



Welcome Grad Employees

Welcome new and returning graduate employees. We are the Coalition of Graduate Employees. We hope you enjoyed your summer and are excited about our agenda this fall at OSU.

Union Resources For Employees

CGE provides various resources for both members and non-members:

This is some of what our blog website (cge6069.org) contains:

- *the current contract and budget*
- *health insurance information*
- *news and events*
- *literature on academic labor*
- *the grad guide to Corvallis*
- *a comment section*

CGE members may access office supplies including a copier/printer/scanner in the Westminster House office.

Any grad employee (member or not) is welcome to approach the officers or staff in the office or through email about personal work-related grievances.

This is a Bargaining Year

Once again, CGE will be negotiating with OSU on behalf of all graduate employees this year. We made great progress when we last negotiated in 2007-08, increasing the university's contribution to health care, adding a summer health insurance option, and increasing fee relief. However, there's still much to be won. For example, some of CGE's goals are year-round 100% health coverage and the elimination of student fees.

To accomplish these goals, we need your support. When grad employees are engaged and active during negotiations, OSU takes us seriously, and we need that more than ever this year, as we are expecting OSU to ask for broad concessions from grads to mitigate the university's budget crisis. So get involved. Fill out the CGE bargaining survey. Become a member. Come to negotiations, and participate in actions to let OSU know what your interests are. With your help, we will continue to make progress in improving conditions for all graduate employees at OSU.

UPCOMING EVENTS

• Welcome BBQ

Friday, September 25th
6 - 9 PM
Maple Grove Shelter, Avery Park

• Representative Meeting

Thursday, November 12th
5:30 PM
Woodstock's Pizza

• Membership Drive

Phone Banking
Tuesday, October 6th, 6 - 8 PM
Thursday, October 8th, 6 - 8 PM
Office Visits
October 13th-15th, 10 AM - 5 PM
October 20th-22nd, 10 AM - 5 PM

• General Membership Meeting

Friday, October 23rd
5:30 PM
Chintimini Senior Center

• Letter of Intent to Negotiate our Contract

To be dropped off October 29th

• Executive Council Meetings

Weekly @ CGE office
Time TBD
Everyone's welcome

Fall Welcome Barbeque

When:

Friday, September 25th, 2009
from 6 to 9 PM.

Where:

Maple Grove Shelter, Avery
Park (see map)

What to bring:

Side dishes (optional), Family,
Friends, Pets, Yourself

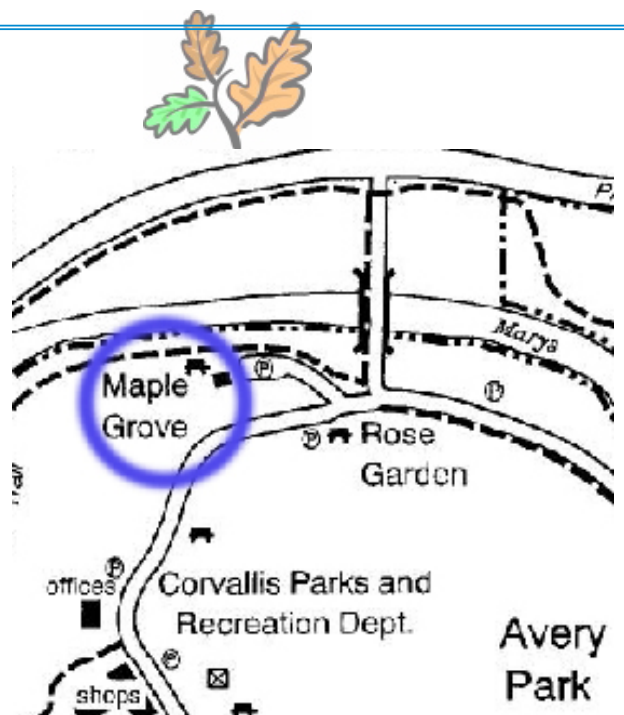
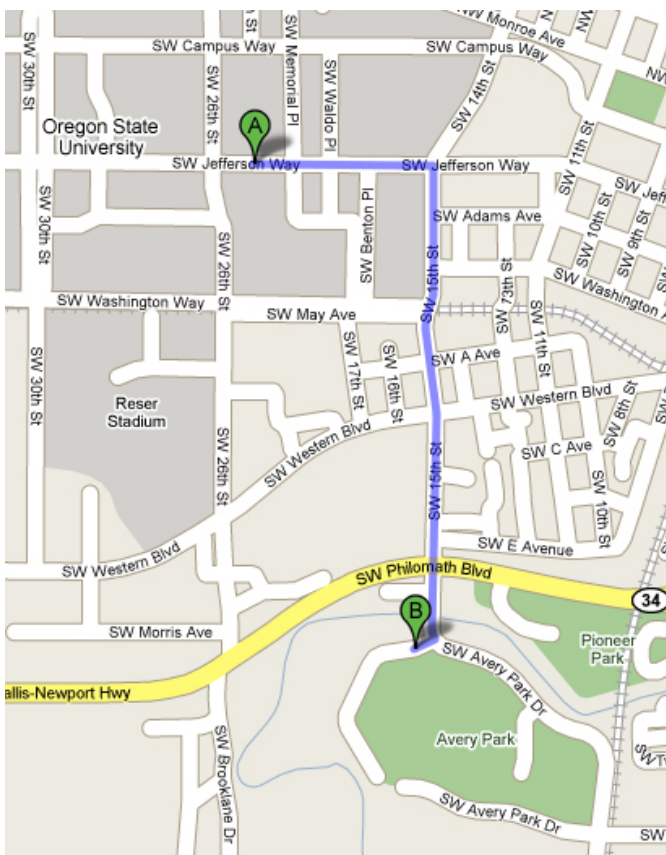
What is there to do?:

Socialize, Grill, Frisbee

We want to welcome back the
returning grads and meet the
new grads around the premise
of good eating.



Directions: From Point A, OSU Memorial Union, head east on Jefferson, down the hill. At the intersection of 15th and Jefferson, turn right (south) on 15th. Stay on 15th until you cross both Hwy 20/34 and a bridge over the Mary's River. The bunch of roses ahead is Avery Park! Turn right to the Maple Shelter, Point B.



CGE Member Benefits!

CGE members are working with local businesses to set up discounts on products and services for union members. This program will go into effect on September 21st of this year, and will start with four local businesses. These discounts will be available only to union members, so sign up today!



10% off accessories & parts, not bikes or sale items
\$10 off regular tune-up (becomes \$40 and not \$50)



10% discount on any regularly priced beer, wine, cider, sake or mead packaged-goods-to-go
15% of any regularly priced starter kit for beer, wine, soda or cheese



10% off any purchase



nirvana INDIAN RESTAURANT

Good until December 31st, 2009

Group of 2: Free nan

Group of 3 to 4: Free vegetable Pakora

Group of 5 to 10: One vegetarian main dish (\$7.95 value)

Lunch Buffet:

If you are a group of 5 or more, 50 cents off per person

If you are a group of 10 or more, one lunch buffet free

\$5 off for an order of \$50 or more (Carry out only)

New CGE Staff

Meet Michele Bennett, she moved to Oregon in 2005 from East Texas, where she was the Director of Human Resources for a mid-sized manufacturing company. Michele has two children Josephine 10 and Elizabeth 6 who attend school in Adair Village.

Michele recently purchased a small farm, and when she is not driving her girls to soccer or a rodeo she enjoys taking care of her garden and their animals.

Michele's Human Resource background has made her transition here at CGE a smooth one. She can be found in the CGE Office Mon, Wed, and Friday from 8:30 AM to 2:30 PM if you need anything or just want to stop by and say HELLO!.



Health Insurance Paperwork Deadlines!

If this is your first year as a grad, be prepared to fill out multiple forms and turn in plenty of paperwork. CGE will do our best to notify and remind you of these paperwork deadlines for pertinent cases such as health insurance.

All grads with an appointment of 0.2 FTE or above are required to enroll in PacificSource health plan or file a waiver form.

You should complete an enrollment form as soon as possible after receiving your letter of offer.

Students who have other insurance may qualify to waive out of enrollment in PacificSource. In order to qualify for a waiver your insurance plan must be similar in coverage to PacificSource.

If you have questions, please contact the OSU Student Health Insurance Office at 541-737-7568. Also, PacificSource's phone number is 1-888-977-9299.



Members of the Month

ASHLEY AND MATT OF GEOSCIENCES



Matt Loewen and Ashley Bromley both came to OSU in Fall '08 to study igneous rocks as part of the VIPER (Volcanology, Igneous Petrology, Economic Resource) research group. Both study rocks (or, in Matt's case, tiny spots inside tiny rock fragments from places he wishes he could have visited) with the aim of better understanding volcanoes and magmatic systems.

In their first year here, they became active CGE union members and set a new precedent by bringing the department of Geosciences to 100% union membership. This year, Matt and Ashley will be CGE representatives for the Geosciences department and sit on the bargaining team. When not



coercing fellow graduate students to join CGE, both Ashley and Matt enjoy engaging discussions about geology and union life, preferably over beer.

CGE President's Message



Welcome, or welcome back, as the case may be, to OSU! I hope everyone had a good summer. The CGE did, and it started with some personnel changes. As you may know, at the start of June, Liz, our office manager, moved to West Virginia with her fiancé. Our new office manager, Michele, has quickly learned her responsibilities and is doing a great job. The leadership of the union underwent some changes, with three officers completing their terms. Allison, our previous Vice President of Communications, is shortly completing her degree, as is Jim, our former Vice President of Organizing. Angela, our former Secretary-Treasurer, is still active with the union, and will be on the Bargaining Team and is currently a Vice President of AFT-Oregon, our parent organization. They have been succeeded by Ian, Andres and Julia, respectively.

Two other important things happened over the summer. First, we continued to pursue resolution over graduate employees being charged tuition in summer 2008. The issue seemed to be resolved, with individuals being reimbursed what they were wrongfully charged, until the university backed out at the last moment. We anticipate prevailing in arbitration sometime around Thanksgiving. For those graduate employees charged tuition in summer 2009, I suspect they will also be reimbursed at the same time. Second, a new Bargaining Team was assembled to handle the next round of contract negotiations. Talks will begin sometime after Halloween. Our current Vice President of Grievances, Rob, writes more about bargaining earlier in the newsletter.

OCTOBER NEWSLETTER ADDENDUM

House Bill 2508 Status

What is it?

A house bill was proposed to wrap fees into tuition that effects any graduate employee who gets a tuition waiver, regardless of membership in CGE or bargaining status.

A state institution of higher education listed in ORS 352.002 shall include all universal and program specific resource fees as a part of tuition costs for a graduate student attending the institution for the purpose of receiving a graduate degree if the student is also a teacher or employee of the institution.



What has happened?

CGE saw much work and participation by members last year. However the 2009 legislative session finished and the bill did not pass.

What's being done?

The plan now is to contact state legislators in support of HB 2508. We encourage you to let them know how the fees effect your education and quality of life. The more legislators hear from us, the easier it will be to pass when we reintroduce the bill for the next legislative session.

CGE Reaches Settlement on \$34 Grievance, OSU Repudiates Settlement

In what we viewed as a major victory, CGE reached agreement with OSU on a settlement to the 2008 \$34 Summer Session Tuition Base grievance (http://cge6069.org/tag/34_grievance) that would have reimbursed all graduate employees for tuition they were wrongly forced to pay during the 2008 Summer Session. Unfortunately, when we filed a new grievance because OSU again failed to remit the tuition base charge for the 2009 Summer Session, OSU refused to sign the settlement they had already tentatively agreed to (which included language guaranteeing our right to grieve over the same issue in future years).

With OSU's repudiation of the agreement, CGE will proceed in bringing the 2008 grievance to arbitration. A hearing for this case is currently scheduled for November 23rd. CGE will also continue to push the 2009 grievance through the grievance procedure outlined in our contract. OSU has already denied the grievance at Step 2. Our next step will be to re-file with the Oregon University System at Step 3. CGE is also considering filing an unfair labor practice against OSU, as we perceive their repudiation of the settlement as retaliatory.

Fall AGEL at Michigan State Nov. 5th-8th

Alliance of Graduate Employee Locals

East Lansing, Michigan

http://www.aft.org/higher_ed/grademp/about.htm



Each fall, we gather both the current leaders and some enthusiastic activists from grad locals across the country for a self-run conference with the broad theme of improving our organizing skills. Given our political and economic climate at the moment, this fall we're preparing the conference around the theme of organizing and bargaining during a recession. We'll share ideas about how to send the right messages to members, the administration, and the community to communicate the value of our work as employees and the value of our union in times like this.

We can send at least two people to the conference with (almost) all expenses paid, but we have to sign up by October 9th. If you are interested, contact the office. And if past conferences are any guide, there will be good times had by all.