



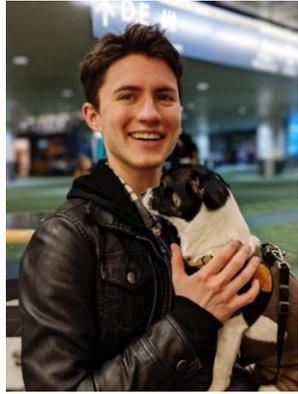
# Graduate Researchers United General Membership Meeting

2/18/2021





**President**  
Alina Krollenbrock



**Secretary Treasurer**  
Scotty Farley



**VP of Organizing**  
Adam Filipowicz



**VP of Communications**  
Colin Coleman



**VP of Equity and Inclusion**  
Mason Handford

GRU  
EXECUTIVE  
BOARD



**VP of External Relations**  
Adrian Baris



**Steward Officer**  
Rose Goueth



**Data Officer**  
Megan Huber



**Events Officer**  
Alex Houser

# Today's Meeting Agenda



- 1. Nominate Convention Delegates**
- 2. Contract Highlights**
- 3. Ongoing Issues with OHSU**
- 4. E-Board Proposal: Creation of Hardship and Anti-Racism Funds**
- 5. E-Board Proposal: Tentative Budget**
- 6. Research Training Conditions Task Force**
- 7. How to Get Involved**
- 8. Final Call for Delegate Nominations, Elect Convention Delegates**
- 9. Q and A**

# AFSCME Oregon Convention 2021 Delegate Nominations

## What is the AFSCME Oregon Convention?

All Oregon AFSCME locals come together to interface with state and national leadership, elect leaders, discuss issues and pass resolutions (April 2021)

## Who is eligible?

Any active GRU member (ideally someone here who can accept nomination)

## Three ways to make your nominations:

1. Write names in the chat
2. Anonymously send nominations to:  
[bit.ly/GRUnomination2021](https://bit.ly/GRUnomination2021)
3. Final call for nominations after E-Board presentation



# Contract Highlights - Benefits



**Bigger Stipend** – Eliminated pay gap from pre and post qual

**Guaranteed Annual Raises** – Before contract SOPH had never been given a raise

**Ability to Engage in Outside Work** – Previously disallowed in SON and SOPH, frowned upon in SOM

**Biweekly Pay Periods**

**Income Reported on W-2s** – No more 1099-Misc

**Tuition and Fees** – All covered by OHSU

**Loss of Funding Coverage** – Stipend will be covered for 12 weeks if you need to transition between research groups

**Health Insurance** – Out of Pocket Maximum reduced from \$6000 to \$3000 and dependent coverage subsidized about 90% for first 3 dependents, additional at no more cost

**Retirement Accounts** – Opt in to payroll deductions to 457(b), no match from OHSU

**Employee Assistance Program** – Counseling for substance abuse and other issues

**Trimet Bus Pass** – Cost is locked at \$50

**Holidays** – 8 Paid Holidays per year

**Paid Time Off** – 20 days of paid time off per year, accrued at 0.769 days per pay period in Kronos

**Reduced Expectations** – 8 weeks of reduced expectations for new parents

# Contract Highlights - Rights



**Work Life Balance** – If you are made to work more than 40hr/wk involuntarily you can grieve it

**Modified Operations** – Right to not come in in unsafe conditions at home or work

**Health and Safety** – Right to refuse unsafe activity, right to protective equipment including vaccines, right to training in hazardous materials

**Just Cause Discipline** – Right to keep position and status unless tenets of just cause are met, Weingarten Rights, right to have a steward at a potential disciplinary meeting

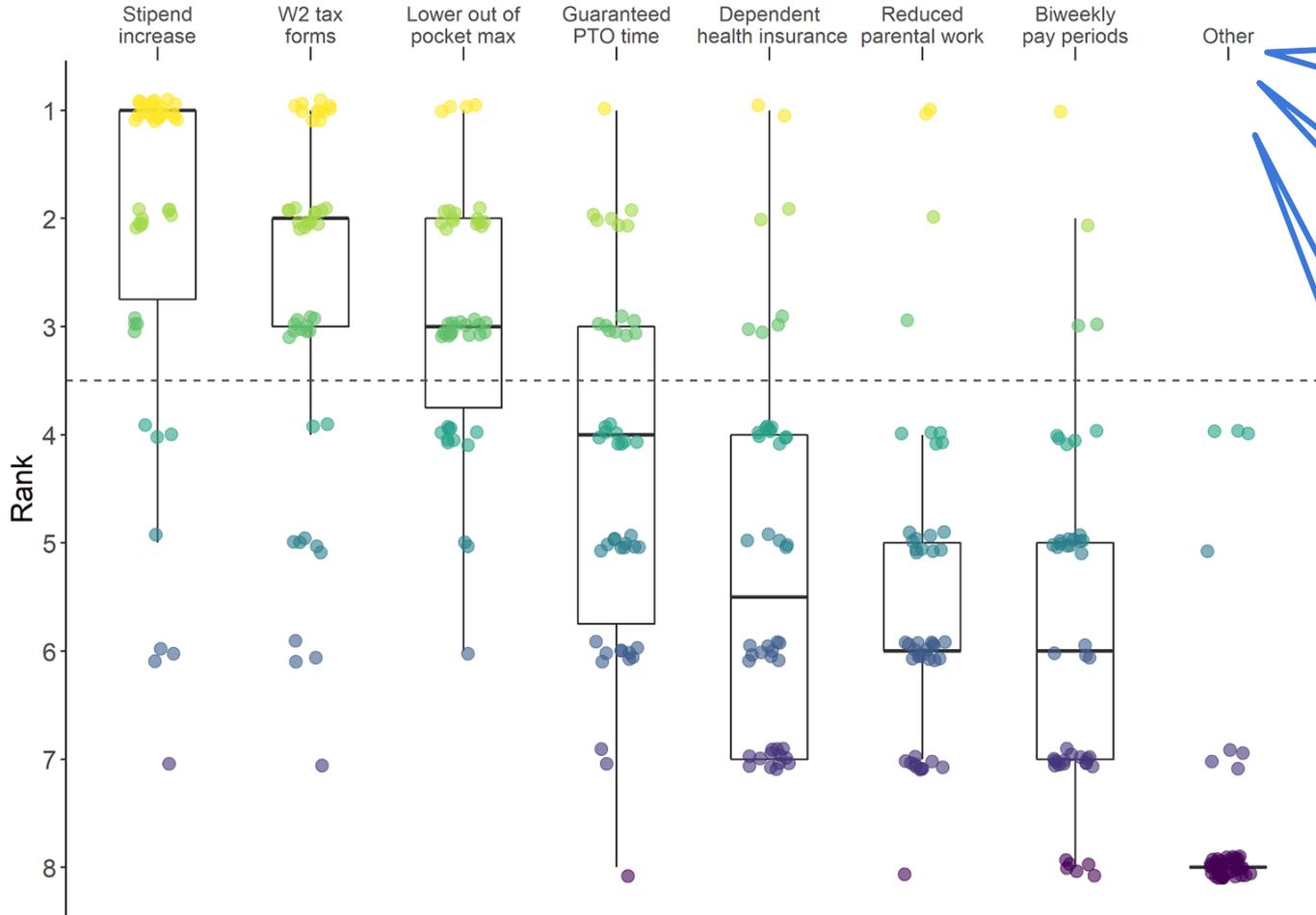
**AAEO** – Access to this reporting body as employees

**Discrimination and Harassment Reporting** – Right to have a steward assist you with reporting to AAEO, Title IX, or CAP; right to report with no time limit except legal limit

**Grievance Process** – Right to file a grievance with the union



# Survey Results - What are Your Favorite Benefits?



Ending the SoN/SoPH ban on external work

Formalized grievance procedures

457(b) Retirement account

# Resolved Conflicts with OHSU Management



- **May 2020: OHSU “Financial Crisis”**
  - Delay in raises and implementation of W-2s to an unspecified future year
  - Because of the contract, we were able to say no
- **July 2020: No raise for SON and SOPH**
  - Clear violation of the contract
  - Management relented
- **PTO Accrual**
  - Hours initially calculated incorrectly, resolved 11/18/20
- **Notice of Appointment**
  - Numerous contract violations in language of notices
  - Resolved 1/27/2021
- **Payroll transition**
  - Numerous issues involving amount people are getting paid, direct deposit, etc.
  - Are you still experiencing payroll issues?

# Ongoing Conflicts with OHSU Management



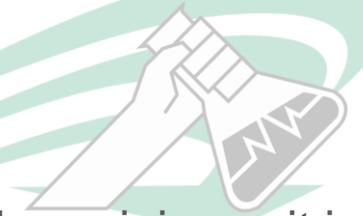
- **Dues Reports and Bargaining Unit List**

- We weren't receiving an official list of people in the bargaining unit or due-paying members
- Partially resolved: we now receive unredacted dues reports (names unredacted, still problems with dues deductions)
- OHSU agreed to FERPA policy changes to allow us to receive unit list
- Still waiting on final list

- **SoN Hours Increase**

- GRs being asked to work 20 hr/week on non-dissertation research (10 hour increase)

# Proposed Hardship and Anti-Racism Funds



A portion of dues that have collected will be set aside to aid the bargaining unit in two ways:

The proposed [Hardship Fund](#) and [Anti-Racism Fund](#)

Currently these are proposed to ensure that you, the bargaining unit, approve of the stipulations and allocation of monetary resources.

# Proposed Hardship and Anti-Racism Funds



## Anti-Racism Fund - What is it?

- A fund for encouraging and supporting anti-racism education, outreach, and community building within OHSU.
- It is available for anyone in the bargaining unit, and any OHSU affiliate, with priority given to the bargaining unit.

## Anti-Racism Fund - How much

- It has a purse of \$5000 (currently building)
- \$300 dollar disbursement, but process to apply for more than once and more funds for special occasions/circumstances.

# Proposed Hardship and Anti-Racism Funds

## Anti-Racism Fund - What is it for?

- Ex: if a student group wanted to invite a guest speaker for GR's and OHSU faculty.

## Anti-Racism Fund - GR aid

- Axillary for hardship fund for GR's that are people of color.



# Proposed Hardship and Anti-Racism Funds



## Hardship Fund - What is it?

- A fund for supporting members of the bargaining unit during unforeseen and difficult financial events.
- It is available for anyone in the bargaining unit, and one may apply more than once per academic year with priority given to first-time applicants

## Hardship Fund - How much?

- It will have a purse of \$5000 (currently building).
- \$300 dollar disbursement, but process to apply for more than once and more funds for special occasions/circumstances.

# Proposed Hardship and Anti-Racism Funds



## Hardship Fund - What is it for?

- Ex: A GR has a family emergency and is unable to comfortably cover the entire cost of airfare.
- Ex: A GR has broken their prescription glasses and needs to get another pair.

## Hardship Fund - What is not for.

- Ex: applying for aid to attend a conference without applying to GSO travel grant.
- Ex: applying for medical needs before consulting OHSU Financial Assistance Policy.

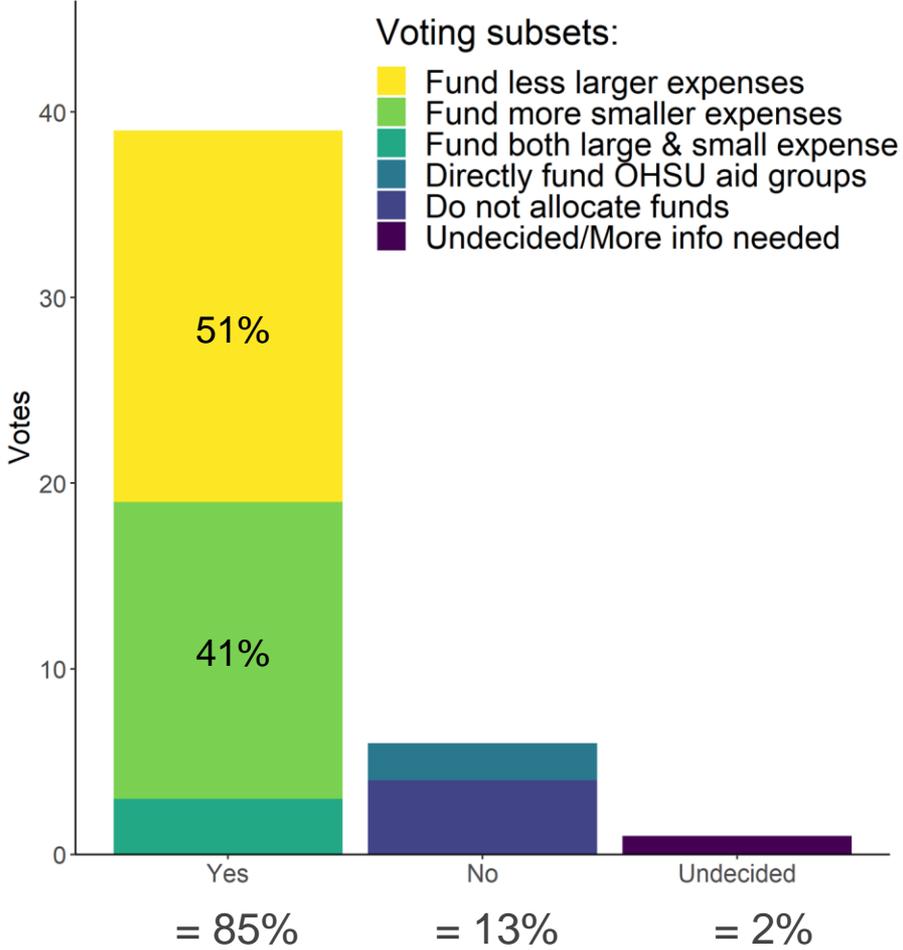
# Proposed Hardship and Anti-Racism Funds



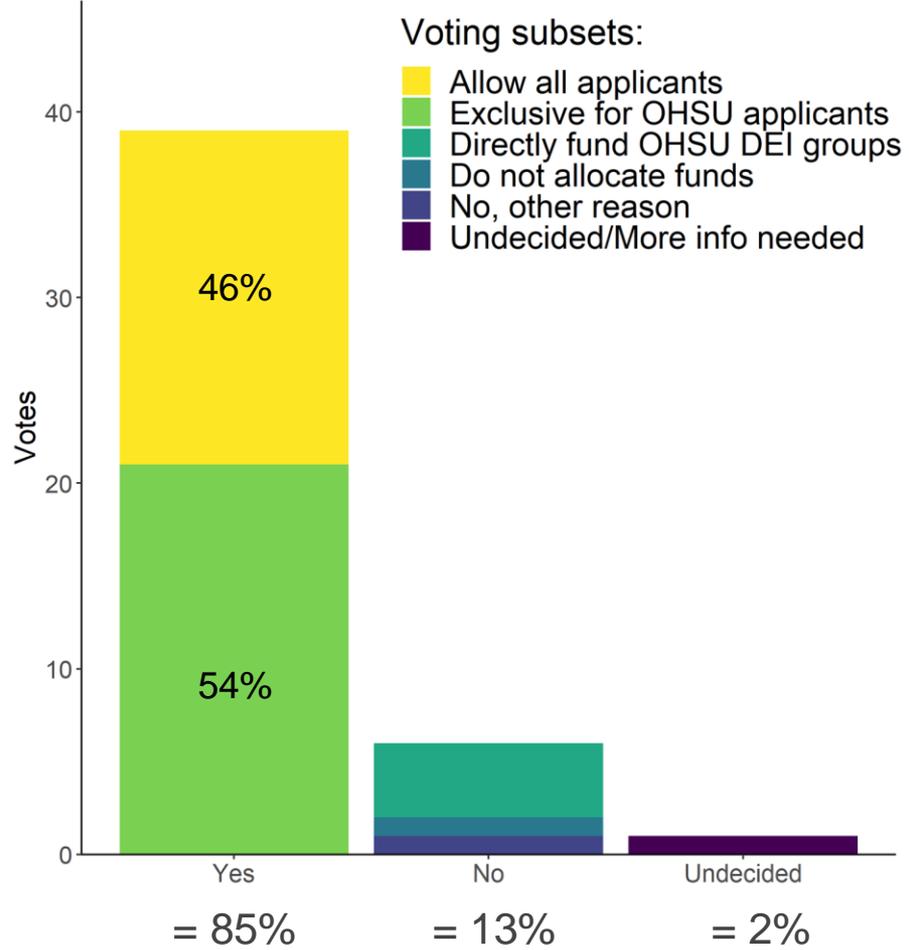
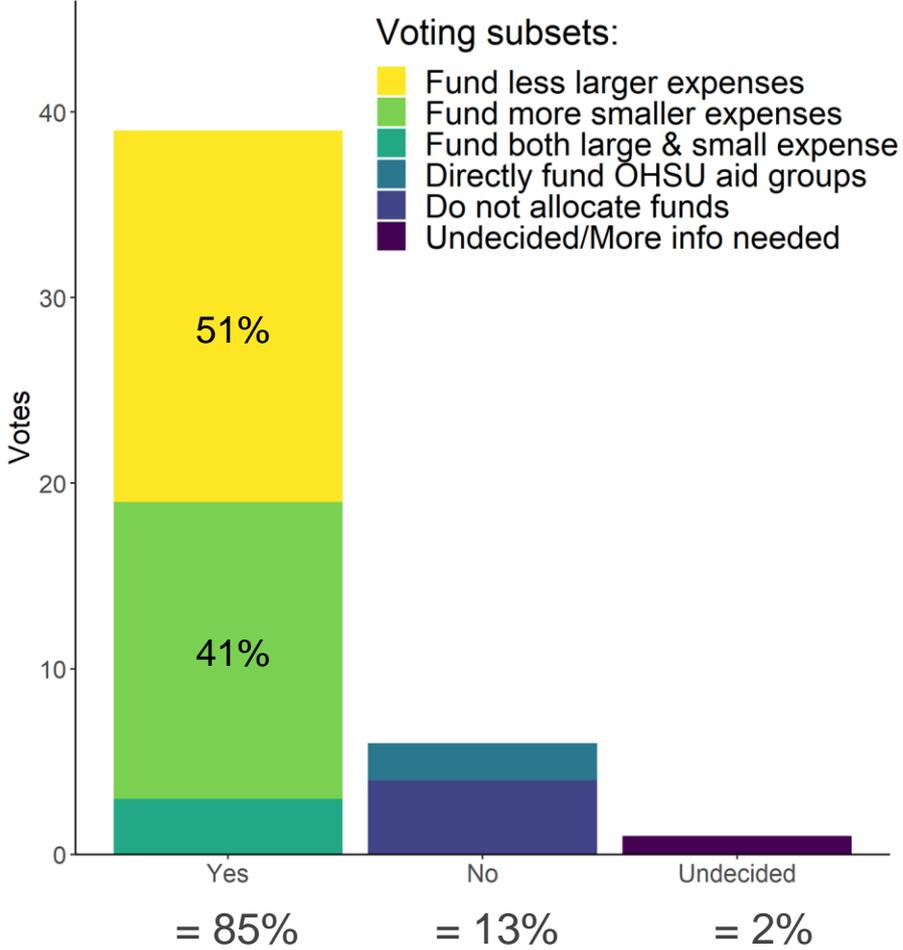
How do I apply?

- Once approved, the applications for the funds will be found on separate Google forms available through the GRU website.
- Application will be reviewed by the e-board during their next weekly meeting, and disbursement will be sent out shortly thereafter.

# Survey Results - **Hardship** and Anti-Racism Funds



# Survey Results - Hardship and Anti-Racism Funds



# What happens to your dues?

GRs who are members of GRU (you guys)



~ 100 GRs

1.44% of stipend

Payroll



\$1,850.13 (for PP26)

Dues PEOPLE deductions "Dues Reports"

Council 75



Keeps \$775.68 (42%)

Us!



Get \$388.17 (21%)



Gets \$686.28 (37%)

# What to Do With It?

## Savings Goals

Top priority: legal fees

Unfair labor practice: have to pay filing fee of \$300. Save \$900

Arbitration (ie, if we cannot resolve a grievance with OHSU internally): the most minimal case, of contract interpretation lasting a day, would run us \$10,000. Save at least \$10,000.

Resource funds:

Hardship fund: \$5,000

Antiracism fund: \$5,000

Operation

Very few day-to-day costs; but this includes things like a group zoom account, dinner (vouchers) for meetings, bulletin boards (the cost of which we split with OHSU), etc.

# Proposed Budget

## Initial buckets

- ULP: 43%
- Arbitration: 21%
- Operations: 14%
- Hardship: 11%
- Antiracism: 11%

ULP goal  
reached

Split ULP among  
arbitration (1/2),  
hardship (1/4),  
and antiracism  
(1/4)

## Current buckets

- Arbitration: 42%
- Operations: 14%
- Hardship: 22%
- Antiracism: 22%

## Eventual buckets

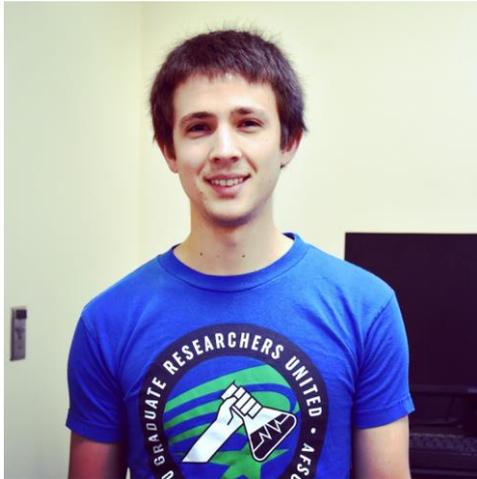
- Arbitration: 75%
- Operations: 25%
- Refill ULP/hardship/antiracism  
buckets as necessary

Once hardship/  
antiracism goals  
are met

# Research Training Conditions Task Force



**From the Contract MOU:** “The Task Force is charged with making recommendations to the Provost about the process by which GRs of the bargaining unit can raise concerns regarding unreasonable expectations or conditions.”



Tim Bates



Sylvie Bindas



Breanna Caruso

# Other GRU Projects



## Collaboration with other Oregon Grad Unions

Grad Union summit January 2021

Next steps: compare contracts and borrow language that we like, discuss lobbying boards of directors

## Collaboration with other OHSU Unions

OHSU Union summit February 2021

Next steps: establish an informal OHSU Union Council, help each other with bargaining, attempt to teach the 328 people to use Slack

GRU Podcast coming soon!

Help with tax questions (still working on the details)

# Final survey thoughts:

## More communication from the E-board:

- Once we get the full bargaining unit list, **expect monthly update emails**
- Resources about our rights & benefits:
  - <https://www.gradresearchersunited.org/resources-0>
  - Stay tuned for updates from the RTCTF
  - Ask for specific resources in the GRU slack
- Outreach to new GRs and recruiting more active members:
  - GRU Podcast, coming soon
  - Town Hall meeting open to all GRs, later this spring
  - **You can help, too!**

What should E-board and GRU prioritize over this next year? How can we best represent your interests?

46 responses

Revenge

# Get Involved in the Union



## Stewards

Purpose: Advocates for bargaining unit members.

Time commitment:

- **Current:** Winter & Spring 2021
- **Starting July 2021:** 1-year time commitment with an annual AFSCME training (1.5 - 2 hours)

Tasks:

- Investigate grievances and counsel complaints.
- Be a union representative/GR advocate in GR & admin meetings.

## Trustees

Purpose: Auditory authority for union finances.

Time commitment:

- **Current:** Winter - Summer 2021, 4 hours every six months
- **Starting Oct 2021:** 2-year time commitment, 2 hours every six months

Tasks:

- Hire a CPA (or CPA firm) to audit union finances.
- Report to membership on audit findings.

# Contact the Union

President: Alina Krollenbrock

[president.gru@gmail.com](mailto:president.gru@gmail.com)

Secretary/Treasurer: Scotty Farley

[sectreas.gru@gmail.com](mailto:sectreas.gru@gmail.com)

VP of Organizing: Adam Filipowicz

[organizing.gru@gmail.com](mailto:organizing.gru@gmail.com)

VP of Equity and Inclusion: Mason Handford

[equity.gru@gmail.com](mailto:equity.gru@gmail.com)

VP of Communications: Colin Coleman

[comms.gru@gmail.com](mailto:comms.gru@gmail.com)

VP of External Relations: Adrian Baris

[external.gru@gmail.com](mailto:external.gru@gmail.com)

Data Officer: Megan Huber

[offdata.gru@gmail.com](mailto:offdata.gru@gmail.com)

Events Officer: Alex Houser

[events.gru@gmail.com](mailto:events.gru@gmail.com)

Steward Officer: Rose Goueth

[stewards.gru@gmail.com](mailto:stewards.gru@gmail.com)

**General union email (basic Q&As):**  
[union.gru@gmail.com](mailto:union.gru@gmail.com)

**Become a union steward!**  
<http://bit.ly/GRUstewards>

**Website**  
[gradresearchersunited.org](http://gradresearchersunited.org)

**Facebook**  
OHSU Graduate Researchers United

**Instagram and Twitter**  
@ohsugradunion

# AFSCME Oregon Convention 2021



**Congrats to our delegates!**

**Rich Posert**

**Alex Houser**

**Sylvie Bindas**

**Alternates:**

**Alina Krollenbrock**

**Adrian Baris**

**Scotty Farley**