

Executive Committee Meeting Minutes
UUP Albany Chapter
September 12, 2013

Attendees: B. Benjamin, L. Bickmore, P. Breiner, E. Briere, J. Collins, M. Earleywine, C. Fox, L. Gallagher, J. Gendron, J. Greiman, M. Grosshandler, J. Hanifan, J. Harton, F. Jaquez, J. Jurkowski, M. Knee, D. LaFond, G. Landsman, M. Manjak, R. McGlauflin, C. Merbler, G. Petry, P. Pinho, L. Pyles, B. Pyszczymuka, H. Scheck, R. See, M. Seidel, B. Shadrick, P. Stasi, I. Steen, B. Sutton, E. Torgersen, B. Trachtenberg, J. Uppal, E. Warnke, L. Wittner, and K. Thompson-LaPerle

I. MINUTES / INFORMATION

The **EC minutes from the last meeting were moved, seconded, and approved** without changes (all in favor, 0 no votes, 3 abstentions).

At each EC meeting a **good and welfare envelope** is passed for members to contribute cash. Funds collected create a small cash reserve which can be used for the good and welfare of all, such cards when a member is ill or dies and to fund small projects, etc.

II. LABOR MANAGEMENT NOTES

Labor/Management (L/M) notes are included in meeting packets provided prior to meetings to help keep EC members aware of the conversations between officers and management. While these notes are not approved by the EC, the President urges the EC to review them for discussion at each meeting to facilitate identifying agenda items for upcoming L/M meetings.

III. EC LUNCHES

The **procedures for EC meeting lunches will differ this year**. Because faculty can put money on their SUNYCard and get a discount on volume lunches, using one card will help us save about \$1000 this year. A check will be issued to the card-holder from UUP, Barry Trachtenberg in this case, to pay his expenses. Lunch expenses were previously approved by email.

IV. REPORTS

- A. **Officer Reports** were circulated in advance of the meeting. In the interest of time, no additional reports were made. There were no questions. Members were invited to contact the officers if new questions arise.
- B. Since many committees have not met yet, there were **no committee reports**.

V. INTRODUCTIONS

As promised at the last meeting, EC members took a few minutes to make **introductions**.

VI. ORIENTATION TO THE EC

The president provided an orientation to the EC and each individual's role as a UUP delegate for those who are new, but also to help all gain clarity and unity. Packets were provided with some important information including a list of chapter officers (the Assistant VPs, Eloise Briere and Eric Warnke, were inadvertently omitted, but will be included on the website version), membership cards for anyone who is interested in joining (all EC members should invite nonmembers join and participate) and a glossary of UUP terms which can be updated as needed. Materials will also be on the website.

UUP represents both academics and professional staff. There are 35,000 UUP members across the state representing 29 SUNY campuses and some other chapters in the system. Our statewide

UUP Office, which manages UUP and bargains for us all, is located at the NYSUT building in Latham and is where our state officers: Fred Kowal (President), Philippe Abraham (VP for Professionals and from UAlbany), Jamie Dangler (VP for Academics), Eileen Landy (Secretary), Rowena Blackman-Stroud (Treasurer), and Edison Bond (Membership Development Officer) are housed. UAlbany has about 1900 UUP members in its chapter, half academic and half professional. Today's meeting is the Executive Committee (EC) of UAlbany's chapter. Our bylaws are included in the packet provided. All EC members are elected representatives of this chapter and should take the role seriously. The President asked for meaningful engagement and active participating (no rubber stamping) and asked that everyone reads documents circulated in advance and engage in discussions. Three times a year there is a statewide two-day Delegate Assembly (DA) where the first day is primarily committee meetings and on the second union business is conducted (elections, resolutions, amendments to the constitution, etc.). Our next DA is 10/4-5. The DA is our statewide UUP legislative body and is important. The number of delegates sent is based on the size of the chapter. We send 13 academic, 12 professional and 1 contingent officer (we get 26 votes). Delegates are chosen in the order of the number of votes the individual received in our elections (if those with higher votes cannot attend, the next highest on the list is asked). Others can attend (even if not delegates) as observers. This is a good way to learn about UUP, what committees do and to participate in conversations. All EC members were urged to participate in chapter level committees which is where much of the work of the chapter is done. Our advisor and labor-management specialist (who knows the contract inside out and comes to EC and L/M meetings), Maureen Seidel, and chapter assistant, Kelly Thompson-LaPerle, do not vote, are not delegates and are not members of our union, but are essential resources. Monthly Labor Management (L/M) meetings are attended by Chapter Officers and representatives from UAlbany's administration and are a place where UUP can discuss concerns and proposals and share information with the university. We are not part of governance, we represent labor and the contract terms/conditions. Almost every unit on campus has a UUP departmental representative to listen to colleagues and share information and concerns. The President sends blast emails to all as needed, there is a chapter website with information, a newsletter, once a semester general membership meetings that any UUP-covered individual may attend. A Facebook presence and tweets are being planned. Getting feedback is a priority. Everyone should talk to colleagues and keep them informed about the union. Some eligible members (including adjuncts, contingents, part-time hourly teaching staff) do not know they are *not* members. While we all pay the union 1% dues, only those who have signed a union card are "members" and can participate in union work and vote; others are "agency fee payers." Pay stubs indicate "fee payer" or "member." There are other bargaining units on our campus (Research Foundation staff, for example, are not in our unit). The President encouraged EC members to ask questions.

VII. 2013-2014 CHAPTER GOALS

The chapter is assessing pressing campus concerns. Areas identified included:

1. Developing a **member survey** this fall to identify concerns and start dialogues. EC committees will develop questions. Resulting concrete data will assist committees and can be taken to administration with proposals. Social sciences faculty have volunteered to provide surveying research expertise.
2. Faculty have immediate concerns about the implications of **online education/Open SUNY** for faculty and students which should be addressed.
3. The **CNSE split** from UAlbany is in progress. UUP should be having conversations now about what UAlbany looks like post-CNSE to assist in planning.
4. There are concerns about **workload increases** around campus related to recent cuts. Tom Hoey is looking into ways to identify, categorize, and respond to these.

5. **Gender inequities** across campus are concerning. Fred Floss, recently from Statewide UUP, will be conducting research on our campus related to gender and salaries.
6. **Contingent concerns** continue to be a big problem.
7. **Diversity matters** are a priority for UAlbany as well as the chapter.
8. We should be engaged in more substantial **community outreach**.
9. Our chapter will be revising its **website** and developing additional electronic tools.
10. Continuing excellent **newsletters** as a source of information.
11. The campus continues to have **environmental and air quality concerns**, including cigarette smoke coming into buildings. With SUNY proposing campuses become smoke-free in the near future this is coming into greater focus.
12. Tax Free NY/**Start-Up NY** is being implemented on campus. The CAS dean recently met with chairs and asked what they are going to do to encourage entrepreneurship within their departments. UUP should monitor this for its potential to change the mission of the university and take university resources (space) from academic programs.
13. Contract implementation of **on-call/recall** needs to be worked out. UUP should solicit feedback from qualifying departments. In the new contract the campus president can designate positions (professional only) as on-call/recall and this can be changed annually. On-call is pay for the inconvenience of being on call (staying within a certain area/not going on vacation, responding quickly), while recall is a requirement to come in during non-work hours and must be compensated for these hours.
14. **Unfunded mandates** should be addressed, such as the implications of gen ed changes without allocating funds for implementation.
15. **Overdue professional performance programs** are grievable with the new contract. UUP should follow-up on late performance programs and also delayed permanent appointments.

VIII. COMMITTEE RECOMMENDATIONS

UUP committees represent members and can say things university committees, working for management, cannot. In cases where committee work may be in parallel, UUP can complement university committees' work, amplify findings and, reiterate/strengthen the message. The President provided a preliminary committee list. An officer liaison will be assigned to each committee (initials in parentheses) to facilitate information sharing. The committee to establish election guidelines was cited as missing from the list. The President is awaiting the response of a chair for that committee which will be included. **A motion was made, seconded and approved (all in favor, no abstentions) to accept the provided provisional committee assignments and committees were constituted** with the understanding that membership will be refined over the next two EC meetings. The bylaws state committees are open to members from across the university. Any missing names or changes to committees can be adjusted by contacting the President. The President asked that all committees meet regularly, begin to develop their agendas in the next 2 weeks, and tasked committees to identify key questions/issues for use in the member survey early this fall. Committees will analyze results in spring and provide a written report or white paper analysis of needs, resources and directions we should head. Committees should plan public events (workshops, focus groups, meetings with groups to ask questions and dialogue about issues/determine hot topics) which will make union work more visible. The EC can provide some funding (to be discussed at the next meeting).

IX. COMMITTEE BREAK-OUTS

Committees took a few minutes to meet, discuss goals and identify meeting times.

A. NEW BUSINESS

- A. The **Continent Concerns** Committee will be tabling in front of the Campus Center for Equity Week, urging a \$5000 per course minimum.
- B. The **General Membership BBQ** next week (9/17/13) requires table set-up, check-in, servers, clean-up, etc. Members volunteered. Those who did not RSVP may still attend, but only enough food was ordered for the RSVPs.
- C. In the interest of time **other time-sensitive proposals** will be managed via email.

Meeting adjourned 1:55pm. The next EC meeting will be 10/10/13 12-2pm.

Minutes submitted by J Harton.