

**Executive Committee Meeting Minutes
UUP Albany Chapter**

October 24, 2012

Attendees: L. Bickmore, J. Collins, R. Friedman, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, S. Knapp, M. Knee, D. LaFond, K. Latal, C. Merbler, A. Olin, G. Petry, B. Pyszczymuka, P. Romain, R. See, K. Sprague, P. Stasi, E. Torgersen, J. Uppal, R. Vives, E. Warnke, B. Weaver, L. Wittner, B. Ziman, K. Thompson-LaPerle

I. Waive approval of minutes from the October 19, 2011 Executive Committee Meeting.

So Moved. Discussion: Two members stated opposition to waiving. Action: Treasurer will find out if we can actually waive minutes for audit purposes.

Minutes from the October 3, 2012 Executive Committee Meeting were approved as amended. Amendments will be reflected on final draft posted on the UUP Albany Chapter site.

II. Reports

A. Officers:

1. **President's Report:** Can we accept the agenda as organized? President thanked all for advance written reports. Collins stated that the General Membership meeting was well attended and there was a well debated meeting on the bylaws. J. Collins re-announced the October performance program workshop. J. Collins stated that we continue to press important questions at the Labor Management meetings and have recently raised the issue of one year renewals.

Collins addressed #5 of his advance e-mail report. Collins thanked the committees, especially Health and Safety and Parking, who have provided us with issues to press. We are often told to "call X" about this or that, and when our members do, nothing is done about a given problem. So what do we respond? In a commendable move, Health & Safety has been communicating disability concerns about a shared problem; this may sharpen our demands of administration in LM.

Collins noted that we have good news to celebrate on the Albany Peace Proclamation. Collins remarked on the success of the Albany Peace Proclamation, calling for an end to the Afghan War and a redirection to military funding to domestic needs. The proclamation passed in the Albany County Legislature on Tuesday, October 9th. It is an

inspiring case of local work at coalition building, addressing national and international policies in which labor – our chapter, UUP Statewide, NYSUT, and the AFL-CIO – have all taken a stance by passing resolutions of support. The work in Albany was being lauded at the Statewide UUP DA as the kind of bottom-up actions we need for labor resolutions to take hold in the wider society. The coalition of supporters that L. Wittner worked to assemble provided a spur for thought to all who practice ‘outreach’ for our chapter. The simple lesson is this: A resolution, passed in the chapter or DA, is the beginning, not the end of what we need to do. The implementation will make this most meaningful.

Collins thanked all who attended the DA. Following conversations from the DA, in early winter, ‘regional meetings’ with chapter officers from nearby campuses will be held (Cobleskill, SUNY-System(ness?), Empire State, New Paltz) to begin lateral communication among chapters about common threats to jobs and security on our campuses.

J. Collin’s announced his preference that all Exec reports are e-mailed to the UUP office by 4:00pm on Monday afternoon so that the UUP office can send out on Tuesday morning.

One member requested membership information for the membership committee. Collins stated that the general membership list which Collins has downloaded was sent to the UUP office and will be sent to the Membership Committee.

2. Vice President for Academics: Absent. B. Benjamin is attending another meeting. No questions on VP report e-mailed in advance.

3. Vice President for Professionals: T. Hoey remarked on the intense month of October, difficulties of members and noted items on his advance e-mail report. Hoey announced that Chapter newsletters were folded at the pre-DA meeting. Hoey thanked all who attended the Statewide Delegate Assembly which was held Oct 11th -13th in Buffalo. He reported election results: Edison Bond of Downstate HSC was elected as the Statewide Membership Development Officer and Arty Sherzer of Stony Brook was elected to the Statewide Exec Board. We also had some constitutional amendments. At the DA Hoey rose to speak against a resolution promoting delegate terms of office to be lengthened from 2 to 3 years. It was defeated.

The Chapter has assisted in organizing a joint UUP/Management class for supervisors on writing employee programs on Oct 30th, 10am-12pm in the Assembly Hall. Hoey is working with some employees on issues which is confidential.

Hoey proposed a future “Labor Fair” that could be combined with a general membership

meeting with labor singers, speakers, to welcome more folks to participate in the union and to help alert the new campus President that we are unionized and proud. This could be coordinated with AFT and other unions. Another member suggested a connection with the M.E. Grenander Archives for this event.

VP for Professionals stated that he has been speaking with P. Abraham about a potential Bullying Workshop on the campus.

Another member of the AA Committee reported that he also attended the Affirmative Action Statewide Committee. The Affirmative Action Committee at the DA asked members to attend the Bullying in the Workplace workshop at the DA. This members suggests that we bring the workshop to the campus.

Another member of the AA Committee and AA Statewide Committee who also attended and supported the idea of a workshop but is concerned about definitions and interpretive aspects of the term “bullying” and would like there to be discussion of the goals of such a program. Would it be an educational event discussing what bullying is? Or, would it be a program that would clarify how a union member or the union could really address bullying concerns and incidents? This member suggested that clarifying to members how to address these concerns in the workplace will be incident specific and was concerned about raising false hopes of members who may think the union could do more for them than perhaps it can. The member would like further discussion on goals.

Action - Members want VP Hoey to get more information to bring back to the next Exec Committee meeting to consider a workshop on the campus

4. Secretary’s Report: D. LaFond thanked Paul Stasi for taking the minutes from the General Membership meeting. D. LaFond thanked members for suggestions and asked for feedback on the draft October Labor Management meeting minutes. Members commented that they thought this style captured discussion and was a good model.

D. LaFond cited her participation in the Statewide Affirmative Action Committee, Women’s Rights and Concern, and Labor and Higher Education and shared a copy of the resolutions passed at the recent Statewide Delegate Assembly, some that she participated in drafting. In particular, a resolution passed from the Statewide the Women's Rights and Concerns Committee that will honor International Women’s Day on all campuses. D. LaFond was named as a member of the regional committee established. Another resolution to Honor Malala Yousafzai, (14year old girl in Pakistan shot by Taliban gunmen) was passed. One resolution put forward by members of the Albany chapter last fall addressed the need for an alert system and mechanism for members to communicate practices that threaten, jobs, tenure, civil and human rights - that may or may not be grievable through the contract but may in fact contribute to unfair practices. LaFond

commented on how J. Collins cogently raised this issue on the floor of the DA. As a member of the Affirmative Action Committee, the Secretary attended the Bullying Workshop and commented that it was an excellent workshop and would like to see something developed on our campus.

5. **Treasurer-** A. Olin asked if the Chapter wants to take the UUP Statewide offer to accept a one-time amount of \$4762.00 for release time to be refunded to the Albany Chapter. G. Petry motioned that members support the request for these funds for release time and commends A. Olin for asking for this from Statewide. One member asked if this is discriminatory for academics. **Action:** Vote taken on Statewide offer and passed unanimously.

6. **Contingent Faculty Officer:** Absent.

B. Standing Committees

Affirmative Action Committee: Chair announced that there will be a meeting at 11:00am the following Wednesday, October 31st.

Solidarity Committee: Chair forwarded a report in advance of the meeting. Chair discussed how the union has “a stake” in issues pertaining to the upcoming elections. The Chair announced the SCCD Film Series - Since the fall of 2002 this Albany group’s free film series -- with pro-labor, social justice themes -- has been running. The 2012-2013 film series is being held at the First Unitarian Universalist Society of Albany, located across the street from the SUNY/Albany downtown campus.

Parking Committee: Chair reported on the committee’s effort to collect statements from individuals regarding parking concerns. The committee has met with the U Albany Parking office regarding above capacity lots and also raised the concern that the College of Nanoscience has been parking in faculty/staff lots and blocking traffic with event shuttle buses. This is a “timeliness” issue as it has caused delays for staff to get to work on time, some reported driving for approximately one hour to search for parking. A member suggested bringing this to Labor Management. **Action:** J. Collins encouraged the Parking Committee to continue to document this and Officers will seek more information at the next Labor Management meeting and try to find out who is responsible. One member suggested that we need to clarify this in the newsletter in a way that does not place union members at odds with each other.

J. Collins stated that we will be sending out blast e-mails and will attach this concern and request feedback from members and departmental representatives. One member suggested that we may want a form for documentation.

Health and Safety Committee: Chair expressed that there was enthusiasm at the recent General Membership meeting and asked Exec members to encourage people to share their concerns.

Grievance Committee: Chair attended the Human and Civil Rights Committee meetings at the Delegate Assembly. Chair remarked that she found on GOOGLE, a report authored by a member. The documented project surveyed and reported on disability at several campuses. This report is still a very useful document. J. Collins encouraged the Chair to consider writing an article in the FORUM. Collins further encouraged all committees to introduce the work that committees do via the Newsletter.

C. Ad Hoc Committees

III. Old Business

IV. New Business

1. Funding for Luncheon for Chapter Department Representatives Later in Term

One member moved that a luncheon for Albany department representatives be funded. Seconded by R. See. Discussion: Members agreed that it is important to strengthen this work. Exec members should also attend. **Action:** Passed unanimously.

Fred Blanchard from EOP would like to be a department representative. **Action:** passed unanimously.

2. Proposed Changes to Ad-hoc Committees and Committee Membership to prune Ad-hoc committees that are no longer functioning. No action taken; J. Collins will come back to this in December.

3. Discussion Item: Supporting Member-Driven Events

One member forwarded a suggestion for a speaker event. Poverty scholar, Willie Baptist who organizes low wage workers was recommended. The proposal included comments indicating that we have more in common with homeless populations than we might think. This speaker is willing to come up for travel and food expenses for the day and perhaps an honorarium could be given. His book is entitled, Pedagogy of the Poor. A member stated that we may want to bring him up before that. There were suggestions to have various vendors linked to UUP and discuss with University constituencies, retirement and

other concerns. Another member suggested a potential link with the U Albany Social Justice Conference since it is also in the spring. The Treasurer raised a concern related to Agency Fee (Member driven events). The next Delegate Assembly will include a “Training Day” in Albany, perhaps there are links to be made there. J. Collins stated that perhaps we could ask for statewide funding for such an event.

One member raised the concern regarding member-driven events. If we are doing things as suggested today, we need to let members know that they can bring forward ideas to the union. Another EC member noted that these events will raise agency fees. J. Collins encouraged different members’ interest. One member stated that we should broadly support the interest of our members, but also identify criteria and think how they do address the terms and conditions of employment and base their decision to remain agency fee. Member driven events which relate to terms and conditions of employment are supported in the contract. One member commented that Agency Fee items can be challenged though we also need to explore other funding options.

One member read the Chapter by-laws PURPOSE statement outlining a broader charge including activities beyond “conditions of employment” which would indicate inclusion of beyond terms of employment events. Another member stated that member-driven events would be a visible thing to members showing what UUP is doing for them and indicated that we can make arguments for these.

One member stated that the UUP Statewide financial concerns supercede the Chapter’s concerns. One member stated that we have had a wide variety of speakers and that guidelines have varied over time. One member suggested that we should run events/speakers past the Statewide Treasurer. The Labor Day Picnic for example has been agency fee reimbursable Another member indicated that we should develop plans in accordance with our bylaws

One member asked the Treasurer, “How much money is recommended and not required?” Treasurer responded, \$1400.00.

One member asked, “Is the newsletter considered Agency fee?” Treasurer replied, “No.”

One member suggested, “Maybe we need to let our members know that we are folding newsletters to save money.”

One member asked, “If Statewide has passed resolutions that connect these issues and proscribes these as educational events for the campus, if these are Statewide objectives, how could they be questioned for our Chapter?”

Another member offered his observance of what brings people together in other unions and cited active participation, interactive, membership and solidarity. If we are

conceived of as being a special interest group, we need to strengthen member driven events to insure wider participation.

J. Collins said that we need to look at our Chapter's purpose as stated and discuss for example, "What are the pressure points?" and "What would it take to develop more member driven events?"

4. President's Transition Task Force – One member received an invitation to join the new campus President's Transition Task Force and volunteered to address UUP concerns. Notice on Task Force meetings will be shared in the next two weeks.

J. Collins stated that he was encouraged to hear this. He reminded the group that our chapter had previously agreed to send a letter regarding openness in the search process to the Presidential Search Committee. **Action:** J. Collins is collecting information to send to the transition team.

One member noted that the University of Minnesota is not unionized.

Motion to adjourn at 1:54 pm Meeting adjourned.

Submitted by Deborah LaFond to J. Collins on November 9, 2012; approved on November 12, 2012 for EC meeting on November 14.

Re-submitted by Acting Secretary on January 26, 2013 after request for corrections and omission of member names from minutes at Nov. 14th 2012 EC meeting.