

## **BAWU GM Minutes 4/26/23 - Ives Hall room 115 Cornell University 1730-1945 hrs**

**Meeting underway at 17:46**

### **Attending:**

MS

PK

GV

JS / Chair

LRS JD

CK by Zoom

**1. Reading of 4/10/23 Minutes - approved.**

**2. Announcements of upcoming events:** MCOSH Workers Memorial Day Event at Allied Trades Friday 4/28/23 1700-1900hrs

**3. Amendments to the Agenda: none**

**4. Community Microphone:** CK and LRS JD discussed tone of responses to CW's emails, CK expressing that given the divide at Bangs over the unionization process- it's important not alienate potential support. LRS JD replied that he had reflected on this and is always willing to adapt and change tone- however, there's a limit on accommodating non-sincere interactions when time and resources can be used more effectively elsewhere.

**5. Working Group Reports:**

#### **Website:**

JS Working on a new streamlined version, removing the members account page and working groups page- as these were not used. Stated Goal of pairing down site to be directly about basic stuff specific to where BAWU is right now. Ideally, strip the site down to an one-pager that can function on a cheaper platform like Wordpress- with links to IPWC, MCOSH, EMSPAC, etc.,

MS suggested creating Facebook and Instagram pages to accommodate BAWU internal stuff - like pics of hanging out together and other social functions- MS has volunteered to create these...

JS / ALL that's great. Go for it.

#### **Legal Working Group:**

PK discussion with LRS JD about on-going possible ULP's.

#### **Research Survey Group:**

PK We should use the CSEA Survey proposed by LRS JD (with modifications) PK and LRS JD will work on this together- produce a final draft by mid-next week.

#### **LRS Updates:**

Bangs produced a new employee list

**6.Unfinished Business**

PK proposal to shift to informal rules per small attendance and time constraints- Approved

**Final Review and Discussion of Interim Draft Constitution:**

*Sections I-IV were approved at GM's 3/24/23 and 4/10/23*

Section V - Amended - Approved

- per GV change language of "will" to "shall" as this is more binding in that context
- .
- JS correction of awkward language in #7.

Section VI - Amended - Approved

- Per Group Discussion, "interim E-board" will be replaced with "interim Officers" to avoid confusion with language describing an E-Board of Certified Local.

- Per Group Discussion, #4 will be edited to read: "The interim Officers will serve until the Collective Bargaining Agreement is Ratified by the Membership- at which time there will be a new Election for Union Officers to serve on the Local's E-Board, in accordance with CSEA bylaws. Interim Officers may choose to run again for their current positions, seek new positions or return to the General Membership."

Section VII - Amended - Approved

- Per GV #7 "..will meet in good faith"
- Per LRS JD "at minimum 1 times per week"

Section VIII - Amended- Approved

- Per Group #5A - will read "All members are encouraged to keep notes and document their meetings and union related activities. These records can be submitted to the Interim Secretary-Treasurer and stored in a digital format." reference - Revised Standards of Conduct #6

Section IX - Approved as written

Special Clause - Legal Statement from CSEA about BAWU Interim Constitution -

*"If any provision of this document is subsequently declared by CSEA to not be in accordance with applicable CSEA bylaws and Constitution, or by any legislative or judicial or court of competent jurisdiction to be unlawful, or unenforceable all other provisions of this document shall remain in full force and effect for the duration of this document.*

*Any provision found to be afoul of the above will be deemed null and void, and CSEA Constitution and/or bylaws shall supersede this document."*

**Interim Constitution Approved as Amended - this be will sent out to BAWU Membership for Ratification by Electronic Poll.**

**Discussion and Planning of Election Process and Selection of Election Team**

- JS, MS +1 more TBD will create an Email to go out to all Eligible Employees - informing of Election and Defining Qualls to run for Interim Officer Positions

- Candidates will have 48hrs to notify Election team of their intention to Run

- Election Done by App Election Buddy

JS makes two proposals:

#1 - Ratification of Interim Constitution by done by BAWU membership by Telegram per the Posts and Votes Format, with 24 hr time window- Document is ratified by a simple majority. - Approved

#2 - Announcement of Elections will be as described above - Approved

**7. New Business - Tabled and pushed to next GM by Chair per time constraints**

- Look into a New Email Platform for BAWU and Collective Bargaining
- New Script for outreach - Ways to Discuss Dues and Benefits with Card Signers effectively

**8. Next GM Meeting will be 5/15/23 at 17:30 at Allied Trades 701 W State St. Ithaca NY**

**9. Next Chairperson - MS , Next Recorder - GDH**

**Meeting Adjourned at 1945 hrs**