

GEOC Steering Committee  
Wednesday, February 17, 2010  
8:30 am, AAUP Conference Room

In Attendance: Phoebe, Jason, Mark, Carissa, Rae, Kate

- I. Updates 8:30 – 8:45
- a. Treasury (Devon) Doing well.
  - b. Stewards (Phoebe) Doing well. There has still no meeting but there have been attempts to schedule. Phoebe will try phone calls next.
  - c. Grievances (Mark) There have been no individual problems but as an organization we have 10 people who are paying service fees instead of dues fees and Mark is working with Andrea Moore in Employment Services to resolve this. It has been in the works for about a week and a half and Mark is meeting with her later today. By the end of this week we may be filing a grievance.
  - d. SEVIS (Jason) Student Council will shortly be putting out the Winter survey with the attached SEVIS questions. After that we should be able to better gauge student response to this issue.
  - e. Database (Mark) Mark has filled the database with information about organizing and payroll. It can be used to track payroll deductions. It is done and he will continue to work to improve it.
  - f. Labor Council (Carissa) The Council met last night and now has officers.
- II. Computer Monitor 8:45 – 8:50
- a. So due to the individuals working on the third floor not locking doors, our computer monitor was stolen from the office over Christmas break. The computer itself was being worked on and is intact.
  - b. We all sang Happy Birthday to Devon.
  - c. Currently, Mark has brought in a temporary monitor that needs to be returned at some point.
  - d. We need to buy a new monitor
  - e. Does anyone have any input on what type? We used to have a 17 inch flat screen monitor. Mark was the primary user and says this size would be fine. It should be less than \$200. Rae suggested the university's Property Warehouse. Devon also knows of inexpensive sources for refurbished monitors. Once we decide what we want, Carissa or Mark will most likely take care of the purchase.
    - i. What is our budget for this? \$400 for this year's hardware budget. There is the possibility of rollover from last year's budget.
    - ii. When can we get this taken care of? We will look up information and make proposals at the next meeting.
- III. Leadership Summit 8:50 – 8:55
- a. What is it? GEOC will reimburse for mileage. They have a political committee, a health care seminar, employer finance seminar, and open conversation for higher education.
  - b. When is it? March 20th

- c. Where is it? Soaring Eagle
- d. Who would like to attend? Mark will go, as will Carissa if she is available. Carissa is encouraging participation; let her know if you would like to attend.

- III. Lobby Day (Mark) 8:55 – 9:00
  - a. What is it? A day spent in Lansing, listening to speakers from AFT. Last year Jen and Mark attended. After the presentations, you have a captive audience of legislators you have lunch with. You discuss the issues you feel are important. After lunch is a panel discussion of issues AFT feels is important. If anyone is interested, let Mark know. Jason might have someone from Student Council who is interested.
  - b. When is it? March 17
  - c. Where is it? Lansing
  
- IV. OEP Survey 9:00 – 9:15
  - a. How does it look right now? Phoebe, Mark, Carissa and Jason put the survey together. Whenever the survey is taken offline, the results are downloaded.
  - b. Does anyone propose any changes to it? Change “downtown parking” to something that definitely includes WSU parking, perhaps to “on or near Wayne State’s campus.”
  - c. We are expecting about 50 responses (10%). Jason asked how we will make this a representative sample. He suggested including gender, full or part time status, and commuting versus living on campus. It was determined that status is not relevant for the survey because all of our membership is at  $\frac{3}{4}$  time. We could also ask what year the member is at or to what department they belong. We should include a line stating that all information will be kept confidential.
  - d. Let’s get it up and get people answering it. This will hopefully be live by the end of the week and will remain up until we see trailing numbers. Suggest completion of the survey while out organizing.
  
- V. University Ethics Code 9:15 – 9:25
  - a. What is this all about? It is a draft for a code of ethics for employees. It is against constitutional rights and our contract. As far as anyone knows, it was not prompted by any specific circumstance of unethical employee behavior. The language within the code is very vague.
  - b. We have filed an Intent to Bargain over this. AAUP filed one as well and did not hear back in a timely manner. They have filed an Unfair Labor Practice. If all goes as planned, it will either end up with the university denying it and us filing an unfair labor practice, or with enough people raising a ruckus that the university will drop it entirely.
  
- VI. Dues Increase Stuffs (Devon) 9:25 – 9:40
  - a. What are the options? We are marketing a dues increase for the next GMM. We can either use the part of the budget we have control over and alter it and raise dues, or we can try and keep everything and raise dues a bit higher.

- b. What are the numbers associated with those options? There is a lot of uncertainty especially with the advent of summer GTAships, but as an estimate, keeping everything the way it is would result in a gradual increase of dues over the next three years effective starting this summer. The total increase would be .35% in both service fee and full members. The increase would be .2% this May, .1% January 2011 and .05% January 2012. We would cut into our budget by a couple thousand dollars. It would average out to \$3/paycheck based on a 9 month salary. We would run a couple thousand negative in 2010, less in 2011 and in the green for 2012. The other option is still a dues increase that would be effective on summer paychecks and a flat increase of .2% for both types of members, but with large cuts to the budget. \$1000 would be out of conference costs, no t-shirts, no parking, and other budgets cut such as the retreat budget (\$1000 to \$500). Also, awards, leadership training and social events could be cut as well. So essentially, the budget must increase by .2% next year, and they can keep more if the budget goes up slightly more the following two years. Jason suggested mentioning that we have not had a dues raise in at least 4 years and that we are only raising the dues a fraction of how much everything else has increased.

VII. Steward Duties (Phoebe)

9:40 – 9:55

- a. What do we currently expect from our stewards? We have had a difficult time this year getting new, active Stewards. We currently expect about 5 hours/month, which includes two meetings, organizing and participating in social events. How we actually address this issue for potentials is to ask members if they would like to get more involved and not even mention the word “Stewards.” Let them get involved as they so choose.
- b. What can we do with these expectations to get more individuals involved as stewards? Jason suggested creating a more personal bond with potential Stewards, outside of GEOC. Devon agrees. This will be tabled and continued at the next meeting.

VIII. Schedule Organizing sessions with Mark

9:55 – 10:00