



**United University Professions
Albany Chapter**

UAlbany UUP Joint Executive Committee/Department Rep Meeting

Minutes

9.19.17

EC Members Present:

M. Aso, B. Benjamin, E. Briere, M. Catrambone, J. Collins, A. Craig, A. Cybulski, M. Dzikowski, T. Evans, T. Gaspary, J. Gendron, M. Grosshandler, Z. Lawrence, A. Lotmore, A. Lyons, A. Major, M. Manjak, R. McClamrock, D. Myers, P. Ng, C. Ocobock, A. Olin, G. Petry, L. Pyles, B. Pyszczymuka, A. Richie, G. Robinson, P. Romain, M. Seidel, B. Shadrick, K. Smith-Howard, P. Stasi, B. Sutton, R. Tolley, M. Varisco, C. Walcek, & K. Thompson-LaPerle.

Dept. Rep. Members Present:

L. Arrastia, M. Bartoszek, S. Barnes, F. Blanchard, M. Bloom, A. House, P. Brainer, J. Dodge, L. Ellis, I. Fisher, J. Guyon, K. Hessler, J. Jerome, C. Kimmelblatt, M. Knee, D. LaComb, B. Levy, D. Lewis, D. Miller, J. Moran, M. Schmidt, L. Zhong

Regular E.C. Business

- Approved minutes from 8/23/2017 meeting – M. Dzikowski moved and M. Grosshandler seconded. The motion carried with 5 abstentions.
- President's Report and updates - (see attachment). There are no labor/management notes as the meeting was just held. Bret B. asked about the data regarding the University in the HS program and Aaron M. reported that we finally got it. The group discussed the issue of an increase in faculty teaching loads. It is important that we hear about the issue of increasing teaching loads from members. While the administration acts like they want to be partners they don't tell us their intentions around this and we only have information if members give it to us. We are trying to push back on this issue. We can only complain as it's not a mandatory negotiable item. Now Provost wants to redo all language in offer letters which they will bring to us after the deans review it. This is an issue

mostly on academic side but we need to get the info on the professional side. Paul S. reported that it was clear in l/m that management kept saying we needed to increase enrollment so you all have to work harder to serve them. Students = dollars. Parking issue? Aaron M: We're inviting John Giarusso to the next meeting. Management said that "Yes its a problem but there's not much we can do." They don't seem to have a plan although they are increasing the enrollment. Get all questions for him by 10/10 and we will submit to them ahead of time to get information at the meeting.

New Business Items

- Contingent Concerns – Rebekah reported on the Contingent Faculty Art and Research Event that will be held during Campus Equity week; it will spotlight the creative and scholarly work that contingents do (with very little support or resources). They are proposing to apply for CAP funding which would pay for things like food and invitations. They are requesting the EC's support for their application to CAP. Kendra moved and Zena seconded. All were in favor with 1 abstention.
- EAP – Marcia Catrambone discussed offerings for the semester. Let her know if you have suggestions for new offerings.
- CAP training- We need to send a team to train to do things that would be worthy of CAP funding. There will be good sessions such as one on labor history. The training is Nov. 2-4 and we will need to pick people to send.
- Upcoming Newsletter deadline is Oct. 1. The purpose of the newsletter is to frame issues publicly, raise issues, and vision. Anyone can submit something. One topic might be increased teaching load and how to fight back.
- Contract negotiations – Bret is limited on what he can say, but everyone is encouraged to take this info back to colleagues. They are on their 2nd year of work on the contract and have engaged in a full year of negotiations. CSEA and PEF have both settled contracts. The team is working on issues of money to base (want to move away from increases at managerial discretion and discretionary money that is not to base and to a small contingent of members), health care, and Family Leave (e.g., specific to academics, making tenure clocks stop). Hopefully, things will start to get finalized at the end of semester so that we can get a pay bill signed in January. It is possible that there may be a need for an informational picket on specific issues, in which case we would need people to show up! (demonstrating that our members are behind the process). Someone asked what the implications of not having a contract are. The response was that IDA, Drescher leave, and Dependent Care flex program may sunset.

- Segued into a discussion of funding. Campuses need to come up with the money for the salary increases. We bargain with NYS and when NYS gives us raises, the university is now contractually obligated. It has been the case that SUNY budgets haven't been given the funding, but SUNY has gotten tuition increases through SUNY 2020 so they can make this happen. Governors used to fund this but they haven't and SUNY hasn't stood up for itself (but the union has). Aaron encouraged people to do Legislative visits in the future. Patrick reminded people about donating to the VOTE Cope fund (which is NYSUT's political action committee that can pay for TV ads, actions, etc.)

Discussion – Key Issues

- Aaron M. framed the discussion around the opportunity we have to make unique contributions to the agendas we care about including workplace justice.
- The DR job description is attached to the minutes. It is important that DRs communicate what is going on in the unit
- One suggestion was that we think about broader issues that concern everyone, e.g. racial violence. We have policies on this campus in terms of how to handle equality, etc. Greta and Maureen can handle the individual issues so the EC/DR can address the bigger issues.
- Family Leave – we have no systematic policy. Can we bring it up through the contract and/or directly to administration? Currently, it is negotiated with chairs and deans, but there is no clear policy. We need a shift in the university culture on this. They can't deny FMLA, but how it will be paid remains a question (i.e., how leave accruals work and how it works for academic staff who don't accrue vacation time).
- Does union work count as service? It would be nice to have it recognized. It was suggested to just keep putting it into FAR and CVs. Some people have been told that they cannot put it into their FAR as service.
- Contingent raises – Even with the current raise, people who have been teaching for more than 10 years are not making any more money. The Pathways to Permanence Committee is working on these issues. Generally, contingents feel left out and left behind and the union still needs to keep the pressure on the administration to improve contingent pay.
- What can UUP do for professionals? One member reported a blow up in workload last year and they talked to Tom Hoey who walked her through the process and went through the contract. They asked for a salary increase (put together letter and performance programs) and it was successful. So, the process can work. We are working on getting supervisors to do performance programs (which is crucial for permanency, career advancement, etc.). L/M is working on a form to make the process more streamlined. We are unique as professionals in academia who have tenure (which is a union negotiated benefit). It is important to practice an organizing model (we are the union; we need to fight for this as members) vs a service model (the officers and staff will do it for us).
- Getting more involved - Is there one small thing that you could be doing for the chapter? What can you bring that interests you, a skill set you have, etc.? Fill out purple forms – what do you want to get involved in and how to push this forward?

