

Executive Committee Meeting Minutes
UUP Albany Chapter
March 21, 2017

Attendees: M. Aso, B. Benjamin, J. Collins, J. Gendron, J. Harton, T. Hoey, C. Jewell, D. LaFond, R. McClamrock, R. Moslehi, D. Myers, A. Olin, G. Petry, B. Pyszczymuka, A. Richie, G. Robinson, P. Romain, M. Seidel, R. Tolley, E. Torgersen, M. Tuohy, C. Walcek, M. Weiss, L. Wilder, L. Wittner, K. Thompson-LaPerle

I. Approval of Minutes

Minutes were moved by P Romain, seconded by D Myers. All approved with minor revision and 4 abstentions.

II. Review of LM (Labor/Management) Notes

Interim President Stellar attended for a portion. The costs of last year's contingents raise to the \$3600 minimum overshot the budget a little so administration must compensate either via next year's \$300K or with deans making up the difference. UAlbany is committed to raise salaries again in fall and still has a \$5K minimum as goal. There have been discussions of shorter and longer term models moving contingents to tenure or other models. Performance program and evaluation rates are improving. The simulated lab issue from the DA was raised. Management assured Labor there are no such labs on our campus so UAlbany is not facing this issue immediately (the EC noted SUNY Senate is gathering information on the experience of the labs, asking schools to share information and that BIO at UAlbany now uses simulated frog models so B Benjamin will email all members for more information). There is a meeting scheduled regarding School of Public Health issues with the new dean. The issues with civil service exams not being offered often enough, hence candidates lists are depleted and there are difficulties filling these positions, were brought up. This is out of the U's and UUP's hands and there is no obvious answer. Labor asked again for UHS data. Related to recent weather, Labor was told supervisors have the authority to allow work from home, but no policy will be issued on this. Regarding the contingents committees B Hedberg stated their reports are coming. The EC noted John Giarusso was asked for a copy of the outside vendor report on campus accessibility and was told he is still waiting for the final report

III. Discuss Chapter Election

The EC was reminded that ballots must be received at the UUP Statewide office by mail by 4/12/17. Ballots were mailed to home addresses. If a ballot wasn't received members should request an alternate ballot. All were asked to vote and to encourage colleagues to vote. When more are seen as voting in elections and engaged it makes a difference in contract negotiations. We can easily recruit new EC members with a single write in vote on the election ballot, and EC members were encouraged to recruit likely participants to join. The general membership meeting is a members-only meeting, but non-EC members are welcome to visit an EC meeting (a heads-up to the president is requested since some discussions and votes may require closed session). The EC was reminded to use only non-edu email to discuss union elections. Reminders to vote may be done using .edu, but not campaigning. Elections information can go on UUP bulletin boards.

Candidates Forum debriefing: There were 173 at the General Membership Meeting 3/9/17. The EC was concerned about lower turnout than in past years, but reminded that this is a pretty good turnout and better than many chapters. It was noted there has been some apathy in Senate participation too. The EC values contested elections and democratic process. The EC appreciated diversity in the union and noted many more are involved now. Members appreciated the forum and wanted it to continue it, stating it is:

- an opportunity to hear what candidates have to say and ask them questions
- a venue to “say your piece” and to ask questions
- an opportunity to see officers and talk to leadership about concerns
- another way to publicize the election
- an opportunity to meet and visit with other members across campus/the campuses.

Recommendations for future included that:

- speakers/candidates introduce themselves
- speaker/candidate names be visible in front of them
- since many professionals don’t attend because supervisors require them to take time off, Benjamin noted-union events tend to be over lunch hours to facilitate attendance at HR’s request, and employees are permitted as service to the U to participate in union activities, Benjamin ask HR to formally remind supervisors to allow staff to participate (M Seidel stated general membership meetings are not covered under contractual leave, but EC, committees and DAs are)
- there be more work beforehand to get more members to participate as candidates
- candidates should not be promoted by standing officers
- there should be a debate process for contested positions
- There should be a minimum number of attendees to continue the meeting (members usually start leaving before the end of the general members meeting)
- UUP find more ways to invite participation and to hear from members about their perception of the union and what they would like to see.
- we ask how other campuses handle such fora.

It was noted that the newsletter, which is mailed to everyone, has been a good vehicle to announce deadlines, encourage people to run and add ballot write-ins, and provide information about candidates.

IV. Food Pantry Walk 4/30/17

The Food Pantry Walk will be Sunday 4/30/17 from 2-4pm. There will be UUP T-shirts. All funds go to the St Vincent de Paul Food Pantry which meets the needs of students and contingents on our campus. The Food Pantry Committee was thanked for their work. A flier and information have been distributed around campus, there is online registration and capability to pay/donate online, a Facebook page, and all walk details have been arranged (from permits to port-a-potties). All were asked to spread the word about the event. Volunteers are still needed for the day of the race. Everyone is welcome. The EC was encouraged to invite friends and family. There are plans to have a donation box at EC meetings and in the UUP chapter office. The pantry prefers cash donations, but personal care items are also welcome since the pantry cannot purchase these.

V. Membership Drive

Fee payer (faculty and professional represented by UUP who have not signed member cards) lists were provided. Of 380 fee payers 100 are new to the University. B Benjamin thanked all for helping get 80 signed since December. Areas with the most fee payers include Social Welfare, Criminal Justice, Athletics, Physics, Chemistry, and National Security. Many are part-time academics/grad student adjuncts and don’t know about signing the membership card. All were urged to choose some names from the list to contact to help get members signed. This is an ongoing process since we are always hiring.

VI. JLMC Workshop Fees

Joint Labor Management workshops were paid for either by statewide or JLMC funds in the past, but this year they did not pay and invoices came to the Chapter, \$200 each for 2 workshops (UUP got invoiced for lunches, UAlbany HR got invoiced for the room use). UUP has paid, but we should consider what we gain from hosting these day-long trainings (that we do not lead) on our campus. They are regional, not just for UAlbany. A few from UAlbany have attended in the past.

VII. Updates from Officers, Senate, CAP, Committee Chairs

A Olin moved, L Wittner seconded and all approved that the chapter provide \$100 for refreshments at a forum for full-time contingent faculty on workload creep issues. This was originally rolled into the CAP project, but we don't know its status. If it is not approved, this funding will cover it.

VP for Professionals and statewide Membership Development Officer, T Hoey, encouraged all to get more members signed, stating-in membership drives face-to-face contact makes the difference. He also noted there will be a performance program/evaluation workshop on the downtown campus 4/18/17, which will be helpful to both supervisors and their staff.

A Olin provided a Treasurer's report. The chapter received its January allocation in late February/early March with \$600 more than estimated. Still, she needs to move money from savings to make payments. A Olin moved and D Myers seconded that the treasurer be permitted to move \$2500 from savings to checking. All approved (none opposed, no abstentions). As a member of the statewide finance committee she'll be attending a 2-day planning meeting and share any news.

Funds are available to committees, but B Benjamin reminded the EC that requests for funds should come from committee chairs to the president or to the EC for vote. If time is an issue an online vote can be arranged.

The EAP Meet & Greet at the end of February was very successful with 80 people attending and good donations to the St Vincent de Paul Food Pantry.

Regarding the DC March for Science if people plan to attend M Weiss can be a resource for tips on navigating the DC area. She has been based with the political science program there. There is a parallel march planned in Albany. Information will be sent around.

VIII. Other

- In advance of the meeting, an EC member emailed all EC members about some concerns regarding elections and chapter committee work. Parts of this were discussed at the meeting. Among the issues addressed was a charge that the names/contacts of committee chairs and members were no longer listed on the website. It was noted that committee chair names are listed online. The EC was reminded that the decision to not list committee member names was made a few years ago in order to protect vulnerable members who wanted to participate but not take a public role (untenured members had expressed discomfort). The EC member objected to the process by which this decision was made. Committee chairs are responsible for contacting committee members and setting meetings. It was noted that some committees were more active than others, and that some had not been meeting. A request was made that all committee meetings be posted to the website. Several committee chairs indicated that they were meeting, and that it would be logistically difficult to post every committee meeting in advance. It was emphasized that active committees are important for the Chapter.
- The UUP Chapter office will be moving this summer. It is unclear as yet to where.
- J Collins invited all to the Contingents Forum today at 3pm in Assembly Hall.

- J Collins urged all to vote in the upcoming Senate elections and requested volunteers for Senate committees (members should have an email about this), stating we all make shared governance happen. There are also two bylaws amendments up for vote, one to give votes to part-time faculty who have not been able to vote for their own representatives. The bylaws revisions require 1/3 of the 2400 voting faculty (i.e. at least 800 people need to log on and vote).

Meeting adjourned at 1:55pm. Minutes submitted by J Harton.