



A Union of Professionals

CONTRACT BULLETIN #2

East Aurora Council / Local 604

Vol. 1, Issue 2
January 27, 2018

On **January 27** from 9 AM - 1 PM, the BBT (Big Bargaining Team) and the TT (Table Team) had a meeting. The following issues were discussed, and actions taken:

- **Negotiation Ground Rules.** The Table Team, namely, the President, Vice-President I, Vice-President II, Vice-President III, Treasurer, Secretary, and attorney, have met with the administration and have been exchanging ground rule proposals. These negotiations are ongoing and have not been finalized. As of this writing, there have been six drafts exchanged.
- **Contract Proposals.** Based on member surveys, emails and conversations with members, attorney advice, and building representative feedback, the Table Team created and shared their drafts of the contract with the Big Bargaining Team (consisting of building representatives and volunteers who represent support and office staff). These drafts focused on language only, and did not include economic information (which will be finalized later).
- **Approved.** The Big Bargaining Team went through the contract proposals line by line, discussing and making adjustments. Votes were taken and the

"General Provisions," "Teachers," "Support," and "Office" sections of the contract were all approved. They will now be taken to the table for negotiation. The administration has not finalized their proposals at this time.

- **Changes.** Although the specific proposals cannot be shared at this time in order to maintain confidentiality before negotiations begin, it was the overwhelming sentiment that the drafts approved for negotiation are fair, clear and conducive to a professional and academic work environment.

UNION SOLIDARITY SHIRTS

- All members will receive blue union shirts. They will be our union-provided appreciation gifts for this year.
- Wearing them displays and builds solidarity. There will be calls for members to don them on negotiation days, during board meetings, and at other important times.
- For shirts larger than XL, we'll likely need a small additional charge. Once the details are worked out, we will provide this information.
- Please let your building representative know your shirt size.

CONTRACT ACTION TEAMS

- We are asking for members to volunteer from every building for our Contract Action Teams.
- A Contract Action Team (CAT) is the group of members who have taken on the role and

responsibility of organizers during bargaining. They will be in close communication with the bargaining team and will respond to developing situations at the table. They will execute actions to support the positions taken at the bargaining table by communicating those actions to their teams - typically via text and/or personal email - and sometimes in small groups. Why do we need them? Contract campaigns depend on an advanced level of member-centered, member-driven mobilization to create power and strengthen the Union membership. Bargaining team members need to reach all their members quickly if actions need to happen through this system. We can't do it without you! Please notify your building representative if you would like to help.

LEADERSHIP EDUCATION AND DEVELOPMENT (LEAD)

- Our local was chosen to participate in a year-long program, designed and implemented as a partnership between the American Federation of Teachers, Cornell University, and the Illinois Federation of Teachers.
- The purpose of the program is to help locals strengthen their organizations, while focusing on those areas identified as particularly crucial to community's specific needs.

UNION MARCH

- Unions must stand together in defense of our right to organize. On February 24, at noon in Chicago, there is going to be a march/rally in support of labor unions.

- The event is being organized by the Chicago Federation of Labor, AFL/CIO, and Illinois Working Together. There will also be marches across the country.
- Buses will be provided. We will be leaving from the Painters Council #30 Hall at 10:30 a.m. The address is 1905 Sequoia Dr. #201, Aurora. This will be an all-day event. If you are planning on attending here is a sign-up link:
https://actionnetwork.org/event_campaigns/bus-trip-sign-up
A brown bag lunch will be provided.

NEXT MEETINGS

- The Table Team will meet with administration to begin negotiations on the language sections of the contract on February 7. The other scheduled meetings are February 14, 21, 26; March 14, 21; and April 3, 10, 24. These will be four-hour sessions.
- The Big Bargaining Team and the Table Team will meet on March 3 from 9 AM - 1 PM.

QUOTE

"The labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them." ~ MARTIN LUTHER KING, JR., speech to AFL-CIO

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