

Metropolitan Washington Council, AFL-CIO
Executive Board Meeting
January 22, 2018

Call to Order

Roll Call of Officers: Jackie Jeter, Gino Renne, Andrew Washington, Sandra Falwell, Dena Briscoe, Eric Bunn, Aaron Bast, Carl Carson, Chuck Clay, Cynthia Collins, Jaime Contreras, Stephen Courtien, Elizabeth Davis, Dennis Desmond, Dan Dyer, Michael Flood, Carl Goldman, Larry Greenhill Sr., Jim Griffin, Herbert Harris, Don Havard, Doris Reed, Dave Richardson, Mark Federici, Dan Fields, Tommy Ratliff, Carlos Jimenez

Reading of the Minutes (page 1)

Correspondence None

Financial Report: Separate Sheet

President's Report Janus Resolution (page 4) and I AM 2018
2018 Budget

Organizational Reports: Union Cities (Page 6)
Community Service Agency
COPE/Political and Legislative (Page 9)
- Candidate Endorsements
Recommendations (Page 10)
Campaigns (Page 12)
- Water Bills Coalition (page 14)
- #FF 15 MD sign on letter (page 16)
Executive Directors Report (page 17)
Rutgers Labor Relation Courses (Page 20)

Committee Reports Transportation (Chair Herbert Harris)
Healthcare (Chair Dan Fields)
K-12 Education (Chair Elizabeth Davis)

Board Member Reports

Adjourn



Metro Council Executive Board Minutes

December 18, 2017

Called to order 4:15pm by President Jeter

Present: Eric Bunn, Carl Carson, Cynthia Collins, Jim Griffin, Herbert Harris, Jackie Jeter, Doris Reed, Dave Richardson, Andrew Washington, Michael Flood, Don Havard

Excused: Dyer, Renne, Dena Briscoe, Dan Fields, Larry Greenhill, Steve Courtien, Mark Federici, Dennis Desmond

Absent: Aaron Bast, Chuck Clay, Tommy Ratliff

Also in attendance: Dyana Forester, UFCW 400; Vickie Leonard, Liuna; Amir Malik Bond Beebe inc.

Staff: David Dzidzienyo (Director of Political/Legislative), Megan Fitzgerald (Strategic Campaign Organizer), Chris Garlock (Union Cities Coordinator), Carlos Jimenez (Executive Director), Kathleen McKirchy (CSA, Executive Director), Sonte DuCote (CSA, Executive Director Assistant).

Minutes from November Board Meeting: Moved to approve (moved by Dave Richardson, seconded by Carl Carson): approved unanimously.

Financial Report for December: Treasurer Bunn reviewed. Moved and seconded (Carl Carson/Dave Richardson) to receive. Unanimously approved.

Correspondence: Approval for \$1000 donation to Rev. Hagler Plymouth Church of Christ to support church renovations. Moved by Dave Richardson, seconded by Doris Reed, Approved unanimously.

Community Services Agency

Kathleen McKirchy reported on the CSA-Holiday Basket campaign and showed AFGE/OPEIU local 2 video "adopt a family." It was reported that the members of AFGE and OPEIU local 2 raised \$4200.

Evening with Labor

The nominees for the Evening with Labor awards were then presented to the board from the EWL committee as follows. Organizing Award- SEIU 32BJ and UNITE HERE 23; Golden Picket Award- AFSCME Maryland; Outstanding Ally- CASA; Community Services- OPEIU Local 2. The board approved the award nominees.



Union Cities

Chris Garlock referred board members to his written report and gave update on 2018 Directory, now in final stages of production, which he circulated for review/corrections. Other items mentioned include, Making Change at Walmart campaign, SEIU 32BJ, supporting Huntleigh workers' organizing drive, Bread & Roses labor culture series, and current website user numbers.

COPE

David's report included efforts at DC City Council around AFSCME paraprofessionals, DCNA's efforts and rally around the United Medical Center's contract. Others items discussed include paid leave, 40-hour school nursing, Washington Gas/Alta Gas Merger, Movement Matters meeting and the noise ordinance. Discuss ensued around noise ordinance and concern about the true intent of the law. The report then moved onto the endorsement process and recommendations from the COPE committee. Doris Reed discussed events of that day emphasizing the need to be unified. The Prince George's county executive vote was tabled for 1/9/18 COPE meeting. She emphasized that this is a transparent process and wants people to come prepared. President Jeter also expressed frustration with early endorsements by some locals. Extensive discussion ensued.

Candidates recommended for endorsement by the COPE committee include:

- Prince George's County State's Attorney Candidate:
 - Aisha Braveboy
- Prince George's Legislative District 25 Candidate:
 - Wala Blegay
- Montgomery County Legislative District 39 Candidates:
 - Gabriel Acevero
 - Bobby Bartlett
- Montgomery County Legislative District 19 Candidates:
 - Bonnie Cullison
 - Marlin Jenkins
 - Marice Ivette Morales

Herbert Harris moved to begin discussion around these candidates, seconded by Larry Greenhill. Discussion of candidates and types of endorsements ensued. David Richardson moved to vote on all candidates and was seconded by Michael Flood. The recommendations passed unanimously.

Strategic Campaigns



Megan Fitzgerald reported on the successful Community and Labor Summit. Herbert Harris reported on the transportation committee. Megan also reported on the healthcare and k-12 education committees.

President's Report

It was announced that two officer spots, including 2nd vice president and secretary, are now vacant and asked the board to think about possible candidates to fill the spots.

Meeting adjourned 6:43pm

Moved by Herb Harris and seconded by Jim Griffin



In Defense of Our Public Sector and the Right to a Voice at Work

WHEREAS, working people should have the freedom and power to have a better life; and

WHEREAS, unions promote and defend the freedom of working people to do just that: make a decent living, to support our families, to have work-life balance, to access important public services like good schools and quality health care, and to retire with dignity; and

WHEREAS, public-service workers keep their communities safe and strong: teaching our kids, cleaning our streets, driving our school buses, providing quality health care, working with seniors and people with disabilities, answering 911 calls, and much more; and

WHEREAS, so-called “right to work” laws are designed to silence worker voices by making it harder to organize, harder to build solidarity and harder to assert our rights, thereby aggravating the imbalance in our economy to benefit the privileged and powerful; and

WHEREAS, the freedom to organize with one’s co-workers is under attack by wealthy corporations and anti-worker politicians who rig the economy and the political system in their favor, ensuring that they get richer while working people struggle to get ahead or even get by; and

WHEREAS, unions raise wages and labor standards across the economy, improving the lives of all workers (union and nonunion), and the labor movement has historically been a force for social progress, with high union density correlating with lower incarceration rates, greater educational investment and higher life expectancy; and

WHEREAS, public service workers negotiate contracts and terms of employment that empower their communities, with teachers fighting for smaller class sizes and nurses fighting for safe staffing ratios; and

WHEREAS, the United States Supreme Court has agreed to hear a case called *Janus v. AFSCME Council 31* that threatens to make the entire public sector right to work, upending well over 40 years of precedent affirming the constitutionality of fair share fees; and

WHEREAS, the Metropolitan Washington region is home to tens of thousands of public sector workers and *Janus v. AFSCME Council 31* is a threat to their livelihoods and their right to a union.



THEREFORE, BE IT RESOLVED, that the entire Metropolitan Washington Council, AFL-CIO stands in solidarity with its public-sector members in this struggle; and

BE IT FURTHER RESOLVED, that this labor federation supports these unions' ongoing efforts to provide public-service employees with a voice at work, and the freedom and power to have a better life for themselves and their communities; and

BE IT FURTHER RESOLVED, that the Metropolitan Washington Council, AFL-CIO will dedicate staff time and resources to supporting mobilizations, coordinating affiliates and allies, and undertaking other tasks in support of our public sector members in the face of these attack; and

BE IT FINALLY RESOLVED, that regardless of how the Supreme Court rules in Janus, these unions and their members will remain clear and powerful voices for economic justice



Union Cities Report

Chris Garlock

2018 Labor-Media Breakfast set for Friday, February 16, 8:30a-10:30a at the AFL-CIO; invitations going out this week

January 16 Bread & Roses (Takoma) presentation – “From ‘At The River I Stand’ to Janus v. AFSCME” a success: over 70 turned out, including AFSCME Secy-Treasurer Elissa McBride, Council 20 ED Andrew Washington, AFSCME area director for DC/Maryland/Virginia Edgar de Jesus and more. Program will be repeated Tuesday, 1/23 at the Shirlington Busboys.

2018 Directory goes on press this week and will be distributed next week

Union City: Ongoing coverage of local and national labor movement (see below for selected highlights from the month)

Website & social media: Website had 1.6K users in December (up from 1.5K in November), including 1.5K new users (up from 1.4K the previous month).
Total Facebook likes/followers: **1,099** (up +2); Twitter: **4,103 (down 4)**; Union City subscribers: **34,385** (down 3).

Database(s): Major pending project is sorting/cleaning potentially “bad” emails.

UC Radio/Your Rights At Work (WPFW 89.3 FM):

[Your Rights At Work](#) (Thursdays 1-2p) guests this month included:

Council member Vincent Gray (Ward 7) on DC Mayor Muriel Bowser's failure to submit the DCNA/United Medical Center contract to the DC Council as required by law.

Betty Holman RN at UMC; former president of DCNA's local unit; recently laid off as a result of closure of labor and delivery unit at UMC.

Elizabeth Falcon, DC Jobs with Justice, on the Demand Worker Justice at the Line Hotel rally next Weds, 12/13, 8:30a, 1770 Euclid St NW, Washington, DC.

Damon Silvers, AFL-CIO, LIVE from Paris meetings on "The Future of Work."

Karen Rice, Georgetown Alliance of Graduate Employees, and the university's recent refusal to recognize the union.

Nancy MacLean, author "Democracy in Chains: The Deep History of the Radical Right's Stealth Plan for America"; She'll be at the Shirlington Busboys at 5p on Monday, December 18 and the Takoma Busboys on Tuesday, 12/19 (6p) -- both part of the Metro Council's



monthly Bread and Roses series – and she'll be at the AFL-CIO at noon on the 19th. RSVP [here](#)

Bread & Roses labor culture series: [Films Across Borders: Stories of Migration](#) series concluded.

Note: this was one of the sources of new Union Cities sign-ups.

Ongoing support for other MWC programs, including political, CSA, CAP, etc.



SELECTED UNION CITY REPORTS, DECEMBER 2017

[NATIONAL PORTRAIT GALLERY EXHIBITION
CELEBRATES WORKERS](#)

[STEPPING IT UP FOR CSA'S HOLIDAY BASKET
PROGRAM](#)

[SANTA STRIKING AT GEORGIA AVENUE](#)

[WALMART TODAY](#)

[AIRPORT WORKERS RALLY FOR UNION AND \\$15](#)

[ATU MEMBERS RAISE FUNDS FOR NEEDY KIDS](#)

["NO BAD DAYS," THANKS TO BUILDING FUTURES](#)

[LAMBDA LEGAL EMPLOYEES ORGANIZE WITH
NEWS GUILD](#)

[LABORERS SAY MONTCO SANITATION WORKERS
NEED SECURITY](#)

["STICKER UP" TO SHOW SUPPORT FOR AIRPORT
WORKERS DURING HOLIDAY TRAVELS](#)

[PROTEST AGAINST WAGE THEFT AT POWER
DESIGN THIS MORNING](#)

[KNOWING HER RIGHTS PAYS OFF FOR ATU 1764 MEMBER](#)

[BOWLING IN THE NEW YEAR WITH CSA](#)

[UNITE HERE STANDS UP TO HARASSMENT](#)



[GEORGETOWN UNIVERSITY REFUSES TO RECOGNIZE GRAD
STUDENT UNION](#)

[ARBITRATOR: MD STATE WORKERS DESERVE RAISES](#)

[JETER RE-ELECTED AT ATU 689; IRWIN RE-ELECTED AT CWA
2108](#)

[TRANSIT WORKERS PROTEST IN LORTON; DCNA NURSES
RALLY TODAY](#)

[UNIONS, IMMIGRANTS RALLY AT CAPITOL FOR TPS
UMD WORKERS AND STUDENTS RALLY FOR A FAIR
CONTRACT](#)

[D.C. NURSES REACH TENTATIVE AGREEMENT WITH
PROVIDENCE HOSPITAL](#)

[TEACHERS PICKET CESAR CHAVEZ SCHOOL](#)

[NEWSGUILD WARNS CELL PHONE SNOOPING CASE
THREATENS PRESS FREEDOM](#)

[ELECTRICIANS CONNECT NE NEIGHBORS](#)



COPE REPORT

David Dzidzienyo

Over the course of the month, the COPE Department has continued to make progress while addressing affiliate concerns, strengthening our infrastructure and building the Council's political strength and influence. Listed below are some important dates for your review, along with a few important updates.

District of Columbia Committee on Political Education (COPE):

On January 9, 2018, the District of Columbia Committee on Political Education convened its monthly meeting. We discussed the timetable for the District of Columbia Committee on Political Education Questionnaire and additional substantive questions that we may want to consider. The District of Columbia Candidate Questionnaire will be finalized by February 5, 2018.

Legislative Update:

Paid Leave

The Paid Leave Coalition continues to having meetings with Chairman Mendelson to negotiate and identify where he is willing to compromise in keeping the existing Paid Leave bill as is without accepting any proposed amendments. At this time, we are working through two main issues:

- Making sure you can receive benefits if you are not currently employed
- Formalize a process and application to opt out of the Paid Leave Program

40-Hour School Nursing

At this time, the Mayor's office is still maintaining their position to not fund DCNA's 40hr School Nursing bill. We will meet with DCNA next week to discuss our strategy moving forward.



Prince George's/Montgomery County Committee on Political Education (COPE):

On January 9, 2018, the Prince George's/Montgomery County Committee on Political Education (COPE) convened Round two of the candidate interviews, where we interviewed candidates in the Montgomery County, County Executive Race. Following the interviews, a lengthy discussion and vote was held.

As a result of these discussions, there was a unanimous vote of recommendation from the Prince George's/Montgomery County Committee on Political Education (COPE) to the Metropolitan Washington Council, AFL-CIO Executive Board to **endorse candidate Marc Elrich in Montgomery County, County Executive race.**

Also on January 9, 2018 The Prince George's/Montgomery County Committee on Political Education (COPE) reconvened its discussion and voting recommendation process for the Prince George's County Executive race. A lengthy discussion ensued, followed by a vote which did not meet the 2/3rd requirement to secure an endorsement recommendation for a particular candidate. Once that vote was concluded, the committee took another vote of recommendation. This vote was a recommendation to the Metropolitan Washington Council, AFL-CIO on what actions should be taken moving forward in the Prince George's County, County Executive race. As a result, there was **a unanimous vote to recommend a position of no recommendation for endorsement in the Prince George's County, County Executive race. This recommendation will allow all affiliates to endorse the candidate of their choice.**

TriCounty Committee on Political Education (COPE):

In TriCounty, we are currently working on developing the TriCounty Questionnaire and the candidate interview schedule. Additional information is forthcoming.

Community Engagement:

Hebrew Home Development Meeting

On Saturday, January 13, 2018, I attended the Hebrew Home development meeting. The focus for me attending this meeting was to identify where there could be possible short-term and long-term employment opportunities for labor and the community. I will follow up with the appropriate affiliates and the developer in the upcoming weeks.



That said, I will continue to:

- Meet with affiliates to identify their issues and concerns.
- Provided lobbying efforts to support some of our affiliate's legislative and allies' priorities
- Galvanize support for some of affiliate's political actions
- Facilitate meetings with political officials and our affiliates.

Endorsement Actions:

Over the next few months, the Prince George's/Montgomery County Committee on Political Education will be identifying various impactful ways we can participate in to uplift and support the candidates we will endorse. With the understanding that many of our affiliates have serious priorities this electoral season and limited resources, we want to make sure that we consider those factors in our planning process.

Listed below outlines some of the proposed actions we will plan on implementing:

- Press Release to highlight endorsed candidates: January – February 2018
- Maryland State Voter Registration Training (With candidate participation): February – March 2018
- Candidate Radio Interviews: February – May 2018
- Labor to Labor Canvassing Efforts: March – May 2018

➤ **Additional Information is forthcoming**



Campaigns Report

Megan Fitzgerald, Strategic Campaign Organizer

January Report:

Below is a summary of the work completed in December-January.

Attending/Assisting COPE Efforts

In January I attended several COPE related events. There I assisted with the voting process, took notes, and tracked affiliates priorities.

Committees and Working Groups

No committees met in the last month. However, some committee work did occur, see below.

Transportation Committee

- Next meeting scheduled for February 13th at 10am at the IBT Headquarters.

Healthcare Committee

- The next scheduled meeting is January 29th at 3 pm at the AFSCME 1199 office.

K-12 Education Committee

I have been working on drafting a Letter to the Editor that addresses the recent release of a high school principal. Information was released that students graduated even though they did not meet the attendance requirement. The LTE argues that the problem is at the administrative level and they should be the ones taking responsibility. The plan is to finalize the LTE and try to create traction.

- Next meeting is scheduled for January 31st at 12pm at ASASP.

Water Bills

I have continued to research this issue and met with several clergy members to discuss. There is a coalition and campaign forming around this issue that the council may want to look into joining. See my brief on the issue on the next page.

Day of Action, February 24

This month I attended a meeting about February 24th working people's day of action. This event, sponsored by Jobs with Justice and AFSCME wants to bring attention the attacks



on working people. They are using the 50th anniversary of the first march in Memphis as inspiration.

Other Tasks, Projects:

I continued to help with my daily tasks of COPE page updates, board/delegate meeting prep, help with minutes and data management. This month I also attended the kick-off for the Fight for \$15 in Annapolis and the bread and roses event.

As we approach Janus, I hope to help affiliates anyway I can, as well as inform them of upcoming events around the issue.



DC CRIAC (Clean Rivers Impervious Area Charge) Coalition

Steps for Metro Council to take internally:

- Review policy recommendations made by coalition
- Conduct internal meetings with affiliates about potential impact on labor (including AFSCME, Building trades and other interested parties)
- Pass recommendation to join the coalition if affiliates wish.

Goal of Campaign:

The ultimate goal is to lower the charges of CRIAC on DC residents, churches and non-profits and find a payment structure that is more equitable.

The issue:

DC residents have seen their water bills increase exponentially over the last several years. The major reason for this is a project, mandated by the federal government, to build large underground tunnels to keep sewage and storm water from flooding our rivers. This new tunnel project is the largest public project since the metro was built. To pay for this multi-million dollar project, DC Water has added a fee to bills called the Clean Rivers Impervious Area Charge or CRIAC.

In 2009, DC Water started to charge properties according to surfaces that water cannot penetrate (impervious surfaces such as pavements, rooftops, parking lots). These fees, which have targeted properties with large impervious surfaces have been very high and mostly affect older structures in the city. Due to the current fee structure, new developments are not contributing to this fee. Cemeteries in the city, which have large properties and several impervious surfaces, are being charged up to \$200,000 a year.

As of now, DC Water has been resistance to look at alternative payment structures, and additional revenues. Some quick fixes to funding this project could include having the federal government pay their fair share, as well as getting them assist in paying for the process and making sure the DC government also pays. Under the current payment structure DC government roads and sidewalks are exempt (which could amount to \$60 million annually if charged).

With clergy leadership, along with community groups, the goal will be to make this a more equitable project that doesn't put DC residents in such a financial strain or hardship.

In conclusion, I believe the water fee is an equality issue that will increase gentrification in the city. It is another way to price out the people who have called DC home for decades by making older properties unaffordable to residents, non-profits, and the faith community. Unfortunately, DC Water is not inclined to act unless pushed. Public pressure is needed if we wish to see a change in the CRIAC charges.



Policy Recommendations from the coalition:

As of now, the coalition is looking to address this issue from several angles. Both short-term and long-term efforts will be included in the policies. Some suggestions include:

Public Policy Recommendations

1. CRIAC Fee schedule must be restructured to include separate tiered Non-Residential and Commercial categories.
2. Low-income households (CAP or those with clear financial hardship) should be exempted completely.
3. Rates must reflect actual sewer usage (fee must account for commercial/office buildings that negatively affect overall system) as part of the solution. CRIAC fees are currently collected without regard to actual rainfall, which is the lesser factor in the Clean Rivers situation.
4. Fee structure should be developed as ratio of hard/impervious space to green space for each property, which gives property owners an incentive to undertake environmental upgrades.
5. More credit must be given to green projects since Consent Decree considers those as part of the overall Clean Rivers project.
6. Environmental credit program must be more robust so that non-profit property owners can receive far more money to offset the cost of making sustainable upgrades.
7. Reduce or eliminate exemption on public city roads and assess them at the same rate as private roads.
8. Increase fee on non-reusable bags.
9. Identify environmental advocates on Capitol Hill (Congress/Senate) and lobby them directly to provide adequate Federal funding for project.
10. Mandate that the District Government take greater ownership of clean water effort.
11. Mandate greater transparency from DC Water and government.

These efforts will require targets such as DC water, DC Council and the mayor.

Current Coalition Status:

This growing coalition is still figuring out how it will function. Those that have currently signed on include: Wednesday Clergy Fellowship, DC River, Archdiocese of Washington, Faith Strategies, DC Chapter of the NAACP, WIN, Empower DC, CCWP, and Sister Clergy.

The coalition is still working on the strategy of this campaign. The metro council could be helpful in helping strategize a path forward with the interest of labor unions. The goal of changing the actual structure of DC water is one that will be a very large challenge.

January 18, 2018

Why raise the minimum wage?

The current minimum wage in Maryland is only \$9.25 per hour, or roughly \$20,000 per year for a full-time worker, and condemns many hard-working families to poverty. Currently 19 states plus the District of Columbia have a higher minimum wage than Maryland, and our state overwhelmingly agrees that it is time to raise the minimum wage. It is not only the right thing to do but also the economically wise thing to do. According to the Economic Policy Institute, raising Maryland's minimum wage to \$15 per hour will raise wages for **573,000** workers across Maryland.

About the legislation

- The proposed legislation will raise Maryland's minimum wage to \$15.00 per hour incrementally by the year 2023.
- Increasing Maryland's minimum wage to \$15 by 2023 will help the state's workers meet their basic needs and follows a growing list of states, cities and counties that have enacted, or are pushing for a \$15 minimum wage.
- This bill eliminates provisions that exempt tipped workers, like waiters and airport wheelchair attendants, from the full minimum wage.
- This bill eliminates provisions that allow employers to discriminate against younger employees by paying them a lower minimum wage simply because of their age.

YES! I support raising Maryland's minimum wage to \$15.00 per hour!

We need your support to help pass this legislation. Please sign our letter of support and let Marylanders know that you believe hard work deserves fair pay.



Executive Director Report

Janus – Updates and Potential Roles

Beginning Feb 1st, the labor movement will begin a campaign to educate the public, engage our members, and frame Janus as *an attack on collective bargaining*. Janus v. AFSCME 31. Given our unique positioning as the labor council with jurisdiction and membership in ground zero for the national conversation, we need to have a thoughtful approach to how we engage and partake in the fight to defend collective bargaining.

To date, we have dedicated time to information gathering and some program work. Areas where we could potentially add-value include:

- **Mobilization**
- **Public Education**
- **Local Coordination**
- **Staff Support**

Key Dates currently include:

Feb 1: Day of Action/Moment of Silence (led by AFSCME)

Feb 24: National day of action (led by afscme and JWJ)

Feb 26: National day of action (day of hearings at Supreme Court)

Other activities we are trying to do include:

- *organizing a briefing* and call to action for local allies and community groups to engage
- organizing of *community events* to do education and recruitment
- Communication through *online and radio channels*
- Coordination/Assistance with *local mobilization*
- *Integration* of messaging into council *electoral program*



AFL-CIO: NE Regional Conference

There will be an upcoming AFL-CIO Northeast Regional/District Meeting on February 7th in Silver Spring, MD (at the Tommy Douglas Center).

The half-day gathering is meant to cover the new regional structure/restructured AFL-CIO, look at the 2018 political landscape, highlight the New Jersey labor candidates program that has resulted in 100's of union members being elected to office, and other topics - and will include labor leaders from *CT, DC, DE, NY, PR, RI, MD, ME, NH, NJ, NY, MA, VT, and W VA*.

Rutgers & Metropolitan Washington Council Partnership Opportunity

We were approached by the labor program at Rutgers University about creating a pilot educational program in 2018 in our local area. We met to get a sense of the program and what specific resources were available.

A donor to their program has expressed interest in supporting the labor council and this pilot program. Rutgers has more than 20 courses it can provide instructors for, and the question the Rutgers representatives had of us were who are the people we'd want to have participate, and what are the courses that would strengthen their leadership or organizing responsibilities. We're talking about something in the range of 6 courses towards a certificate from the labor program. Costs would be minimal, potentially only for course materials.

In our constitution, there is reference to an *education committee*. This may be an excellent way to bring it together and give it potential resources to shape. At this point, there is no commitment to anyone doing anything, we will be receiving more information from Rutgers on their courses and some proposals for what is possible, but if this idea were of interest, we could pursue it and bring it to fruition.

Georgetown Alliance of Graduate Assistants (GAGE)

We were contacted and asked for a meeting by an organizing committee of graduate students (GAGE) that is being organized by AFT. One of the graduate assistants asked to come to our delegates meeting and is interested in sharing information about their organizing efforts and some upcoming actions in the area to help move their campaign



forward. There have been issues with the University who initially took a position that the students didn't have the right to organize. Georgetown has subsequently said that they may be open to an election – but it's not clear that there's agreement between the workers and the university as to what that process will look like.

We will share any additional dates and actions with delegates as we learn them.

Budget Update / Recap of 2017 Performance

We had a very strong 2017 financially. There are still numbers that need to be reconciled, but we can safely project that we exceeded our revenue target for the year. We will bring final annual numbers to the executive board once we have undergone our annual audit (May)

Additionally, we will be reconvening a special board meeting to finalize the 2018 budget in the next 2 weeks. We delayed the adoption of the budget at a special board meeting in Dec to ensure we have a chance to discuss priorities, program, and potential challenges given what's happening with Janus at the Supreme Court and what it could mean for our public sector per-cap dues. A meeting had been set for early January, but due to a number of conflicts it was postponed.