

UWPA General Assembly Notes

Monday, July. 9, 2018 (4pm): Loew 310

Virtual Attendees

Meeting ID: 358 574 7279

When logging into the meeting, please include your name and school/department.

Attending	Unknown if attending	Cannot attend
Amy Stone		James Laing
Julie Van De Weghe (co-chair)		
Shri (CSE), virtual		
Christina Riley, virtual		
Jose Sanchez-Gallego, virtual		
Cristina V.		
Kelly Hines		
Meng Yu (material sci, eng, bio)		
Ayo O. (mech engineering)		
Dan McCloy (brain language, barg. committee)		
Mandy Williams (webmaster)		
Alex White (psych, social netw, barg comm.)		
Winnie Ho		
Karla H. (co-chair)		

Julie overview: amplify voices of postdoctoral researchers. What we'd like to do longterm for the council of representatives, that we'd like to implement for each dept with a representative: funds for postdoc reps, travel grants. This allows us to get more involved in the community, so we can get a sense for how postdocs are faring across campus.

Ideally, representatives could take a look at our agenda / minutes, please communicate with the rest of the committee – we try to accommodate times of meetings each month, and virtual meetings are welcomed.

Start time: 4:05pm

1. Bylaw draft for consideration / elections / term-limits

Julie – bylaws were just ratified last summer, but it provides stability for all of us as the UWPA, and are available on the website. This is especially important given the formation of our postdoc union. The board has met with the GPSS to understand better how they interact with the graduate student union.

Julie – amendments to emphasize; Amy – looking for feedback and input from all representatives!

Proposal to amend UWPA bylaws to 1) account for newly formed Postdoc Union and 2) adopt other general measures.

Article 5: Independence and cooperation

Proposal: 5.5 The UWPA will maintain a good working relationship with the Postdoctoral Union.
- May need to be more explicit.

Article 7: Executive committee

Proposal: 7.9 UWPA executive board members should not actively serve as Postdoctoral Union leadership. In order to maintain separate entities, it is recommended that leadership not overlap. If conflicts arise, they should be resolved by Chair's discretion.

- *Would like to be proactive and explicit about explaining that UWPA leadership and UWPU leadership should not overlap.*
- Dan: can we unpack this rationale? Julie: This stemmed from our meeting from GPSS – we all have different missions, and would like to be an independent entity, while continuously advocating for ALL postdocs.
- Dan: asks re: how to maintain good working relationships with UWPA while keeping UWPU at arms length. Board members are often active in subcommittees.

Article 8: Other committees

Proposal: 8.5 Union Liaison

1. Duties:

- a. Maintain open communication between UWPA and the Union
 - b. Participate in UWPA board as a member in good standing
 - c. Union liaison will be ineligible to vote in situations pertaining to the Union, as decided by the executive committee
- Julie: we'd like to formalize this position, which Alex has doing a great job with so far.
 - Also re: our talk with GPSS, their model is that the liaison has no vote with the Union. However, Julie/Amy is not sure if this is necessary: as far as we know, we haven't voted on anything since 2014.
 - Cristina/Julie: GPSS – their union liaison is not allowed to vote on anything, and Julie has tried to soften that to accommodate only conflicts of interest.
 - Alex/Dan thoughts: Julie/Amy: Grad student union wanted GPSS to sign a letter to the admin supporting the union, according to Eloise (outgoing GPSS president). Karla: it's really any situation where the neutrality would be compromised, in the eyes of the administration. E.g. are there any conflicts of interest?
 - Office of postdoctoral liaison chair position – should add this language as well?

- Dan: as a union affiliate (who is not on the executive board), proposal 8.5 doesn't bother me, likes the idea that similar language be built into OPA liaison as well. General: agreement with idea.
- Julie: trying to reach a medium between union, admin, OPA, uwpa.

Article 11: Elections Section 6:

"The maximum number of consecutive terms for a given position (co-chair, treasurer, and secretary) is 3 terms."

Proposal: Term limits may be waived by unanimous executive committee decision.

- Julie: largely came about because we've been very impressed with the UWPU ability to mobilize postdoc support. If we want another co-chair, we'd love to do that, but term-limits would need to be changed in bylaws.
- Alex: amend language – in event of no external nominations, then term limits can be amended.
- Mandy: was there also a clause about serving terms? Perhaps we could also amend that serving term. Julie: 6mo. active board member as indication of commitment. Could consider changing.

Is there anything else we want to add while were making amendments? Now's the time!

- Alex: what is the procedure for changing bylaws?
 - Amy: presented in writing at board meeting in writing; ratified by all postdoc members of UWPA (e.g. catalyst survey)'
- UWPA@uw.edu is the best email to send email to.

Elections:

Co-Chair (Julie's seat) & Treasurer (Amy's seat) up for election. We've featured this in the newsletters since February with no responses. Karla is in charge of online election proceedings. We should piggyback voting on amendments then & perhaps with summer BBQ.

- Karla: do we have a date for summer BBQ?
 - Cristina: BBQ at Gasworks park. Perhaps 2 weeks from sending of newsletter.
 - July Tues 24th, Weds 25th, Fri 27th. Shelters are available at this point.
 - Karla: bylaw amendments must be out two-weeks prior and presented for comment in the newsletter prior to the election.
 - Alex: might consider that lots of folks will be out of town end-of-August.
 - Amy: Biolegend: antibody company, willing to sponsor; **should pitch dates to them.**
 - Cristina: should decide whole/half day? Morning-2 or 2-10pm. Karla: likely only the afternoon. Julie: likely best turn-out for Friday; Aug is still best for bylaw timeline. Karla: W,R,F? Cristina: could double check for cancellations for Fridays in August. Dan: as long as avoid labor day, would be OK.
 - Karla: that way, elections could open 26th. Alex: does BBQ have to happen at the end of elections? Could happen anytime?
 - **Karla: amendments done by 7/24, so Cristina will reserve one shelter for Fri 7/27 as our #1 choice, Aug. 17th as #2 choice, and Aug. 24th as #3 choice if cancellations available.**
 - Amy: budget looks ok for the BBQ. Keep w/n \$350: \$150 for reservation, prior to any BioLegend contribution.

2. Postdoc Appreciation Week:

- Amy: week of 9/17-9/21, dictated by National Postdoc Association. Amy: We can also help advocate for the Postdocs in your department; just let us know (incl. recreation and networking)
- Planning post-doc orientation (Sept 20 or 21st) with OPA; arrange photographer for headshots
- Julie: last year, Amy spearheaded headshots, which was very successful. We can also postdoc on the event to get in touch with onboarding postdocs.
- Cristina: can we contact them to include information about Parenting and Childcare? There is a lack of information and activity regarding these issues. We'd like to bring this topic to forefront. Amy: will talk to Kelly. Cristina: would be interested in presenting regarding this and being put on the schedule.
- What event would benefit your postdocs? Bring ideas to August meeting
- Should we use letter sent to Chairs last year to draft new letter and send earlier? (yes)

2. Parenting updates

- Parenting needs, to-do lists?
- Update on picnic/BBQ? Is there a park reserved?
 - Cristina to offer up a couple dates for discussion
 - Alex: there is a working group in the union; Union affiliates will find out who is on that committee and network with our UWPA parenting group.
 - Cristina: we need volunteers. Stefanie has said she cannot make it any more, but Cristina will likely not be at the UW next year, so the opportunity is available for any interested folks. Amy: time commitment? Cristina: only a few hours each month.
 - Julie: compiling list of resources for parents? Might be great for orientation. Cristina: ultimately, idea was to have a list for the website with parenting links.

3. Happy Hour / Coffee Hour updates / Establishing peer mentoring groups

Reminders from last meeting: BioLegend / may coordinate with parenting group over summer? Intermittent meetings over summer? Outdoor iced coffee?

Need someone to cover Coffee Hour this month?

Do we want to host happy hour this month?

- Karla can host happy hour this month, but not this Thursday. Amy: clarifies – host pays and gets reimbursed for 1st round of beer for attendees. Karla: can host this Wednesday.
- Julie: can go both ways, since we'll have the BBQ soon.
- Meng: what days? Usually Thursday 5:30-7:30pm in the UDistrict, when folks are off work. Cannot do after 6pm, but can be there for first round. Meng may be able to host Thursday next month, in August.
- Julie: For continuity sake, we meet Schultz's on the Ave. 5:30-7:30pm.
- Coffee hour: no problem. Amy will do: Iced coffee on Aug. 8th.

4. Union Updates

- Alex: lots going on! Postdocs across campus have had their salaries frozen. The reason provided by admin is that we're in a period of contract negotiation and that the dynamic status quo must be maintained, and that cannot make major changes in working conditions to sway union membership. Union argues admin is violating status quo and state law, and has written a proposal that salary raises should continue as normal, which has been denied by admin (appears to be using this as a bargaining tactic, which the law is supposed to prevent).
- Alex: has written about this in the union newsletter, and is hoping to get this resolved legally.
- Julie: NIH grants – cost of living increases are written into the grant, so if the university is not following that, that may be in contravention of federal law.
- Dan: taking it on case-by-case, because different departments have different interpretations. Written policies have been a moving target.
- Alex: bargaining has officially started. Next meeting Thursday: focused on job titles – acting instructor, teaching associate, etc. are job titles challenged by administration. PERC rep from state labor board will be there to mediate. However, the administration has not stated explicitly what the objection is to including challenged job titles. The other thing is that we might be able to change job titles to standardize for all postdocs.
- Dan: the UWPU doesn't yet have it's own bylaws and official leadership. UWPA may want to keep that in mind. UWPU just currently has an elected bargaining committee and everyone else is volunteering ad hoc. 'leadership' is vague, so keep that in mind when drafting UWPA bylaws.
- Julie: reconfirms that since UWPA isn't an official university organization, we cannot have access to HR and to identify postdocs. We've recently sent letters to chairs to stress that we and OPA need to be part of the on-boarding process so that postdocs know that they have advocates on campus.

5. UWPA Newsletter Updates

- Newsletter reins; items of interest; mailchimp orientation
 - This month featuring things about town, salary raise denial info, K99 Peer mentoring group, biomedical research integrity program starting soon, STEP info, some articles from NPA, ASCB, Science, Coffee Hour, FASEB webinar, blurb about Council of Representatives, next general assembly, postdoc appreciation week, signup for parenting listserv, postdoc slack, will send out Bylaws as well – Julie will send out the draft by tomorrow morning.
 - To add to email list, please send email to UWPA.
 - **Cristina will also confirm BBQ date and will email Amy, and if we have time, can include in the Newsletter. Will aim Newsletter out by 2pm tomorrow Tues.**

6. New council nominees and representatives

Add info about this to website

7. Budget update- \$2060.84 per excel sheet

Adjourn meeting 5:05pm.