



**United University Professions
Albany Chapter**

Executive Committee

4.19.2018

B. Benjamin, E. Briere, J. Collins, A. Cybulski, T. Evans, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, A. Lotmore, A. Lyons, A. Major, R. McClamrock, R. Moslehi, D. Myers, P. Ng, A. Olin, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, R. See, M. Seidel, K. Smith-Howard, P. Stasi, B. Sutton, R. Tolley, M. Varisco, C. Walcek, L. Wilder, K. Thompson-LaPerle & Guest, S. Damhoff

1. Approval of minutes from March EC meeting (attached). Motion and second to approve. Delegate asked to amend minutes to clarify concern that voting in spouses as officers without disclosing was setting a precedent. Everyone voted in favor with 7 abstentions.
2. Announcements / Reports from Officers and Committee
 - a. Applauded the food pantry committee for their efforts. There were about 100-150 runners and walkers.
 - b. R. Tolley represented us well at a UUP conference, specifically a panel organized by Empire State College that focused on contingent issues.
 - c. Contingent reception was last week and was successful (used CAP money).
 - d. Funding request: Women's Concerns Committee wants funding for guest speaker for a sexual assault event; they are requesting funding for money for snacks and flyers. This would be agency fee money. It was noted that we are at or about our threshold for agency fee money. Everyone voted in favor with 3 abstentions.
 - e. Spring DA will be May 4-5 at the Desmond. People need to sign up for a room if

they need it. If people can't come for the whole weekend, they can come for the plenaries. There will be an election on Saturday morning. And, there is potential for discussions about the direction of the union (in light of Janus) and the contract. Delegate noted that there could be a rally at SUNY Central on the day of. Also, folks can still sign postcards and get them to Aaron before the DA.

- f. Aaron and Paul had a meeting with chairs from CAS. Shared with them some of the challenges and issues including academic workload. Did the President say "program cuts" at the unveiling of the strategic planning? Seems like he stopped just short of saying that. The phrases have been "re-allocation of resources" and "hard decisions." Would like the meeting with the chairs to be a regular thing.
3. Guest: Rev. Sandy Damhof discussed the Poor People's Campaign which is addressing poverty, racism, militarism and environmental justice. It will begin on May 13 on Mother's Day with 40 days of ongoing action, civil disobedience, rallies, etc. They are moving the dates up for UAlbany since students they will be occupied and heading out at that time. Thus, there is an event on Saturday leaving from the downtown campus and marching to the Capitol.
4. Discussion of Labor-Management meeting on contingent issues. There was a meeting with Bill Hedberg around the contingent proposals that we received. The first document is a guideline for hiring and terms of contingents. We noted that the 2 things missing there were timely notice of appointment letters and to give contingents 2 courses whenever possible. The second document was a set of steps in which part-timers can be promoted to senior lecturer and master lecturer (These are longer term contracts and includes increased pay rates). It was noted that there was no parallel path for full-time. The 3rd was pathways to permanency. This will be the hardest to achieve and gets the most resistance from Deans, our own members, and the President. That conversation seemed a bit stalled. So, perhaps we need to push harder for full-time lecturers to have a set of steps that the part-timers have. Discussed some of the issues with these proposals including how it potentially dilutes the potential of our research. We discussed our role in consulting on this with the university and our position on this issue. We are trying to create solidarity between tenure-track and contingent faculty. Also, we already have a title for full-time people who have been here for years, so give them respect and give them some security. These documents are a real improvement (step increases and longer-term contracts) in terms of where things stand now and have been a high priority for our adjuncts. We will keep updating on this.
5. Discussion of NYS budget and Taylor Law changes (M. Seidel). Legislature has offered

some protections for a bad Janus decision. If the Janus decision is “middling bad,” then the protections could help (if it’s really bad, then these things won’t even help). Within 30 days of employment, the public employer shall notify the union of name and contact info of the employee. A public employer shall allow a representative of the union to meet with the employee for a reasonable amount of time without charging leave credits in order to discuss employment conditions. Dues deductions start within 30 days with signed card. And, we can use on-line sign up. A union can designate a specific period of time when people can opt out (e.g. Jan. 1-31) so we can plan budgeting. When on leave of absence, the person’s membership does not end. If agency fee goes away, we don’t have the duty of fair representation; we don’t have to represent free riders (only on contract issues).

Regarding the budget, there was some money that was put into certain areas in the SUNY budget for the raises (not explicitly stated that it’s for raises). UUP statewide position is that there is plenty of money for them to do the first 2 years of raises.

6. Discussion: Chapter bylaws process (R. See). Statewide constitution and policy manual overrides everything that we would do with our bylaws (i.e. if there is a conflict with our bylaws). In terms of the actual procedure for changing the by-laws, the change has to come from a member of the union or a committee. There is an existing format which includes showing what the final version looks like. The proposal goes to the executive committee and membership so everyone can see what the proposal is. The executive committee has to be given a chance to vote on it; that vote gets forwarded on to the membership and the membership gets to vote on it. It would require calling a special membership meeting, then the membership votes and 2/3 will pass it. See Section 12.2 of the By-Laws.

Discussed the timing and strategy of such a proposal in relation to what might be happening with the Janus case. Delegate argued that such a proposal would potentially make it look like there is something nefarious going on with our leadership and it seems like a sideshow in terms of retaining members. It also implies that a wife will only do what her husband says. The plea was to not do this on the heels of the Janus case. Another member expressed agreement and the concern with our members and the need to do what is best for the good of the union and a sense of being united. The union is about family so it doesn’t make sense to block families from participating. We voted in term limits in the past. These folks are working hard and not getting paid for it. We need to be working together to address Janus. The question was posed - What are examples of the bad things that can happen when couples are serving together? The response was: “I’m not saying there have been problems. But, members want disclosure.” A member said that “it seems clear that the EC is not in support of the intentions of the amendment and

that it should be halted until the Janus case is addressed. If our body votes on this, we will need a list of reasons behind it.” Two members objected to having the discussion because it was not on the agenda.

7. Discussion of President’s Annual Report / Chapter work and goals
 - a. Vote on Chapter support for Chapter President Release time; as part of his application, A. Major submits an Annual Report about what we have done this year as a union. It was noted that there is an error on the date that needs to be changed. A. Major also submitted a worksheet with goals for next year. He has articulated agendas for academics, professionals, contingents, to address gender and other inequities, and to partner with community groups. A. Major noted that we are hiring organizers at the statewide level from AFT. He is going to invite Rob Trimarchi to the next EC meeting and some other active members to have a conversation about organizing going forward. P. Romain moved and J. Harton seconded to approve 10% Chapter support for his release time. It was noted that it is a very demanding job deserving of release time. Passed unanimously with no abstentions.

8. Quick vote – donate today’s “good and welfare” money to Kelly for “administrative professionals day”; J. Collins moved and P. Romain seconded. Passed unanimously with no abstentions.