

All-Unit Meeting Agenda

Total Time: 60 minutes

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Welcome & Icebreaker (Philip) — 5 min

Drop in the chat: "What's one thing you're most excited to have a say in through our union?"

Take a look at those responses. That right there — that collection of answers from your coworkers — that is what a union looks like. Not a building. Not a document. Not a dues check. It's all of you, in the same (ZOOM) room, wanting something better and finally having the power to do something about it. Today we are going to talk about what comes next — and there is a lot to be excited about. Let's get into it.

1. Timeline (Ellie) — 10 min [Slide 1-3]

- **April 14** — We went public
- **April 20** — We were recognized
- **Recognition Agreement** — We were folded directly into the existing MN contract, which means you already have certain protections (*more on this later*)
 - *Note: This is significant — it can take months or over a year to get a first contract, leaving members in a gray area without full protections. We skipped that.*
- **June 30** — Current MN contract expires. We will still be under contract past this date.
- **On raises** — No across-the-board raises until we negotiate our next contract. However, management has committed to honoring anniversary raises while bargaining is underway.
- **Starting June** — Bargaining committee begins sitting down for sessions to negotiate our contract. This means:
 - **Be available** — Your point person may reach out and we need you responsive
 - **Complete the Bargaining Survey** — We need one from *everyone* (*more on this shortly*)
- **Questions?** — *Pause for 2–3 questions before moving on*

2. Dues — 10 min - James [Slide 4]

- **When** — Dues will begin coming out of paychecks within the next month or so
 - You will be required to and responsible for filling out your dues form to make that happen.
- **How much** — **1.659% of each paycheck (gross)**
- **What dues fund** — **this is an investment, not a cost:**

- **Legal support** — Covers legal fees if we ever need representation or need to file a grievance
- **Guild staff support** — Pays for experienced staff who sit at the table *with us* during contract negotiations
- **Member education & resources** — Training, know-your-rights materials, steward development
- **Solidarity across the labor movement** — Our dues connect us to a broader network of unions fighting for workers everywhere. We are not alone in this.
- **More organizing** — Every dues dollar helps other workers start unions of their own
- **It's bigger than us** — My dues over the last 18 years helped pay for the organizers who helped *us* get recognized. Our dues will do the same for the next group of workers finding their voice.
- **On raises** — In contract negotiations, we will fight for across-the-board raises that at minimum cover the cost of dues. The goal is that this pays for itself.
- **Questions?** — *Pause for 2–3 questions before moving on*
- **Drop dues form in the chat – fill out and email to cleanwaterunion@gmail.com ASAP**

3. Union Governance Structure (Mac) — 10 min (Slideshow presentation — see separate materials) [Clean Water Guild May 17th Membership Meeting](#) [Slides 5-10]

Nominations, we'll accept nominations until COB on 5/21.

Position one: Going once, going twice going three times....and

Position Two....

Position Three....

4. Contract Education (Philip) — 15 min [Slide 11]

- **What is a contract?** — The Collective Bargaining Agreement (CBA) is the governing document negotiated between a bargaining committee and management. Management must abide by it. It is on *us* to know it and enforce it.
- Under our recognition agreement, all unit members were folded into the MN contract which means all employees now have
 - **Just Cause** — Management cannot discipline, lay off, or terminate someone arbitrarily. They must have:
 - A legitimate reason — tied to a reasonable workplace rule or performance standard

- **Proof** — not a hunch, not hearsay
 - Progressive discipline — in most cases, discipline should escalate appropriately rather than jump straight to termination (i.e. a verbal “warning”, followed up by a written “warning” followed by an action plan to help improve performance, etc)
 - Consistency — they cannot apply rules selectively or single people out.
- **Weingarten Rights** - Employees have the right to union representation during meetings with management if the employee believes they have reasonable belief that management's questioning will lead to discipline. Say, “If this discussion could in any way lead to my being disciplined, terminated, and/or have any effect on my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation, I choose not to participate in this discussion”.
- **Grievance Process** — If management violates the contract, we have a formal process to challenge it. You don't have to just accept it. That's what stewards are for.
- **Management Rights & Effects Bargaining** — There are areas where management has the ability to make changes that aren't specifically covered in the contract. But here's what matters: even when something isn't in the contract, we still have the right to **effects bargaining**. That means if management decides they want to make a move, we can demand to sit down and bargain over the impact of that decision on our members.
 - We saw this in action last year in MN — management wanted to add a sustainer quota for field canvass. We pushed back through effects bargaining. They dropped it. There are signs they may try something similar in East Lansing. If they do, we will go back to the table — and this time we have 80+ union members behind us instead of the 20 or so we had in MN. That is a very different conversation.
- **No Unilateral Changes** — Once a contract is in place, management cannot change wages, hours, or working conditions without bargaining with the union first.
- **It's a Floor, Not a Ceiling** — The contract sets minimum standards. Stewards and members enforcing it consistently is what gives it teeth.
- **Know Your Contract** — A contract only protects you if you know what's in it. We will make sure everyone has access to it and understands the key provisions.
 - Get together with your coworkers (in person with officemates or on a call!) and go over the contract

Key Things in Our Contract Right Now - James (*highlights for all staff*)

- **Your pay floors are locked in** — When we folded everyone into the MN contract, we made sure of one thing: whatever you are currently being paid and whatever benefits you have accrued, that is your floor. No one loses pay. No one loses benefits. We know some offices — like our CA colleagues — have higher floors than what was originally negotiated in MN, and that holds. No one was going to accept anything less, and we made sure the agreement reflected that. (*Article 6*)

- **You cannot be involuntarily transferred** — No one can be moved to another position, department, or city without their consent. And you cannot be penalized for saying no. *(Article 10)*
- **Field staff are guaranteed minimum hours** — Field Canvassers, Trainers, and Crew Leaders are entitled to a minimum of 65 paid hours per pay period, unless you request fewer. *(Article 7)*
- **Anniversary raises are still happening** — Anniversary raises are protected in the contract and management has confirmed they will continue to honor them while we bargain our next agreement. *(Article 6)*
- **You have a voice in organizational governance** — The MN unit has a non-voting seat on the Minnesota Advisory Board. That is a start, and we intend to fight for representation on other state boards — and potentially the national board — as we grow. *(Article 19)*
- **Your personnel file is yours to see** — You have the right to review your own personnel file upon written request. If you disagree with something in it, you can submit a written statement that must be attached to the record. *(Article 1)*
- **Questions?** — *Pause for 2–3 questions before moving on*

5. Bargaining Survey (Ellie) — 8 min [Slide 12] - <https://forms.gle/a4GaA5D8ZhKSbwB8A>

- **What is it?** — A survey that tells your bargaining committee what matters most to you. This is how we know what to fight for at the table.
- **How we use it** — Responses are weighted. The more people who flag something as important, the harder we push for it. Just like when we went to management and said "75% of this workforce wants a union" — we can walk into bargaining and say "75% of our coworkers really value ____." That's leverage.
- **It shapes our priorities** — Bargaining involves tradeoffs. Knowing what the unit values most means we aren't guessing. We are showing up with a mandate from the people we represent.
- **We ask for your name** — Not to share with management — your responses are confidential from them. We just need to know who has filled one out so we can make sure we hear from everyone.
- **Every single response matters** — A survey of 10 people is anecdote. A survey of the whole unit is a *demand*. We need to hear from **everyone**.
- **This is how your voice gets into the contract** — The bargaining committee sits at the table, but they are carrying *your* priorities with them. The survey is how you put something in their hands.
- **We need these ASAP** — The bargaining committee starts sitting down with management in June. The more responses we have going in, the stronger our position.

If time allows — let's fill these out together right now while we're all here.

Closing (Philip) — 2 min [Slide 13]

Take a moment and think about why you signed that union card. Maybe it was about pay. Maybe it was about feeling like your voice didn't matter. Maybe it was about watching a coworker get treated unfairly and knowing it wasn't right.

That reason — whatever it was — is exactly why we are here today.

We didn't organize because it was easy. We organized because we believe this workplace can be better, and because we knew that together we had the power to make it so. And we were right. We went public. We got recognized. We skipped the gray area. We are already under contract. That happened because of *us*.

Now the real work begins — and it starts with that survey, dues form, with staying engaged, and with showing up for each other the way we showed up to make this union happen. We are not just coworkers anymore. We are a union. And we are just getting started. (Submit surveys within a week, need these for contract negotiations, we will follow up. Mention when contract negotiations start) June 16-17th 11-1est, may get pushed back.

Thank you. Let's get to work.