

2/9/2023 General Body Meeting

Attendance

Signing members: 10

Guest: 4 + CSEA Organizing Rep

By Zoom: 3

Notes:

We should make an interim officer election working group

Announcements

- Robert's rules used in this meeting
- Call for collaboration and decorum

Community Microphone

- Question about closed vs open shop union
 - CSEA Rep: Private sector, governed by the NLRB, cannot be a closed shop, but everyone pays dues as everyone benefits from the negotiation of the bargaining agreement. As part of the Contract.
 - : Some clarification would be beneficial for the community on dues and fees
- Question: How does membership joining work?
 - CSEA Rep: No one is a member until they have signed a card, are paying dues, and the contract is ratified by the NLRB
 - Membership at this juncture is an element of our own bylaws to provide structure during the transition period

Working Group Updates

Contract Research

- Building packet of information to prepare for the Labor Relations Specialist
- Pulling information from NOVA and other CSEA locals
- Analysis paper for LRS
- Analysis will be presented to Members next week

Website

- Website is online www.bangsworkersunited.org
- Looking to add a members section

Legal

- Zoom meeting with legal, received updates on NLRB decision-making process
- Clarification from April Land: Supervisors can attend meetings, but cannot vote and do not have any legal protections from retaliation

NLRB Status update

- No new updates

Unfinished Business

Proposal for Transition from the OC to the Collective Bargaining Committee

- Still in progress, to be pushed to the next meeting

Elections

- Question: Do we have to wait until after the certification by the NLRB
- Question: what's the difference between signing a card now and signing a card after certification
 - Card signing now is to
- CSEA Rep: difference between post-certification and post-contract
 - The certification makes the union LEGALLY BINDING
 - Between certification and contract ratification, nothing is legally binding. Those leaders are elected in order to keep organization and guide bargaining
 - After contract ratification, the union officers are LEGALLY BINDING
 - Need at least one officer. President, Secretary, Treasurer
 - Bylaws are up to us as the local
- Question The election is a process — what does that look like exactly?
 - OC: The NLRA outlines some things that the Union is legally required to do, including:
 - Notification of nominations
 - Nominees can run
 - Campaigning rules
 - Ballot election
 - Including mail-in
 - Protest Period
 - Question: There is a nomination period
- Question: How many people on the bargaining committee?
 - Depends on the size of the unit and the strategy of the unit
 - Not a fixed number, can change from meeting to meeting
 - 10% of the bargaining unit
 - CSEA rep it is ultimately up to the bargaining unit
- Question: How do we heal from the less divisive?
 - Question: This is an issue across the board, at almost every union

Future General Assembly Meeting

- Friday 24th February brought to the table
 - Possibly at the Union Hall
 - Possibly at Cornell Meeting Room
 - Established as a placeholder
- **Friday 24 February Meeting will be a meet & greet / Q&A with CSEA Reps and Union Allies. Location will ideally be at the new Cornell Meeting Space- however BAWU will**

keep the main hall at Allied Trades reserved with Cindy D. until the Cornell space is Confirmed.

Motions on the floor

: Motion to vote on the next chair-person

- Amendment to add chair-person election as part of the standard procedure of the meeting
- Amend motion to have Madeline write up a proposal to be presented at the next meeting to amend the current bylaws to elect a new chair as part of standard meeting procedure.
- Passed unanimously
- nomination of next chairperson
 - Nominee declines nomination on basis of experience with Robert's rules
 - Add a note to create an interim officer election working group
- Motion: Decide the next meeting via poll
 - Amendment to pick the day of the next general body meeting during this meeting, and send out a poll on which days of the week, the week of the next meeting, and the chairperson of the next meeting.
 - Retracted

: The next meeting will be held on the week of March 1, decided by poll, chaired by OC

- Passed Unanimously

Reading and Approval of the Minutes - approved by the General Body.

Adjournment of Meeting at 18:40

this item edited 02/27/2023 "Friday 24 February Meeting will be a meet & greet / Q&A with CSEA Reps and Union" meeting was cancelled