

Our Bargaining Team successfully negotiated, and our entire Membership successfully campaigned for, our very first contract. Special thanks to our outstanding Communications and Social Media Committees.

1. Wages: Annual Raises through 2027
2. Benefits
 - a. Paid Sick Leave for qualifying teachers
 - b. IFT/AFT Member Benefits: we and our families can save money on consumer goods and services.
3. Working Conditions
 - a. Right to organize for our mutual aid/protection regarding terms and conditions of employment
 - b. Right to Intellectual Property whereby, if a faculty member creates an original work, it will remain this person's property unless directly compensated by the school for that work
 - c. Right to Fair Processes for Discipline, Reduction in Force, etc. We are no longer at-will employees.
 - d. Right to no post-employment restriction/non-solicitation
4. Shared Governance: Regular meetings between Union and Management

Along the lines of Shared Governance, our Union Reps on the OTTO-Board Liaison Committee worked with Board members to create 3 joint OTTO-Board Committees with a combined total of 9 faculty representatives. OTTO Reps on these committees are highly encouraged/expected to attend full OTS Board Meetings and give updates at OTTO GMM.

1. OTTO-BoD Liaison Committee: deepen mutual understanding between OTTO and the OTS Board of directors regarding each organization's respective rights and responsibilities; address mutual concerns; and amplify teachers' voices on the Board. The OTTO reps on this committee advocate for teaching artists to have faculty representation on all Board Committees as well as voting privileges on committees of the governing board that deal with areas that are primary responsibilities of the teachers. Giving faculty members a vote on these committees recognizes the expertise we bring to these areas. Faculty representation on committees is not the same as faculty representation on boards, however; committees make updates and recommendations to the full board but are not responsible for final action.
2. ED/DEI Committee: support OTS faculty/staff in setting, implementing, and supporting the strategic vision and direction of educational programs and DEI initiatives offered by OTS while monitoring the financial impact of these programs on the OTS budget. Faculty representatives are paid at the training rate.
3. The Infrastructure Committee's goal is to support faculty/staff in setting, implementing, and supporting the strategic vision and direction of information technology and facilities improvements and investments while monitoring the financial impact of IT & facilities maintenance, improvements, and decisions on the OTS budget. Faculty representatives are paid at the training rate.

Our Finance Committee created, and Membership approved, our first annual budget.

1. Monitored and ensured the financial stability of the Union.

2. OTTO has \$8,239.49 in the account to be used to further the union and provide benefits such as Professional Development to its members.

Our Virtual Teaching Fund Committee worked with Admin to develop a process to assist teachers with on-line equipment needs.

1. Teachers can apply for up to \$500 per year, total funds available \$12,00 per year.
2. As of today, \$2,250 has been approved and given to teachers meeting the program qualifications.

Our Stewards' Council

1. Ensured capacity-building for our union, making certain that for every 20 teaching artists there was at least one steward.
2. Is working toward a one-to-one structure for communication and mobilization – to hear from and share information with members.
3. Provides timely communication of Union and OTS issues, making sure members are aware of important information relating to their employment.
4. Assisted in providing support to teachers.
5. Ensures that OTTO leadership receives members' input on important issues.

Our BIPOC leaders created a nurturing space for BIPOC communities to network both online and in-person.

1. Created a monthly newsletter and podcast.
2. Interviews with featured BIPOC teaching artists.
3. Provides listing of resources.

Our OTTO Officers attended the Oct 2022 IFT Convention in St. Louis.

1. OTTO was able to network with organizers from across the state, including teaching artist from Second City.
2. Established paid performance opportunities at IFT/AFT Conventions for OTTO teaching artists, the last of which was May 23rd, 2023, at the CTU headquarters in Chicago.

Our Defense Committee successfully campaigned alongside the organization "Protect Welles Park" to block night lights at Welles Park in January of 2023.

1. Night games would have intensified the difficult parking situation for OTS teachers, students, and staff.

Our Grievance Committee safeguarded a fair and timely process for grievances.

1. Successfully negotiated a fair settlement for three grievances and many discipline issues.
2. Provided support for many teachers called into investigatory meetings.
3. Ensured that the contract is being properly followed by management.

OTTO Steering Committee launched an OTTO website in the Spring of 2023.

1. Please come and visit <https://www.otto909.org> for all information "OTTO"
2. Provides resources for teaching artists on a wide variety of union and work-related topics.
3. Provides copies of OTTO contract, constitution, OTSFM policies, etc.

20% of our general membership is currently involved in committee work at our school – this is something to be proud of!

A union in which many people participate is far stronger than one in which a few people do all the work. THANK YOU for participating in your union!