

**Executive Committee Meeting Minutes
UUP Albany Chapter
December 14, 2015**

Attendees: J. Aini, B. Benjamin, E. Briere, J. Collins, A. Craig, M. Flynn, R. Friedman, L. Gallagher, J. Gendron, M. Grosshandler, J. Hanifan, J. Harton, T. Hoey, C. Jewell, D. LaFond, G. Landsman, M. Manjak, R. McClamrock, G. Petry, L. Pyles, P. Romain, R. See, M. Seidel, B. Shadrick, C. Walcek, L. Wilder, K. Thompson-LaPerle

I. Approval of Minutes

The last meeting's minutes were moved by R See and seconded by J Gendron. Minutes were approved by all (with 5 abstentions).

A motion was made per our tradition, to use this meeting's Good & Welfare donations as a holiday bonus for our chapter assistant. R See moved, E Briere seconded, and all voted in favor.

II. Membership Drive Updates

An updated spreadsheet with fee payers was distributed. We still need to sign up 400+ employees. These are mostly contingents who are less likely to hear about us (some work very few hours and don't live nearby), but need a union to help with better compensation and negotiation, permanency, and getting a response from administration to help start conversations. The majority of full-time employees are covered. EC members are urged to work with Dept Reps to contact each fee payer individually. The Chapter leadership is here to help in any way we can. T Hoey was at the AFT convention recently where a lawyer talked about the Friedrichs case. If the Supreme Court finds that unions have to pay back agency fee payers, a worst-case scenario might enable fee payers to retroactively request up to three 3 years of past-dues. It is critical that all efforts are made to sign up members. Getting duplicate signed cards is fine if the individual isn't sure but thinks they may already have signed. Emails of the pdf cards are fine. We need to be even better about communicating with members. B Benjamin will get more hats and pins. Fred Kowal plans to attend the next EC meeting to talk about membership. If anyone wants copies of membership forms (also on the website), let B Benjamin or K Thompson-LaPerle know.

III. Officers' Reports (in addition to written reports submitted)

President: All were urged again to encourage non-members to sign union cards. Negotiations meetings with the Team, Committee, and Ad-Hoc Committee are happening in the coming weeks, so please continue to funnel member feedback to chapter leaders. The chapter is working to grow a stronger relationship with the Senate. This can be seen in the good agreement across the contingents reports because we've been working together on both fronts and Senate and UUP going to administration together to discuss a range of issues. We'll be inviting Senate leadership to address an EC meeting in the Spring.

VP Professionals: T Hoey attended the AFT conference where there was much discussion about getting members signed up. He has been addressing more member issues. He is considering running for the Statewide UUP Membership Development Officer position.

VP Academics & Contingents Officer: out of town

Treasurer: See the budget discussion in Old Business below.

IV. Old Business

- a. Budget Discussion regarding our savings. Chapters are audited annually and there is over \$1M in all chapters in reserves/savings. For years the Albany Chapter saved and had a large cushion of savings (currently about \$11,500 in savings with \$3,500 in checking). In recent years, however, our costs have risen substantially. The Chapter President Release Time costs have also increased dramatically; UUP must now pay 50% of the President's salary (not cost of replacement), of which the Chapter pays 10%. With increased costs and more events, last year the chapter went over budget by about \$1500. This year could be more with increasing catering costs (not being able to meet in the Dane's Den has an impact--Bountiful Bread lunches are 25% more, and Sodexo catering would be nearly

twice the price of Dane's Den lunches). The fall BBQ with 300+ attendees is expensive, but if Sodexo had catered it would have doubled the cost. The spring general member meeting will be a Sodexo-catered event. The chapter is growing larger, there are more EC members, more department reps, more meetings and workshops. While these are all good things, they lead to higher costs. A cushion is good to have, but if the chapter spends down to under \$10,000, it can ask statewide for supplemental budget allocations annually (we are currently ineligible). If finances get tight UUP may sweep all accounts back to statewide and reallocate as needed. The EC was asked what the priorities are. Discussion included:

- the chapter is doing good work spending on membership engagement, our future and new people
 - unions often save for a strike fund, but UUP can't strike--if the Friedrichs case finds that we can't collect agency fees, we'll need to do a full reassessment of budgets. But membership mobilization and outreach will be even more important than ever.
 - there is value to spending down the savings to have access to supplemental allocations
 - we may not need to pay for lunch; programing is more important. However, without providing lunch in the past EC participation dwindled
 - we could purchase UUP polo shirts to help visually solidify the chapter's presence at events
 - we could spend down savings by overspending each year, but it was argued that our budget should reflect our spending and not exceed it—that recurring ad hoc overspending is not good
 - we shouldn't feel limited in putting on important events if we have a financial buffer
 - we cannot use joint labor/management funds—those are for campus grants (a project and 40% buy-in from the university is required, joint labor/management pays 60% and projects not regular business)
 - we should discuss our budget at the general membership meeting in spring.
- b. SUNY's proposed changes to the Patents & Inventions Policy, and Guidelines for the Management of Intellectual Property (see the following links:
<http://uupinfo.org/negotiations/pdf/DRAFTIPPolicyKeyAttachmentsAugust2015.pdf>
<http://uupinfo.org/negotiations/pdf/BOTPPoliciesrevised.pdf>)

Those affected need to be aware of the SUNY proposed changes to invention policy and patent rights. SUNY was required to notify UUP because these are changes to terms and conditions. Although SUNY tried to railroad it, introducing it over summer, UUP stopped this so that it is still pending at statewide executive level Labor/Management. Changes include expenses not coming out of gross, but out of net, with less money coming back to the inventor. There was a broad discussion of intellectual property rights, including distinctions between academics and professionals. Talking points of the SUNY plan are on the SUNY.edu website with a summary of how SUNY views these changes. UUP is asking how members view the changes and asking members to comment online or directly to J Dangler and P Abraham who are reviewing the comments.

V. New Business

- a. **Funding request for a new UUP Albany banner.** We have an old one with the old logo. We can get new one through UUP (\$500 for a nylon banner or \$200 for vinyl). T Hoey moved and P Romain seconded that we approve funding for a new nylon banner with the new logo and the Albany name, pending further investigation. A committee can mock it up and EC can vote on it. All approved.
- b. **UUP student intern proposal.** Some chapters use unpaid undergraduates who come to meetings, take photos, report on events, help with newsletter layout and do research. It could create more connection to students. We would need a job description and it would depend on the individual's skills. Some chapters require signed confidentiality agreements about nondisclosure. The student could get academic credit. The Chapter President would supervise the student. P Romain moved, J Hanifan seconded that we pursue a UUP intern for spring. All but one approved (no abstentions).
- c. The statewide SUNY Senate passed a resolution regarding academic freedom related to recent news issues. The SUNY Senate urges campuses to have discussions on their campus documents related to academic freedom, perform a comprehensive review of all campus documents to ensure consistent policy and provide campus-wide discussions. Last month SEC tasked CAFFECOR to do a review of

- campus documents. There will be a joint **UUP/Senate forum on academic freedom** 3/25/16 130-330pm in the Campus Center Assembly Hall with panelists and discussion. All were encouraged to participate. Panelist suggestions should be directed to C Jewell.
- d. **St Rose will cut 28 degree programs and 23 faculty.** A march is planned for 12/15/15 and a demonstration 12/16/16 to protest cuts. The EC was asked what our chapter might do to help St Rose faculty. The EC suggested a letter to the St Rose president noting such actions create lasting damage to the university, that UAlbany is still living with the impact of deactivations, and that students are not coming. What appears to be expedient, cost-cutting measures can backfire. The St Rose president's letter to students indicated cuts were purportedly because of decreased enrollment, but statistics for the 2015-16 academic year showed freshman enrollments were up. EC suggested we host a lunch for their faculty to discuss next steps or the president could send an op-ed to the Times Union.
 - e. On 1/28-29/16 the **Diversity Transformation Series** will have two faculty here from Oneonta sharing what they do in classroom diversity pedagogy and reflections. This is part of a continuing program with additional sessions to come. UAS stopped giving funding and the ODI transformation grant only received about ¼ of what was requested. Co-sponsors include individuals at the library, Women's, Gender & Sexuality Studies, and the School of Criminal Justice. Cultural/diversity work doesn't get covered in ITLAL, but the group is working with ITLAL to begin to add this. This would be agency fee rebatable. **D LaFond motioned and C Jewell seconded a request for \$200 to support event costs for food and traveler expenses. All were in favor.**
 - f. A question was raised about the **Women's Concerns Committee** and whether it is on hold or going to be restarted. It will be returning. B. Benjamin will follow up with individuals and report back.
 - g. The **Faculty Senate** asked for 10 minutes on the EC agenda this spring to discuss running for office, current affairs, updates, etc., much as J Steff-Mabry and C Fox did last year. Faculty at the university (teaching and non-teaching) should have greater voice in running the university. It is essential that the EC and the Senate work together. All were encouraged to consider standing for Senate election.
 - h. Next semester's **EC meetings** will be held in CC375 (the Dane's Den is not available for the Spring).
 - i. **D LaFond made an online motion that the Albany UUP Chapter co-sponsor the "State of the Climate Rally" on 1/13/16. The request was not for financial sponsorship, simply Chapter endorsement. Motion passed, 32 in favor, 1 opposed, 1 abstention.**

Meeting adjourned at 155pm. Minutes submitted by J Harton.