

**National Labor College Alumni Association
Annual Meeting
Friday, June 22, 2007**

The meeting was called to order at 4:07 p.m. by President Roger Ramjug.

Roll call of Officers found present:

President Roger Ramjug
Vice President George Bliss
Treasurer Gary Lucy
Secretary Carla Insinga

Absent was Immediate Past President Rick Root.

National Labor College President Sue Schurman extended greetings to the alumni and welcomed the graduates of the Class of 2007. President Schurman recapped the past ten years of her tenure on campus and thanked the students for their support. She encouraged the students – as alumni – to continue to support the college. President Schurman felt assured that, if properly structured, the alumni association would protect the college in the future. She charged the association to revise its bylaws to reflect the structure of the college – a structure that fosters partnerships with unions. President Schurman is retiring June 30, 2007. She introduced Provost Pat Greenfield who will serve as acting president during the search for a new president.

Provost Pat Greenfield welcomed the alumni and thanked them for all that they do noting that their support of the college is critical.

Also introduced was Henry Smith, Vice President of Institutional Advancement and liaison to the alumni association. VP Smith noted that he is available to answer questions and the floor was open for questions.

1. What recruitment efforts are taking place? The NLC is represented at approximately 50 conferences and/or conventions of various union and/or constituency groups each year. Alumni were encouraged to contact Vera Taylor-Johnson (vtjnlc.edu) with dates and times of upcoming events for their unions, and to volunteer to man tables at these events. Henry also noted that the last 3 semesters yielded record-breaking enrollments for the college.

Minutes from previous meetings were distributed. It was suggested that minutes be sent out prior to the meeting for review. Brother George Bliss made a motion to accept the minutes; Brother Gary Lucy seconded the motion and the motion carried.

Treasurer Gary Lucy gave the financial report. Since the last meeting, our financial structure has changed. All funds are in restricted accounts managed by the NLC. Those accounts are as follows:

Building Fund (annual dues)	\$4,860.36
Scholarship	\$479.86
Operating Fund	\$2,007.81
Misc.	\$65.00

Brother Lucy noted that annual dues are \$25; however, additional donations may be made and allocated to the appropriate account. He also noted that the Alumni Association donated \$3,000 toward the NLC building fund.

Sister Patti Devlin asked how many alumni had paid dues in 2006-2007. Brother Lucy noted that 129 alumni had paid dues. Sister Devlin asked how many of those were new alumni and how many were membership renewals. Brother Lucy indicated that he did not have it broken down in that manner.

Sister Vera Taylor Johnson reported that the NLC is in the process of changing over to a new software package (Sungard) and that the transition should be complete by the end of next week.

Brother George Bliss made a motion to accept the Financial Report; Sister Patti Devlin seconded the motion and the motion carried.

Sister Maggie Cohen, Chair of the Election Committee, reported on the results of the Election of Officers. The results were as follows:

President Roger Ramjug
Vice President Kirk Brungurd
Treasurer Gary Lucy
Secretary Carla Insinga

Sister Cohen thanked Sister Susan Lesser for serving on the committee.

Old Business

Bylaws – President Ramjug reported that Brother Dan Rusnak had been appointed to Chair the Bylaws Committee. The Bylaws Committee met briefly prior to the general membership meeting and will continue their discussions in formulating changes to the bylaws. Brother Rusnak noted that the bylaws are posted on the NLCAA website and that he welcomes input. Suggestions and/or comments may be sent via e-mail to Brother Rusnak at laborerdan@comcast.net. Brother Craig Duffy suggested that the bylaws needed a complete overhaul. He suggested breaking them down into manageable sections and assigning sections to the committee to work on. Sister Patti Devlin suggested that the committee converse via on-line, electronic meetings. Otherwise it is not going to get done before our next general meeting. Brother Duffy suggested having a liaison from the NLC on the committee to ensure that our mission is

running parallel with that of the college (i.e., recruitment and fund raising). VP Smith suggested having one of the college's attorney's work with the committee.

Alumni Database – Sister Maggie Cohen, who has been working diligently on the database, reported that her work is ongoing. She is working with Sister Vera Taylor Johnson in comparing our records to that of the college.

Website and List serve – Sister Maggie Cohen reported that Rob Morriss (NLC) is doing a great job keeping our website updated. Future plans include adding a calendar to the site. Sister Cohen, who moderates the group, also reported that the list serve is up and running and everything that is on the list serve is also on the website.

President Ramjug thanked Sister Cohen for all of her support of the alumni association and the officers.

Recruitment – Brother Roger Blacklow suggested that the college use the alumni more to in its recruitment efforts. Brother Craig Duffy suggested adding a link to the NLC's website where planned events could be e-mailed and where the NLC might send someone to do recruitment.

New Business

Mentor Network – President Ramjug reported that we are still in need of mentors. Anyone interested should contact him.

Committee Formation – Sister Lainie Kitt expressed an interest in establishing regional committees to do recruitment outreach regionally. President Ramjug noted that it is a welcomed notion and something we could discuss.

Near Year's Initiatives – Brother Lucy discussed plan for a fund raiser that would include a 'donation wall' where members could purchase engraved plaques. More information to come.

For the Good of the Association

- Discussion was held surrounding the additional Executive Board positions provided for in the Bylaws.
- Suggestion was made to send out the notice for the annual meeting earlier next year so alumni may plan more in advance to attend.

The meeting was adjourned at 5:47 p.m.

Respectfully submitted,

Carla M. Insinga
Secretary

**National Labor College Alumni Association
Annual Meeting
Friday, June 27, 2008**

The meeting was called to order at 2:55 p.m. by President Roger Ramjug.

Roll call of Officers found present:

President Roger Ramjug
Vice President Kirk Brungard
Treasurer Gary Lucy
Secretary Carla Insinga

Absent was Immediate Past President Rick Root.

President Ramjug suspended the regular business of the meeting to hear from Robert Molofsky, Vice President /Special Counsel, AFL-CIO Investment Trust Corporation and Beth Grupp, President, Beth Grupp Associates on alumni fundraising. After brief introductions by Robert and Beth, discussions were held regarding the following proposed alumni fundraising projects:

- Workers Memorial – Selling bricks at \$125 each and benches at \$10,000 each (see handout). Questions and suggestions included offering something in between that would memorialize an individual or an event (i.e., 911 Triangle Shirt, etc.).
- Other – Coming up with a fundraiser that a working-class individual can afford.

Regular business resumed at 3:30 p.m.

Minutes from the previous meeting were distributed. Motion made by Brother Bruce Dunton and seconded by Sister Lainie Kitt to suspend the reading of the minutes and accept the minutes as written. Motion carried.

Treasurer Gary Lucy gave the financial report.

Building Fund	\$190.00
Scholarship	\$760.00
Operating Fund	<u>\$3,680.00</u>
Total	\$4,630.00

Brother Roger Blacklow asked if our alumni database is accurate and are we reaching all alumni. Brother Lucy responded that there has been much improvement to the database and that it is about 90% accurate.

Motion made by Brother Roger Ramjug, seconded by Sister JoAnn Johnntony to accept the financial report.

National Labor College Provost Pat Greenfield extended greetings to the alumni and welcomed the graduates of the Class of 2008. Sister Greenfield briefed the alumni on the state of the college. She reported that:

- Last year enrollment increased by 8%; this academic year enrollment increased by 11-12%. It was noted that enrollment typically declines during an election year and because of that trend the college has planned its curriculum and offerings accordingly. It was also noted that the fall week-in-residence has been moved after Election Day.
- Alumni, faculty and staff have been to a number of places setting up tables and facilitating workshops to recruit new students. Alumni Mentor Training was held today prior to the meeting. The college recognizes the alumni with their knowledge and experience as a very valuable recruitment and retention tool.
- The college now has a working student information system. The college is in the process of entering the alumni into the database. With this new system, the college will be able to better manipulate that data and keep track of who is contributing.

Sister Vera Taylor Johnson, who provides administrative support to the alumni association, asked that alumni let her know when events are scheduled within their respective unions. She noted that the college will send information and will pay mileage and per diem to alumni who help cover events. Sister Johnntony asked that the college let her know when they are coming to an event in her area and she will help cover the table. Brother Lacy Gillespie suggested sending a calendar of events that need coverage to alumni. Sister Greenfield noted that the AFL-CIO is putting together a more comprehensive calendar of events. She suggested that Change to Win unions contact Sister Taylor Johnson with their events so that they may be included.

Old Business

Bylaws Committee Report – President Ramjug thanked Brother Dan Rusnak for chairing the Bylaws Committee. Copies of the proposed changes to the Bylaws were distributed for discussion. Brother Rusnak reviewed the proposed changes.

The meeting was temporarily suspended at 4:00 p.m. so that alumni could participate in Steven Greenhouse's lecture and book signing.

The meeting resumed at 5:05 p.m.

Discussion continued regarding the Bylaws.

Secretary Insinga noted that the officers of the alumni association and Sister Greenfield, as our advisor, met on a monthly basis via conference call and worked together to bring our Bylaws in line with the goals and mission of the National Labor College. President Ramjug noted that the major change in the Bylaws is that there will no longer be dues; the college has made a commitment to give us resources and help us raise funds. Sister Karen Newman expressed concern that she just paid dues so she could attend the meeting and vote only to learn that dues will no longer be paid, and asked why wasn't this agenda put out before dues were paid. Sister Greenfield noted that the dues are still in effect until changes are made to the Bylaws. Sister Greenfield went on to explain that the alumni officers met with the administration at 11:00 a.m. today and got a commitment from President Scheurman that the college would aid the alumni in their fundraising efforts. The proposal to remove the dues language from the Bylaws was contingent on the college's commitment to help raise funds. Brother Rusnak suggested a friendly amendment to the proposed changes that would clear up the confusion with the time zones referenced in Article V, Section 1. Brother Rusnak along with the Officers will work on the language. A motion was made by Brother Bruce Dunton and seconded by Sister Lainie Kitt to post the proposed changes to the Bylaws on the alumni association's website within 30 days of today's meeting and vote on the proposed changes within 90 days from the posting. The motion carried.

New Business

President Ramjug asked for volunteers to serve on the various committees as outlined in the Bylaws. More specifically, volunteers were solicited for the Bylaws Committee, the Nominations Committee (as next year is an election year for officers), and the Financial Committee. Brother Dan Rusnak (Bylaws), Sister Lainie Kitt (Nominations) and Brother Jeremy Golston (Financial) volunteered to serve on the respective committees. A motion was made by Brother Bruce Dunton and seconded by Sister JoAnn JohnTony that the officers appoint the chairs of these committees. The motion carried.

For the Good of the Association

Sister Vera Taylor Johnson reminded the alumni to send her dates of labor events in their area/union.

There being no further business, a motion was made by Sister Karen Newman and seconded by Brother Lacy Gillespie to adjourn.

Meeting adjourned at 5:32 p.m.

Respectfully submitted,

Carla Insinga, Secretary

**National Labor College Alumni Association
Annual Meeting
Friday, June 26, 2009**

The meeting was **called to order** at 2:30 p.m. by President Roger Ramjug.

Roll call of Officers found present:

President Roger Ramjug
Treasurer Gary Lucy
Secretary Carla Insinga

Excused were Vice President Kirk Brungard and Immediate Past President Rick Root.

Minutes from the June 2008 meeting were distributed. Motion made by Sister Lainie Kitt and seconded by Brother Terry Grimshaw to suspend the reading of the minutes. Motion carried. Motion made by Brother Lacy Gillespie and seconded by Sister Lainie Kitt to accept the minutes as written. Motion carried.

Treasurer Gary Lucy gave the **financial report**.

Building Fund	\$547.88
Scholarship	\$2,823.96
Operating Fund	<u>\$8,178.99</u>
Total	\$11,550.83

Brother Lucy noted that, since we no longer collect dues from alumni, our income is based on donations made by alumni as a result of letters of solicitation sent throughout the year.

Brother Roger Blacklow asked if it is possible to donate to the Alumni Association online. Brother Robert Molofsky responded noting that there are several small scholarship accounts set up and that we should consider merging the accounts so that they draw more interest. It should also be determined how to spend funds from the Building and Operating Funds. Overall, the College is tracking what amounts come in and who is donating. The Alumni Association needs to determine how to spend the money. Sister Carol Rodgers noted that you are able to donate to the Alumni Association online. Those wishing to give should specify in the "comments" field where the money should go (i.e., Building Fund, Scholarship or Operating Fund).

Brother Jerry Knox asked if he now owes \$25 for dues. It was noted that, with the change in the bylaws, every graduate is a member with full voting rights without the payment of dues.

The following **Committee Reports** were given:

Bylaws – Brother Dan Rusnak reported on the changes that were recently passed to the bylaws. Brother Rusnak noted that the most monumental changes were made to the sections defining the time zones, requiring a 2/3 vote of those voting to make changes to the bylaws, and the elimination of the dues structure. The revised bylaws are now in effect and will be posted to the website once minor typographical errors are corrected. Brother Ramjug thanked Brother Rusnak for his diligent work on the bylaws.

Elections – Brother Robert Molofsky reported that the National Labor College conducted the recent nominations and elections of Alumni Association Officers. The elections were non-contested. Therefore, each of the following officers was elected by acclamation:

President Roger Ramjug, Sheet Metal Workers, Class of 2003 and 2001
Vice President Carla Insinga, AFSCME, Class of 1999 and 2001
Secretary Kirk Brungard, IBEW, Class of 2001
Treasurer Gary Lucy, IUOE, Class of 2002 and 2000

Executive Council:

Eastern Region Representative Lainie Kitt, IBT and AFT, Class of 2003
Central Region Representative Beth Branca, OPEIU, Class of 2002 and 2000
Pacific Region Representative Lacy Gillespie, California School Employees Association, Class of 2009 and 2006

The position of Mountain Region Representative was vacant. Nominations were taken from the floor to fill the vacancy for the Mountain Region Representative. Brother Jerry Knox, Machinist Local 519, Class of 2009 was nominated and uncontested.

The Officers of the Alumni Association was sworn in by National Labor College President Bill Scheuerman.

President Scheuerman gave an address on the **state of the College**. After acknowledging the new Provost Tom Kriger and Fundraising Consultant Robert Molofsky, Brother Scheuerman noted that when he came on board as President the college was operating under a \$7.5 million deficit; now that deficit is down to \$4 million. Over the past several years the AFL-CIO has been bailing the College out but now those funds are drying up. The College has to come up with ways to become more solvent. At the last Board of Trustees Meeting the following were discussed:

- Rezone the front 5-7 acres of the property to commercial. This would increase the property value by 35-40%.

- Conduct a feasibility study to build a hotel on the rezoned property. The College would own the land; the hotel would pay the College a fee for land use.
- Explore partnerships that would help the college reach out globally.

With any of the above changes, the College would remain control of the programs.

On a better note, the College can now offer students financial aid, enrollment is up and the conference center is operating in the black. The College is now able to offer discounted rates to members of Working America and immediate family of union members.

Brother Lacy Gillespie asked Brother Scheuerman if any changes had been made to the rates offered to non AFL-CIO affiliates. Brother Scheuerman indicated that non-affiliates are still welcomed at the College, they still come to the College but that they get a different rate. Their rate is a bit higher than that of the affiliated unions.

Brother Clifford Beck asked if rezoning the property would impact taxes. Brother Scheuerman indicated that it should not because of our status.

Brother Terry Grimshaw cautioned that if we increase the values of that property that we should not borrow against it and risk losing it. Brother Scheuerman shared in Brother Grimshaw's concern.

Provost Tom Kriger was called upon to give a report on **academic affairs**. Brother Kriger yielded the floor to Tojo Thatchenkery to talk about the Organization Development and Knowledge Management (ODKM) Joint MA Program with George Mason University. This program looks at change in management and encourages leaders to think outside the box in order to change the organization. From a union leader perspective, one would be more effective in dealing with management in the field and at the bargaining table. The program started last January with 12 students. They are seeking to enroll more students in the next cohort which is slated to begin November 2010. Brother Kriger noted that they are marketing the program to anyone with a Bachelors degree. They also plan to pitch the program at the monthly meeting of national educators (i.e., education directors of most of the national unions).

Brother Kriger reported that the college is undergoing a lot of changes in the area of academic affairs. Beginning in the fall the college will move to a more traditional **academic calendar** (i.e., a standard 15 week semester beginning after Labor Day, the spring semester beginning in January, and a summer session). The calendar is planned out for the next four years. During election years the week-in-residence will be held during the 11th week of the semester which is the week after Election Day. There have also been a few **changes in**

the curriculum. Educational Planning is no longer offered as a 3 credit course. Instead it has been replaced by Prior Learning Assessment (PLA) which is done during the admissions process. Labor and the Economy is replacing Educational Planning as a 3 credit course. They are also offering a new union skills course entitled "How to Manage Union Staff." As of July 8, 2009, the college will begin accepting applications for **federal financial aid.** **Other added programs** include: Green Workplace Certificate Program and Leadership Institute. Finally, Brother Kriger announced that Sister Carol Rodger is now responsible for managing partnerships.

A **fundraising report** was given by Brother Robert Molofsky. Brother Molofsky reported that the Alumni Association supported the Workers Memorial drive by purchasing a paver. A committee was formed to come up with a slogan for the paver. Sister Karen Newman, Brother Eddie Rosario, Brother Roger Blacklow, Sister Vicki O'Leary and Sister Carol Rodgers volunteered to serve on the committee. Brother Terry Grimshaw asked if the bricks are generating profit. Brother Molofsky stated that the College has raised about \$550,000 on the memorial. Fees have eaten that amount up a bit but so far about 150-200 bricks and 22 benches have been sold. Brother Tony Yushinsky asked if the international unions who are not affiliated with the AFL-CIO (namely, the Carpenters) have been solicited. Brother Molofsky stated that he will make sure that the ask is being made of the non-affiliates.

Brother Molofsky also reported on the upcoming 40th Anniversary Gala of the NLC. The event is scheduled for July 28th. To date, this event has raised more than \$340,000. Alumni were encouraged to participate in the 4 for 40 campaign. Anyone selling 4 tickets to the event would receive complimentary tickets. Sister Vicki O'Leary expressed concern that the event is scheduled for a Tuesday evening which makes it hard for those working to come in to town for the function. Brother Molofsky indicated that the event was coordinated to be held in conjunction with the AFL-CIO Executive Council Meeting. While the college has had a successful year with its fundraising efforts, we need to do more. The college relies on alumni to solicit help in raising funds. In an effort to broaden their efforts they are going to reach out to individuals who have taken classes but are not graduates. Brother Molofsky talked briefly about the NLC Leadership Circle which is designed for organizations and/or individuals who are able to donate large sums of money.

Brother Tom Kriger gave brief remarks on the upcoming **Middle States** review. The review will take place during the July week-in-residence. The college has already sent in a self student. Following the on-site visit the review team will write a preliminary report. The final report by Middle States will be given in the fall.

For the good of the association:

Sister Karen Newman raised concern about the untimely notification of the meeting. It was noted that while an e-mail notice did go out, it was late. Sister Lainie Kitt noted that it is announced at each meeting that the next meeting will be held the following year on the Friday before graduation. Sister Carla Insinga stated that the alumni association will do a better job by ensuring that a more timely notice be sent out next year.

Sister Karen Newman asked if any efforts have been made to partner with Grace Carroll Rocky Mountain Labor School. No one was familiar with the school but Sister Carol Rodgers indicated that she would look into it.

Brother Gary Lucy encouraged alumni to volunteer to cover a NLC recruitment table at a local event.

Suggestions were made for future fund raisers:

- Silent auction
- 50/50 Raffle

Sister Beth Branca suggested that the alumni association consider having a Facebook site and Twitter.

Sister Lainie Kitt stated that she would like to reach out to graduates in her region and asked if the College would be able to assist her. Brother Molofsky stated that the College to do an e-mail.

Brother Molofsky asked the new officers to provide him with a photo and bio for inclusion on the website.

There being no further business, the meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Carla Insinga
Secretary

List of requested changes to the NLC Alumni Association website:

1. Remove the membership application/dues page and replacing it with a change of address form.
2. Link the alumni page to the 'give to the NLC' page.
3. Add the minutes from the 2008 and 2009 annual meetings (above).
4. Add the revised bylaws.
5. Make the necessary changes to comply with current constitution and bylaws regarding becoming a member of the Alumni Association.
6. Add photos, bios, regions (where applicable), and individual contact information for each Alumni Officer (President Ramjug's and Treasurer Lucy's shall remain as is but contact information shall be added).
7. Add a notice that the Regional Board Members are available to give a NLC presentation at any union functions.