically, all that voters put their name in the envelop, id checking isn't done at the door. What systems are used to check if the guy casting vote is part of bargaining committee?*

GWC: No list is provided by the Columbia University except payroll. Websites are used to compile database along the cards to add the data and hence there is no list as such (huge problem). Once university is done with appeal completion then formal list will be available. Everyone who works, can attend the meeting and hence is member of GWC. In last meeting, the language in the card issue was brought up again and hence checking of the language was made, with proposed list to change.

It was voted into the place in the next week and hence passed. Refining of proposals and proposing it again is fine according to GWC rules and regulations.

Q: *How to check if people are already in the list or not?*

GWC: The list is difficult to compile, it isn't possible to collect it from every lab. Blasting of emails isn't allowed and neither is fine as it might be annoying. Currently, Uni is used to check if the person is legitimate or not

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Q. *What if people filled the card with personal gmail address?*

Don't leave people out vs don't harass people was the major debate topic. Talking everyone personally isn't possible. EGSC is expected to play role of conduit to make sure to find the people that aren't getting emails. Increase in the participation is expected according to Emily. There needs to be big picture organization and tight organization between unionization people.

GWC emails are banal and with change of language means that more people will sign for email alerts. A lot of people gave their personal gmail address and concern were raised, which unionization board decided to look into.

Q. *How about UAW caring about the support card, if 'support' word is getting removed?*

The staff is trying to repeal the election and hence the support card might serve as leverage to keep Columbia in the picture. New petition will be put forth about the unionization support telling administration that repeal doesn't make any sense.

Q. *Is there a plan between Noura and Olga to get the card filled from majority of people in SEAS?*

Attempts are made to reach out to more people and make them aware. It is possible to assign different people to different departments, but more organizational strength is needed. People are also being requested to fill out the bargaining survey.

Q. *What about CA and Graders knowing this thing?*

GSAS is informed about this to pass information. It is useful for information provider to be in the central location rather than moving around. EGSC President proposed that they would love to have one person on-board from unionization and cooperate more with the union.

Q. *How about communication channel not having around?*

Union doesn't have Columbia domain and hence needs to run their own server and hence, they are dependent on people relying information to people.

Note: GSAS does it by working closely with student government representatives, talking to all the people and then check out organization websites. They covered all the PhD students. Such as, in Mechanical engineering, department was supportive and

they are doing good job. Department assistants meeting can be used to compile all the information and they will be able to rely the information further.

Note 2: *Environmental Engineering people get visited by other department, but it would be nice if someone from Engineering department can come and talk to them. Students and AWC-SAP members are humanity people undergrad and they work together. Organizers from engineering department have Olga, Noura and very few others. Suggestion was made that it will be great if representatives of union can simply drop by from time to time to talk to assistants.*

Flyers will be distributed soon for international student common.

Q. *Public list to see who to contact from union?*

One can talk to their union representatives. The list will be put in the website, by putting proposal in the next meeting. Meeting time is 6 PM on Wednesday and representatives encouraged people to attend it.