

## AFT/NYSUT/CGSU Affiliation Agreement

*Ratified by CGSU September 24, 2015*

### **AFT/NYSUT Joint Organizing Proposal for Cornell Graduate Employees**

Purpose:

1. The American Federation of Teachers (AFT) and New York State United Teachers (NYSUT) agree to establish an organizing project (the Project) for the purpose of assisting graduate employees at Cornell University in building an effective local, with a significant active membership representing an overwhelming majority of the graduate employees, in an effort to achieve collective bargaining and a first contract with the employer. Furthermore, the stated goal is to be accomplished through a democratically run local (CGSU) that is affiliated with NYSUT, AFT, NEA, AFL-CIO (the parties).

Staffing:

2. The Project will be administered by Campaign Director(s) provided by AFT/NYSUT, and will be run with a spirit collaboration and mutual respect. The Campaign Director(s) will, collaborating with the CGSU, develop a campaign plan and budget that will be submitted to AFT and NYSUT managerial staff for review and approval. The campaign plan will not be enacted until agreement from all parties is secured and we agree to move forward together. Any revisions to the plan will be discussed and agreed to by all parties. The plan will follow the AFT Organizing Model (though necessary deviations from the model will be explained and justified in submitted campaign plans).
3. The Campaign Director(s) will be responsible for executing the organizing plan, collaborating with CGSU, holding regular debriefs and check-ins with the Organizing Committee (OC)/CGSU leaders, conducting interviews for organizing staff and involving CGSU in the candidate selection process, overseeing full-time and release time organizers, and administering the campaign budget.
4. AFT/NYSUT will provide additional staff resources (such as field writers, digital communications, strategic research, IT support, etc) and support, which will be coordinated through the Campaign Director(s). Should CGSU hire its own staff, they may be assigned to assist in the organizing campaign in accordance with the campaign plan at CGSU's discretion.
5. The parties are committed to ongoing communication and coordination around the implementation of the organizing plan. Communication between the Campaign Director(s) and OC/CGSU will be regular and

frequent and will not be limited to formal meetings, but will be ongoing and relational as well.

6. All parties agree to unified and coordinated digital content, strategy, and presence. The OC/CGSU and the Campaign Director(s) will agree on strategy and approach, and will seek consensus on sensitive content.
7. CGSU will maintain its own membership data as it sees fit; the Campaign Director(s) will be responsible for maintaining the campaign database and for insuring that mapping, charting, and list-building with the OC/CGSU is a prioritized ongoing activity within the campaign. Campaign communications will be coordinated through the Campaign Director(s), in collaboration with the OC/CGSU Leadership; CGSU will seek to communicate through the campaign whenever and wherever possible, but all parties recognize that there may be some communications that CGSU might need to have with its members outside the campaign. Such instances will be discussed with the Campaign Director(s) in advance so as to avoid conflicts.
8. The parties agree to holding campaign progress overviews and check-ins with the Campaign Director(s), representatives from AFT & NYSUT's managerial staff, and the OC/CGSU leaders at least twice each academic year, and more frequently when needed. All major strategic decisions/timelines will be made collaboratively and will not be enacted until agreement from all parties is secured (e.g. petition drop, petition publication, card drop, employer neutrality agreement, election petition filing, request for voluntary recognition). These meetings will also be opportunities to insure our mutually collaborative process is working for all parties.
9. The parties agree that this agreement shall become effective upon signing and shall remain in effect until the completion of the organizing campaign, until it becomes clear that adequate progress toward agreed-upon benchmarks and milestones is not being made, or until such time as the parties agree to terminate this agreement.

### **AFT/NYSUT Joint Organizing Proposal Supplement**

*This supplement outlines options that are available to CGSU if it were to affiliate with AFT.*

1. Dues and Membership Options: After affiliation, CGSU will decide whether it would like: a) a new local with voting rights in NYSUT and AFT to be chartered immediately, b) to have its members become affiliate

members of NYSUT NEA-AFT with a new local charter to be issued after recognition from the Employer is obtained, or c) not become members in NYSUT NEA-AFT at this time and have the status of an organizing committee with a new local charter to be issued after recognition from the Employer is obtained. During the time period CGSU is deciding which of the above options it will choose, it will be considered an organizing committee of AFT. Once CGSU becomes an AFT local, its local bylaws must be approved by the CGSU membership and by the Board of Directors of NYSUT as outlined in Bylaw A of the NYSUT Constitution. Monthly total per capita due to NYSUT (which includes AFT and NEA per capitas) per CGSU member for 2015-2016 for option a) "full voting rights local" would be \$7.42. Monthly AFT affiliate membership rates for 2015-2016 for option b) would be determined at a later date. Any additional dues CGSU assesses will remain with CGSU.

Once CGSU obtains a collective bargaining agreement with Cornell, per capita dues payments to NYSUT and NEA will be figured as outlined in Article VI of the NYSUT Constitution. Any additional dues CGSU assesses will remain with the CGSU local.

2. Membership Status: Any Cornell graduate or professional student is eligible to join CGSU and maintain membership in CGSU (as an organizing committee or local union of AFT) for as long as she/he is enrolled (including leaves of absence and in absentia status) in graduate school at Cornell as outlined in the CGSU, NYSUT, and AFT constitutions no matter her/his employment status with Cornell University at the time of membership or subsequently. All members must comply with all applicable requirements as outlined in the CGSU bylaws or affiliated union constitutions to maintain membership.
3. Local AAUP affiliation options: After chartering, some AFT locals have independently affiliated with AAUP and AFT would support CGSU doing so, if desired. Details of such an affiliation and additional dues amounts would be determined with AAUP independently.
4. Negotiating committee structure and functioning: CGSU will decide the structure and operation of its negotiating committee for its first collective bargaining agreement and subsequent agreements. Details of such structure and operation will be memorialized in its local bylaws.