

December 2023 PDA Executive Council		
Position	Person	Agenda
President	Carmen Ortega-Santos	<p>Holiday party date on 12/14 at Stanley Marketplace before 5 PM. - Reservation for the holidays. PDA tablecloth, people to find you.</p> <p>Activity kits for kids, the most voted one (5), vs. Cards (2) - at the holiday party assembling the activity for kids.</p> <p>New meeting time? Two meetings a month and shorter. When2meet</p>
Advisor	Bruce Mandt	<p>T32 office coming up soon NPA meeting, March 15-16, Seattle, WA December 15th deadline to sign up</p> <p>but you also need PDA swag ... i would recommend buying some things every year</p>
Professional Development Award Committee Chairs	Alan Morris Kelly Fuller	<p>PDA awards – share feedback with the applicants, fair process. Email Alan and Kelly.</p> <p>9 applicants last cycle Delayed on the reviewing process Next Thursday reviewers deadline Kelly and Alan will provide a summary of the reviewers feedback, but do not ask the reviewers extra work.</p> <p>To do:</p> <ul style="list-style-type: none"> • Invite new reviewers. Target assistant professor. • Ask the postdoc who participated in the PDA awards awarded or not to ask for feedback. • Provide more information ahead of time for resolution of the awards, deadlines etc.
Vice President	Gabriel Yette	<p>Meeting with Christopher Barnes 11/29 Advocacy for the NPA meeting Advocacy: MD resident as a model for the PhD postdoctoral salary. https://medschool.cuanschutz.edu/graduate-medical-education/CUGME-benefits/stipends Outcome NIH postdoc experience work.</p>

		<p>71K NSF postdoctoral salary. Negotiation of the MD residents for their salary. Ana Maria liason.</p> <p>Equity? Consider the current policy between 5 years experience vs. New postdoct based on the NIH salary caps.</p> <p>~30% of the postdocs to agree. Negotiation room for salaries for postdoctorals positions</p> <p>Per USA HUD we are considered low income for Denver on NIH stipend levels: https://www.huduser.gov/portal/datasets/home-datasets/files/HOME_IncomeLmts_State_CO_2023.pdf</p> <p>Retirement matching Differences with UC Boulder Benefits (e.g., retirement matching, parental leave)</p> <p>White elephant for first meeting in January.</p>
CFO	Katie Ranard	<ul style="list-style-type: none"> • Budget (no new expenses to report) <ul style="list-style-type: none"> ○ <i>Spent</i>: \$3,627.88 ○ <i>Remaining</i>: \$1,372.12 ○ Happy hour – appetizers 12/6 - 50-100\$? ○ Activity for kids - \$20-30? 12/14 ○ Holiday party - \$150? ○ Denver seminars food/drinks \$100 ○ Coffee Hours: \$300 for 5 months ○ Goodie bag: pen + notebook + mug+badge reel?
Communications Officer	Anne co-chair Nadine co-chair	<p>Update the holiday party time, date, and location.</p> <p>New dates to give talks at Denver campus and Denver campus postdocs give talks at Anshcutz. 1/26 and 4/5 openings at Denver campus</p> <p>A travel award (500 dollars) and another award offered by his office, also eligible for postdocs.</p>

		<p>Coffee hour Wednesday, the week after orientation. First wednesday of the month. ical generate with the coffee hour: https://ical.marudot.com</p> <p>Separate email for the salary increase questionnaire – before the holiday break</p>
Denver Campus Representative	Jimmy Demayo	<p>Plan Happy Hour with Exec Committee downtown: Wednesday 12/6 at 5-6 PM, TBD location</p> <p>Needs to identify dates, waiting for the University's answer.</p> <p>Talks at Denver campus 1/26 4/5</p> <p>\$100: Biology department in the Denver campus is an option to give a seminar. Maybe ask Ana Maria for potential people who did not get a spot for the current school year.</p> <p>Michael Kocet (Assistant Vice Chancellor of Graduate Education office): a travel award (500 dollars) and another award offered by his office, also eligible for postdocs. <i>Jimmy are you aware of this?</i></p>
Engagement/ Outreach Committee Chair	Katie Bidne co-chair Sudikchya Shrestha co-chair	<p>Goodie bag for new postdocs and hand delivery the bag.</p> <p>Coffee hour Wednesday, the week after orientation. First wednesday of the month. Send a calendar invite after orientation.</p>
Seminar Series Chair	Ana Maria	Send Jimmy with the list of postdoc who did not get a spot in the seminar
Advocacy Committee	Paul McCann	<p>Meeting with Christopher Barnes 11/29 Write down all the reasons why postdoc can't afford to be a postdoc at the current postdoc salary.</p> <ul style="list-style-type: none"> - Rent - Safety - Walking distance from campus - Inflation etc.

		<ul style="list-style-type: none">- Grocery stores within walking distance Collect postdoc data: <ul style="list-style-type: none">- Cost of living. How much of your salary goes to rent, groceries, gas, commuting, childcare, student loans- Housing situation: living alone, roommates, \$/rent or mortgage, where they live- Household income- Other sources of income- Change childcare to dependants in case some postdocs have other family that depend on them Create a dropdown, multiple choices, and then enter values for those. Keep it anonymous and let them know all information will be reported in aggregate form. Send to the PDA team first ASAP Meeting UCW take aways: UCW and PDA, what type of relationship? Maybe we need to wait until the NIH releases the report mid-late December 2023. 65% of bargaining unit to achieve any negotiation capacity. Communication and collect ideas. Cost of living adjustments Food stipend – MD residents The residents part of UCW? No. Housing stipend. https://offcampushousing.ucdenver.edu
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WHAT IS UCW COLORADO?

United Campus Workers Colorado (Communication Workers of America Local 7799) unites the University of Colorado's diverse workforce across all four campuses—including part-time and full-time university staff, faculty, and graduate and undergraduate laborers—to address the critical issues we all face.

Our mission is to champion and defend the interests and well-being of all University labor, as well as to build and sustain social and economic justice in our workplaces and in our communities.

WHAT DOES UCW STAND FOR?

FAIR PAY

We need equitable compensation that reflects our commitment and expertise. We fight tirelessly to ensure that we receive a fair and competitive wage in a state with an exorbitant cost of living.

DIGNITY AT WORK

We are committed to fostering a culture of inclusivity, combating discrimination, and addressing any issues of harassment or unfair treatment that we may face. We aim to create a positive and supportive atmosphere that values all contributions and makes us feel safe at work.

JOB SECURITY

The vast majority of us do not have basic job security. We recognize the importance of stability and predictability in the workplace, and we fight to safeguard our rights and livelihoods.

MORE FUNDING FOR HIGHER EDUCATION

Colorado is 49th in funding for students at the higher education level and this needs to change. We actively engage in lobbying efforts, collaborate with other organizations, and empower one another to advocate for increased funding at the state and national levels.

WHAT DOES IT MEAN TO BE A MEMBER?

Being a UCW member means helping to build collective power, lending your voice and taking action to win more rights and benefits, and paying dues to support these efforts.

TOGETHER, OUR MEMBERS HAVE WON:

- Regular raises for graduate workers, faculty, and staff
- Dental coverage for CU Boulder Graduate Workers
- A student fee waiver for CU Boulder Graduate Workers
- 8% raise for student workers at UCCS
- Hourly pay for RAs at CU Boulder for desk shifts
- A \$15 minimum wage at UCCS
- Legislative protections for public sector workers

Union dues are less than 1% of your monthly income and serve as our shared resources for growing our union and advocating for campus workers.

We democratically determine how to use these resources. Currently, this includes funding our core campaigns, web and communication infrastructure, printing costs, and the salaries of our staff.

UCW is a democratic, member-led labor union whose power comes from you. As our membership grows, we're able to win bigger changes for workers. We are organizing now to win thriving and sustainable careers for staff, faculty, and student workers in the CU system.