

**Western Washington University Associated Students
Board of Directors Meeting**

Wednesday, May 9, 2012

VU 567

AS Board Officers: *Present:* Anna Ellermeier (President), Fabiola Arvizu (VP Academics), Mario Orallo-Molinario (VP Activities), Travis Peters (VP Bus Ops), Deng Duot (VP Diversity), Iris Maute-Gibson (VP Governmental Affairs) and Sara Richards (VP Student Life)

Student Senate Representative: Kendall Bull, Chair

Advisor(s): Kevin Majkut, Director of Student Activities

Guest(s): John von Volkli, Assessment Associate Director; Lyle Harrod, SCIU Local 125; Patrick Stickney, Western Democrats; Chris Chatburn, ROP Director; Jered McCardle, Student-at-large; Taneum Bambrick, ROP Women's Center; Kimberly Absher, ROP Women's Center; Sasha Parsley, ROP Women's Center; Steph Buehler, ROP Women's Center; Daniel Canham, Incoming employee of ROP Women's Center; Kristy Hathaway, Incoming employee of ROP Women's Center Students-at-large; Bill Campbell, Ethan Glemaker, Benjamin Brockman, Chris Brown, Victor Celis

MOTIONS

ASB-12-S-33 Table the AS Personnel Office Assistant Director until the next meeting. *Passed*

ASB-12-S-34 Approve Consent Item A. *Passed*

ASB-12-S-35 Approve the Scholarship Recipients for 2012-2013. *Passed*

Anna Ellermeier, AS President, called the meeting to order at 5:30 p.m.

I. APPROVAL OF MINUTES

II. REVISIONS TO THE AGENDA- move Vagina Memoirs to Information Item D because there is so much new information.

III. PUBLIC FORUM (*comments from students and the community*)

IV. INFORMATION ITEMS - Guests*

A. Collective Bargaining Rights Resolution (20 minutes) Arvizu Doc. 1
Kendall Bull presented this resolution that was passed by Student Senate. Lyle Harrod from SCIU Local 125 and Patrick Stickney who helped to write the resolution. Bull said that there have been complaints from employees about hours and benefits, when they began a union drive they felt there were threats and intimidation. Bull said that in many ways this is just to bring the employees back up to the status quo of what they had under Sodexo. Bull feels that the Board is kind of like a union in their ways of advocating for students and in students not being able to opt out. Andrew Taylor is part of Western Scholars which meets in the summer for students who are thinking of applying to Western. During that time he learned about Western's values of treating everyone equally, fair and with respect. After reading the letter from Aramark in the Western Front when employees were considering joining a union, which he felt was threatening; he didn't feel that they were being respected. He heard testimony from employees about major continual shifts in schedules and restricted access when it hadn't been in the past. As a student, he is concerned because the full time workers have relationships with students and he doesn't feel that Aramark is respecting Western's values He thinks that it is important to make a stance that the workers should have a choice. He feels students should give full support to people who work for and with students every day. Chris Brown, from the Student Senate came to defend their action. At the start it was he and Bull who defended this resolution. After the Senate heard the testimony provided by full-time Aramark Employees they passed the resolution 5-0-1. Employees shared that they used to get a portion of their healthcare paid by the contractor during summer even if they didn't work over summer, now

they must spend 100% of a short-term expensive insurance. They were specifically cutting back hours of workers who had been there a long time to save money and restricting access of two employees who were looking at unions. SCIU organizer Lyle Harrod said that there is a certain amount of respect and dignity that should exist between an employer and an employee. He is here to help workers have a contract and more definition in their work environment. He thinks that people may be concerned about prices increasing because wages would increase. This is not why these workers are organizing; they are doing this to protect what they had under the previous contract. One of the concerns is healthcare over the summer, for Cobra it is about \$1,300 for a family of four during a time when they are not working. This program is only used by about 10% of employees use this due to the expense. If in the future the employees look at wages, then any price increase in fees to students would go through the university according to the contract. Also students may be concerned about not having as many hours open for student worker use. The contract requires that 55% of hours be available student employees. Another concern is going on strike, he thinks that this is very uncommon because negotiations are given priority and employees aren't paid during strike time. He thanked the Board for being willing to listen and have this discussion. A student commented that students have an interest in ethical consumption on this campus. This comes back in the values that Western has shown over the years. A lot of people were excited when Sodexo left because they had human rights concerns. This student also feels they should respect other human beings through the institutions Western promotes. Duot asked what the consequences would be if the workers unionized. May 31st is the voting date for unions, then they would start negotiating a contract with representatives from different areas, then the bargaining team would send out a survey for priorities, they could also set grievance procedures. Arvizu asked what efforts student employees have put forth in contacting the university because the contract is between the university and Aramark, not the Associated Students. Harrod said that the Senate put together a resolution asking the President of the university to make a statement to ask for a fair process. Harrod said that the President's response so far has been to refer them to Willy Hart. None of these resolutions are asking people to support forming a union, but to support a fair process. Maute-Gibson said that this pulls information from the AS Strategic Plan calling on the AS to provide opportunities for students to organize themselves and encourage student involvement. On the one hand she understands that elected officials are a big influence on the right to organize and can be this agent for change. On the other hand she thinks that union organizing comes from the people, and who is the Board to give people those rights? Duot dittoed. She thinks that this is a right of every person to collectively bargain and not something that should need to be given. She doesn't want this to disenfranchise the students and workers. Harrod feels that this is grassroots and coming from the workers, he is only here to help give a better idea of what they are up against. He just wants to show that there is public support for this. Stickney said that a show of solidarity from the students at other universities made a big impact. Richards clarified that choosing Aramark had nothing to do with Chick-fil-a or the student co-op. She encouraged Harrod to meet with Willy Hart, she feels that he is a wonderful person who will listen.

B. Students' Purchasing Power Resolution

(20 minutes)

Arvizu Doc. 2

Brockman has been thinking about how this would affect students. He feels that there is a lot people can say about unions one way or the other. He feels that unions will raise costs to the students. They have spent time lobbying in Olympia to keep costs down and this would raise costs. The contract would lock in the amount of hours that employees have which would keep labor costs high. Health Care Costs are expensive and in a few years Obamacare will be available to everyone. Aramark is the 192 largest company in the US, 12.7 billion dollars and their profit margin is .025%. Their yearly profit is \$11 per employee, he feels this is a very thin profit margin. He is concerned that if expenses go up they may have to downsize. Aramark was chosen from a purely business manner because they were able to keep prices down.

Brockman wonders why the amount of hours guaranteed to students is only 55%. Brockman said that there was an op-ed piece in the Western Front from 8 Aramark Employees saying that they didn't feel intimidated. In terms of a strike, unions collect money for a strike fund to help pay employees when they are on strike. He feels that this will not be an issue right away but in the future as that fund gets bigger. He thinks that there are two issues with unions in terms of cost from the AS Bookstore which doesn't make a lot of profit because of this and the Green Energy Fee costs in terms of having the projects getting built by union contractors. Brockman wonders what tangible benefit a union would bring to students. Bill Campbell he has worked with Aramark before on contracts and he has concerns. He personally is not a big fan of Aramark in terms of how employees were being treated. They had problems with sustainability and quality but they worked on this with Aramark and were able to rectify these issues. Aramark said that unionized areas are about 19% and in those areas costs increased 6-18%. At Western last year the costs went up under 4%. His principle concern is that clearly there are problems happening and he thinks that it is the responsibility of the AS to try to make conditions better, but they don't necessarily need to do this by unionizing. Ellermeier said that based on her rudimentary understanding of federal law that they cannot prevent a group from unionizing. She wonders what they are asking for with this resolution. Brockman said that they could change the word "prevent" to "discourage." Campbell thinks that the employees have the right to do whatever they need to, but the Board should really consider what they are voting on. Brockman feels that this is making a stance. Maute-Gibson is feeling a substantial opposition to this resolution for different reasons. She rejects the Board making decisions based solely on financial situations. She thinks that ethics do play into that, she thinks that "affordable" is not synonymous with paying a fair price for food. She feels fair is more important than paying a cheap price. Brockman encourages the Board to consider ethics, but these are tight budgetary times. Duot understands protecting student jobs, but thinks that they really need to pay attention to intimidation reports. Brockman said that there are some employees that do not think that they are being intimidated. He thinks maybe they could add a be it resolved statement about trying to resolve these issues by other means.

C. AS Assessment Schedule

(15 minutes)

Peters Doc. 3

John von Volkli, AS Assessment office said in formatting the 13-14 Legislative Affairs Council should be added. This proposal includes integrating the Administrative Assessment Process in to the Tactical Assessment Process. The Board has been unable to complete these assessments. The Recycle Center (RC) has been removed from the process because it has been moved to the Viking Union Administration. They also added the Club Hub which could use assessment as a new program. He also addressed some concerns about the Board Office going through assessment. He feels that the Bookstore model would not work well with the assessment program. Brockman said that the Child Development Center (CDC) is the same type of area as the RC where specific knowledge is needed. Brockman thinks that Lakewood and Bookstore could be added. He also encouraged providing academic internships for areas that are related. Von Volkli would rather take off the CDC because he didn't feel that anything substantial came out of the assessment. The CDC and RC are self-sustaining and have their own internal assessment processes. He suggests just having the assessment be for offices housed in the Viking Union. Majkut thinks that there are some differences between the CDC and the RC. The CDC still receives funding, whereas the RC is self-funded. If they want to look at the structure of the CDC and where it reports that is fine, but he is concerned about just removing it. He feels that this is about improving all areas that use student funds and including many student voices in that process. Brockman said that the CDC was really glad to go through Assessment because the funding model change was accelerated because there was direct contact with the AS. Peters would like to separate out the Administrative Assessment piece.

- D. Vagina Memoirs position and process (20 minutes) Duot Doc. 4
- Michael Vierela who was on the SPAC sub-committee that assessed the Women's Center (WC), sent a letter in support of this change. Sasha Parsley feels that regardless of the decision the memoirs will be better for going through this process. The task group that worked on this included past facilitators and WC Staff who all believed that hiring a position is important. Parsley said that the memoirs helped her find her voice in leadership. This program that was nationally recognized for best Student Driven Program in 2011. They need this program to continue in a way that is safe and healthy for all involved. Brockman said that budgetary implications would be \$2,400 and there are over 2,000 people who attend this program each year. Maute-Gibson appreciates the depth that they looked at this program. She wondered if it can't be safer unless it is more connected to the WC. She thinks that having the facilitator be an outside position has been powerful. Parsley said that often someone performs in the show and then facilitates which makes it cliquy. The WC has the ability, skills and funding to help make this large program succeed, but not the skill set to facilitate. It is not a job requirement that the applicant has participated in the memoirs. Parsley said that the WC can't continue to function in the way that the memoirs are handled now. She thinks that having someone who is part of the office will allow the program to stay within the office and bring in outside perspectives. There have been issues with following AS policy and procedures to ensure success. Maute-Gibson thinks that the volunteer process can bring in new volunteer facilitators with skills that can be successful. She thinks that having restrictions on the facilitators could change the dynamics of the program. Parsley feels that hiring for this position would allow them to reach out to more people on the campus community. She feels that the people putting on this program need to be held more accountable to the AS than they have been in the past. Abshner hopes that all can agree that the process can't continue in the way that it has. She feels that volunteers are not held to the same standards. There is not a staff person currently in the WC who can take on this project. Richards suggested a preferred qualification about participation in a similar show. As a former cast member, she found it really helpful that the facilitator could relate to the experience of being in the cast. She likes the idea of the WC staff would be more involved because there was a lot of tension last year between the cast and the WC. Parsley said they are intending to have a hired and a volunteer facilitator. She is an advocate of taking the word "Vagina" out of the title. Absher said that "action opportunities" refer to ensuring that the WC is not simply hitting the audience with a lot of information and having no opportunity for further growth. She would like to see it be more about community building. They get a lot of feedback from men saying that they don't know what to do with the information. The safety net refers to some kind of follow-up program to offer resources. Richards is also opposed to having the logo created at the WC. She thinks it is really powerful for the cast to create the logo. Parsley said that the PC is unable to meet advertising deadlines if the cast creates the logo. Parsley would like to emphasize that only the job description is being voted on the rest is just for information. Ellermeier said that in two places they mention three other events during winter quarter. But the Board just passed that there was only 1 other required event if the Vagina Memoirs take place. Parsley said that the skill set that it takes to facilitate a program like this is different than the skill sets of other staff in the office. Ellermeier said that they can have people learn skill sets, but realizes that they want to set up a safe area for this particular event. She is concerned that other options weren't necessarily discussed at the task force level. Arvizu thinks that when they add in a monetary amount then that makes the relationship between facilitators different. She wonders if they are to oversee the volunteer facilitator. Parsley said the paid facilitator would be in charge of the logistical parts of the production and would be the main liaison and communicator. Chatburn thinks that the real distinction is that the paid position would be working more hours and holding office hours to be available. Majkut originally raised concerns about the safety issues for WC staff, facilitators, cast and audience. He still has this strong concern, but thinks that this document is a good step. Majkut

said that as a staff person they have a responsibility to ensure the safety. He thinks that if the WC staff decides not to follow the recommendations then he has concerns about the implications of safety. Majkut is also concerned about the creative tensions between an office and an allied group; he thinks it works in some areas. He is not sure that having different power centers is the best way to ensure a safe and positive process for all involved. He thinks that whether it is the facilitator or someone in the WC handling this role, they need to have some connection with the facilitation process. Arvizu requested that the WC have job descriptions for the volunteers to ensure that the volunteers have a reference about their standards and expectations. Parsley said that they had a contract this year. Parsley said that facilitators have mandated meetings with counselors and community resources. Duot thanked everyone for coming and asked for feedback to be shared over the next week.

V. ACTION ITEMS - Guests*

- A. AS Personnel Office Assistant Director (15 minutes) Peters Doc.5
Peters said that the current position has been filled, but there was no information in about the salary.

MOTION ASB-12-S-33 by Ellermeier

Table the AS Personnel Office Assistant Director to the next meeting.

Vote: 7 - 0 - 0 Action: Passed

VI. PERSONNEL ITEMS (subject to immediate action)

VII. ACTION ITEMS - Board*

VIII. INFORMATION ITEMS - Board*

IX. CONSENT ITEMS (subject to immediate action)

- A. AS Personnel Office Ratification (5 minutes) Peters
Ellermeier said that the Board ratifies the Personnel Office and all other ratifications are done at the Personnel Committee Level.

MOTION ASB-12-S-34 by Arvizu

Approve Consent Item A.

Second: Matue-Gibson Vote: 6 - 0 - 1 Action: Passed

- B. AS Scholarships Recipients (5 minutes) Ellermeier Doc. 6
Ellermeier thanked all who applied for the AS Scholarships.

MOTION ASB-12-S-35 by Maute-Gibson

Approve the Scholarship Recipients for 2012-2013

Second: Orallo-Molinaro Vote: 7 - 0 - 0 Action: Passed

X. STUDENT SENATE REPORT

Student Senate Meeting Information

- XI. BOARD REPORTS-** There were no Board Reports given due to the length of the meeting.

XII. OTHER BUSINESS

THE MEETING WAS ADJOURNED BY ACCLAMATION AT 7:30 P.M.