

General Membership Meeting
March 1, 2018

Attendance: (See Attached)

-The meeting began with a welcome and opening remarks from President, Aaron Major

-Tom Hoey, Vice President for Professionals and Statewide Membership Development Officer, discussed the rally in DC re: Janus and the opposition that was present. There was also a rally in NYC, and Cuomo stated that he will protect NYS workers regardless of Janus outcome. Tom reiterated how important the case is and that UUP still has to represent us whether we pay or not and we will be hard pressed to survive without it.

-Jerri O'Bryan-Losee, Statewide Secretary-Treasurer shared her story of getting involved in the union and reiterated the importance of the union

-Contract update – Bret Benjamin gave remarks noting that today is a statewide UUP day of action and that we are 20 months without a contract. The negotiating team believes they are on solid ground in terms of a 5-year deal with 2% across the board raises that will be retroactive. They also feel like they have narrowed down the range of topics that remain on the table which include:

-Discretionary money has always been to base; last round we had DSA (Discretionary Salary Awards) rather than DSI (Discretionary Salary Increase). We want to put that money back on base. We don't want to hand that money over to management; we need to be in charge of how it is distributed.

-Our contingent faculty remain employed without a minimum pay grade, longevity service, etc. and we want to make this right.

-Fighting for paid family leave; we have fought for it for a long time; we need to have something that integrates our benefits with the state statute.

-A set of job security proposals, particularly having to do with hospital staff. The hospitals generate about 40% of the revenue and only use about 20% of the revenue so we need to make sure that those employees are taken care of.

-And there are a few additional minor issues on the table.

-Overall, there is a sincere hope that we are closing in, but we haven't yet exhausted efforts on things that we think are core priorities for the unit

-Bret's remarks were followed by Q&A about the contract. Some issues addressed were:

-Regarding health care costs, there are modest co-pay increases but tiny compared to what they were asking; the most draconian requests have come off the table

-It is important to talk to colleagues about the issues and share the message that UUP is working to get us a deal and still fighting for things that we think are crucial; we are talking to SUNY today...we know money is tight, but it is in SUNY's best interest to have employees who are well compensated and ready to do their jobs

-A member recommended the book Dark Money about the Koch brothers funding an anti-union campaign

- We need to remember that when there are strong unions even non-union members benefit; unions have been one of the mechanisms of social equity in our country
- Flex spending accounts will likely get back up and running and hoping that the employer contribution can be retroactively added back
- Productivity Enhancement Program (PEP) allows professionals to trade vacation time for health care costs
- Members are asking for a multi-tiered health care plan. However, if we were to put in a middle tier plan, it would raise the cost of single or family plan, so it doesn't make that work

-The members present took part in the day of action by taking a picture to deliver to the President: "Tell SUNY: We deserve RESPECT"

-2018-2019 Chapter Budget (Alison Olin)

-Alison explained the budget to the members going through each category. Alison moved and Bret seconded. Unanimous with no abstentions.

-Paul Stasi, Vice President for Academics, talked about the Strategic Plan. UUP officers along with Senate Leadership sent a joint letter to the President asking for a place in the Strategic Plan as we believe that we have been left out. This triggered a meeting and it was cordial and they want to hear from us and the union will have a structural role going forward. Need people there in their capacity representing the union. We drafted a set of principles that we forwarded to them based on the idea that "Our working conditions are our students' learning conditions." The strategic plan needs to address things like salary compression, inequities, contingent pay, etc. They want to draw a sharp line between strategy and implementation, but we think these issues need to be addressed from the outset. We encourage members to go to the "Road Shows" and apparently there are going to be "Round Tables" after that. Jim Collins spoke from the Senate side and reiterated that we need to maintain persistence.

-Aaron Major and Patrick Romain gave a plug for VoteCOPE fund, a political fund that members can contribute to that pays for UUP's participation in political lobbying and other political actions.

-Aaron Major and Greta Petry spoke about the Campus Hunger campaign. On April 14, there will be a 5K with Sodexo with half going to Regional Food Bank and Half to St. Vincent's DePaul.

-There were a few questions and open discussion

-Meeting was adjourned

Submitted by: Loretta Pyles