

Albany UUP
EC Minutes – 8/23/17

EC Members Present: Z. Barta, B. Benjamin, B. Brooking, J. Creamer, A. Cybulski, M. Dzikowski, R. Friedman, T. Gaspar, J. Gendron, J. Harton, T. Hoey, C. Jewell, D. LaFond, A. Lotmore, A. Lyons, A. Major, R. McClamrock, D. Myers, P. Ng, C. Ocobock, A. Olin, G. Petry, L. Pyles, B. Pyszcymuka, G. Robinson, P. Romain, R. See, B. Shadrick, K. Smith-Howard, R. Tolley, M. Varisco, R. Vives, & K. Thompson-LaPerle. GUESTS: J. Dangler, UUP Statewide VP for Academics, T. Tucker, UUP Statewide VP for Professionals, P. Grondahl, NYS Writers Institute, & B. Seckerson, EAP.

1. Approval of minutes from 5/17/17 meeting – two corrections to the May minutes were offered.
 - a. D. LaFond asked that two issues that she raised be noted in the minutes in the “Other” section: that we need to go back to listing Committee members on the Chapter website, and that she would like the E.C. to take up the question of whether domestic partners can serve as Chapter Officers.
 - b. B. Benjamin noted that the phrase “Represent retirees” should be deleted from section 3; that Jim C. is no longer a delegate is not the case
 - c. Passed with 24 for and 2 abstentions and no opposed
2. Introductions and welcome of new EC members
 - a. A. Major explained the purpose of this body including policy-making, organizing strategies, and attending to the concerns that EC members bring to this body
3. Statewide membership and political advocacy initiatives (Tom Hoey, Tom Tucker and Jaime Dangler)
 - a. Janus Case – There are serious challenges coming down, particularly related to the potential hearing of the Janus case; the goal is to have an army of activists to fight back, a rapid response for activism, and to get people out to get involved in local politics and connecting with legislators. The guests explained what Janus is – Supreme Court case that is likely to be taken on in Nov/Dec but decision likely in Spring; same case as Friedrichs case. It will render UUP with an inability to have an agency fee, thus forcing us to collect dues on our own; agency fee payers would stop that day, thus decreasing revenues from Day 1 resulting in 1.5 million dollars in loss of revenue statewide, all while still needing to provide the same services we provide. Perhaps there is legislation through the Taylor Law to alleviate the impact and working with AFL/CIO to maybe mitigate some of the damages. Overall, the case would weaken public sector unions and their ability to do contract negotiations, maintain staffing, receive good benefits, etc.; we need to have direct member to member discussions so that they understand the implications.

- b. Constitutional Convention – It was noted that this would come at a tremendous cost. The NY state constitution provides us with protections and rights, but the ConCon puts everything on the table; we have no idea what could happen. There are well-funded efforts (e.g. Koch bros) nationally that are trying to make changes in state constitutions. It could effect the right to public education and funding, environmental protections and more. ConCon amendments could require changes in NYS law including the Taylor Law; public pensions could also be a target; we need to help members understand the issues and connect the dots
 - c. Contracts. CSEA got 5 years at 2%. Need to wait and fight it out. Want to have another EC meeting to do strategic planning about how to reach out to members to let them know that the contract exists and why it exists. Members can go to UUPinfo.org to learn more about negotiations (you will need your pay stub)
 - d. Union solidarity. We need to have a presence with union coalitions, helping them and them helping us, e.g. picket lines, etc.; private and public sector unions need to work together
4. Employee Assistance Program (Brenda Seckerson)
- a. Brenda reminded us that EAP is a negotiated benefit. She brought brochures to help promote its services. EAP is a confidential resource in terms of dealing with professional or personal stressors; EAP provides info/resources/referrals. We can remind co-workers that they are here. GSEU also has EAP as a negotiated benefit. Many institutions are getting rid of EAP internals and contracting the services out. Brenda is always looking for topics for workshops and article topics, too.
 - b. Motion for UUP to support Stress Less Month in November; hoping that UUP will take part as they have in the past; last year we donated a \$50 gift card and would like financial contribution or another gift card. Would be agency fee money. T. Hoey proposed a friendly amendment to make it two gift cards so that it is a \$100 contribution.
 - i. Motion passes with 1 opposition and 1 abstention
5. Review of LM notes from June and August
- a. See attached notes
6. President's Report and updates
- a. Trying to get a proper home on the campus. Thanks to Kelly for her help getting stuff moved around; now in the 3rd floor of Sociology department
 - b. BBQ on Sep. 7th; we need volunteers and will send out an e-mail. A. Major encouraged everyone to get new members there, bring a colleague. Motion to fund the BBQ; costs about \$4-5K in the past and will cost more this year due to tent. It is also the Fall general membership meeting. Passed unanimously with no oppositions and abstentions.
 - c. Attending new employee orientations; Will email lists of new folks
 - d. Delegate Assembly is October 13-14 in Buffalo. There is a procedure for observers to attend; they would not be not eligible for EOL; chapter would

have to pick up mileage, hotel, and meals for observers. January DA is in Saratoga and May DA is in Albany; this DA will be different with a focus on workshops/training, e.g., on contingent issues, mobilizing members and other topics.

- e. Motion: President can spend up to \$150 without needing permission, covering things like office supplies, phone bill, etc. Will report anything out of the ordinary. Passed with no oppositions and 1 abstention.
 - f. Motion to approve our lunches for the rest of the year through August 2018. Passed with no oppositions and 1 abstention.
 - g. Department Representative meetings have typically been held separately but thinking of combining them with EC people (there is overlap anyway) and to engage in strategic planning. Motion was made by Aaron and Adam seconded. Tuesday, Sep. 19 would be joint EC/DR meeting. Would have to put off things that we might want to talk about as an EC. Question was called and people approved. Passed unanimously with one abstention.
 - h. Suggestion made to bring a non-food item to St. Vincent's food pantry to our meetings; also, could put donation boxes in departments. Motion to match donations for food pantry that come in at BBQ up to \$500. The motion passed unanimously.
 - i. Documentary Studies Dept. has a film on privatization of public education that we are co-sponsoring in Page Hall on Sept. 8. Please pass the word and post flyers.
7. Reports from Officers and Committee Chairs
- a. Affirmation of what we are doing re: academic workload; it's hard to say what position the new administration will be taking but need to be vigilant; campus wide phenomenon by shifting burdens to academics and professionals; should be able to have time to attend a meeting and have a good quality of work life; respect people's leisure time; need to push back on that; tenure issues in terms of realistic time to get the work done. Solutions include workload workshops and guides to address workload issues. We need to have an understanding of where the lines are that can't be crossed by the administration. Could be combined with workshop on Family Leave issues
 - b. Will invite the new President to an EC meeting (Oct or Nov)
 - c. Will put together the Professional Concerns committee to address current and ongoing issues
 - d. Paul Grondahl, new head of NYS Writers Institute, introduced himself and the program; Discussed a program called "Telling the Truth in a Post-Truth World" (Oct. 12-14), which will be 3 days of programs with lots of guests and panels. It is free and open to the public and has many co-sponsors. They would like for UUP to be a partner. We will get more info and vote later. They would like \$1000 but it is a bit out of our budget; typically we have given more like \$200-250 for this sort of thing.
8. Contract Update (Bret Benjamin)

- a. Members can read the updates in the system. It is looking like January when a new contract will be funded; hoping to get a vote this Fall. The negotiations team is pressing hard for as much money on base to as many members as possible. PEF and CSEA received 2% raises across the board. The question is what goes on top of that; an additional 1% would be discretionary and not to base, but we want to have a say in how that money is distributed. There are also health benefits questions and issues of shifting costs in healthcare re: co-pays, drug co-pays, hospital co-pays, and deductibles for out of network costs. CSEA has some healthcare cost shifting but not as much, thus we need to hold the line on healthcare costs, and keep in mind the framework that they are working from. Members have brought up Family Leave and it was noted that it has been a priority from the get-go, focusing on scaffolding the statutory benefit of NYS Family Leave program with existing UUP benefits. Also, contingent faculty issues are on the table as well as issues related to the health science centers and hospitals.
- b. There was a discussion about sick leave v. pregnancy leave. Paid Family Leave is outside of sick leave; sick leave covers pregnancy. We need to get the maximum state benefits; it is a question of how to connect the statute with sick leave so that we get more benefit (i.e., more time, fuller % of pay)

9. New Business - None