

September 27, 2017
M17-023

To: SPEEA Council Members

From: Roger Aisaka (X-10), Daniel Peters (D-1), Carrie Rule (P-5), Ryan Rule (SPEEA President), Joseph Pham (R-3), Gordon Yip (P-1), Chris Waybright (R-50), Mike Arrington (A-40), Greg Chandra (E-29)

Subject: PRE-SUBMITTED NEW BUSINESS: **SPEEA 101 for New Members**

Background

It is important that new members understand SPEEA and the power that unions have. New Hires get loaded with information and can be overwhelmed during their 1st day orientation.

Other unions have a credit system in place to reward new members with a dues reimbursement for attending an introductory meeting. This introductory meeting consists of the history and structure of SPEEA, the importance of unions, and other relevant topics.

We need to be proactive and inform new members that membership is important to the well-being of our union. Having informational "SPEEA 101" workshops/meetings would greatly increase our membership strength. In order to get them to attend the workshop, there should be an incentive for new members to attend this SPEEA 101 workshop. A gift card would be presented at the completion of the workshop.

Cost Estimate:

(Data for 2017 YTD only; cost estimate assumes 100% participation in SPEEA 101)

	YTD (as of 10/1/17)	2017 Est.
No. of Prof New Hires	69	92
No. of Tech New Hires	110	147
No. of Interns*	105	105
Total	179	239
Cost Estimate	\$8,950	\$11,950

* Interns are included in Tech New Hire count

MOTION

It is moved: **THE SPEEA COUNCIL APPROVES AWARDING A GIFT CARD, OF NOT MORE THAN \$50, TO ALL NEW SPEEA MEMBERS IN GOOD STANDING, INCLUDING INTERNS, WHO ATTEND A "SPEEA 101 WORKSHOP" AT ONE OF THE SPEEA HALLS, WITHIN ONE YEAR OF THE DATE OF THEIR HIRE OR TRANSFER INTO A SPEEA UNIT. GIFT CARDS WILL BE DETERMINED BY THE SPEEA COUNCIL OFFICERS AND/OR THE EXECUTIVE BOARD.**