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**United University Professions
Albany Chapter**

Executive Committee Meeting Minutes, April 5, 2022

Attendance: Aaron Major, David Banks, Monica Bartoszek, Jennifer Carron, Sheena Loughlin, Michelle Couture, Samantha Rider, Daniel Robbins, Lauren Casertino, Janna Harton, Meredith Weiss, Casey Kohler, Andrew Lyons, Laura Tetreault, Penny Strobeck, Alexander Dawson, Ronald McClamrock, Michael Dzikowski, Bret Benjamin, Deborah LaFond, Greta Petry, Paul Stasi, Zina Lawrence, Barbara Sutton, Alison Olin, Kate Coddington, Rob See, Cecilia Levy, Elizabeth Strum

EC Minutes from March 1 were approved.

President's Report

The Project Outline for Release Time was introduced. The hard work of our Labor Management Specialist was acknowledged. The Chapter got some movement on required trainings. For next year, Aaron is interested in strengthening the system of Department Reps, more focused meetings (in-person) and will focus on elections. Aaron will be stepping down after this term. Office visit drives can be re-instituted with one-on-one chats about membership. It will be beneficial to connect with outside community groups such as NY Renews, Poor People's Campaign, Catholic Charities, Coalition of Labor Union Women, Citizen Action. Welcome-back events in the fall, such as a BBQ will be important for membership, and there's funding.

Other suggestions made for next year include:

- Membership drives targeting new hires
- Members attending dept. meetings, especially for getting updates for contract negotiations, and to plug UUP
- Work on telecommuting guidelines
- Contingent and tenure issues
- Union-friendly by-laws in departments
- Budget metrics
- Shared education union work across the country is gaining traction and UUP is already influential. This should continue.

The Executive Committee voted unanimously that Aaron Major should receive his release time.

Officer Reports.

Contingents Officer - Skidmore non-tenure track faculty (170 people) request a letter of support from our UUP Chapter to Skidmore campus management regarding their SEIU unionization. This should be sent at the appropriate time. It was suggested that SEIU affiliate with AFT and NYSUT.

There was interest in circulating information on Poor People's Campaign events.

There was encouragement to attend the Shared Governance Committee to express concerns.

A motion was made to fund a member lunch for ITS department employees who have been heavily burdened. The discussion would involve scheduling, hiring, and work obligations. The motion was carried for the funding. Related to this, Aaron suggested any unit could have a luncheon to go over what UUP can do for them, with expertise from Aaron and our LMS. These would be useful listening sessions for developing action plans.

Draft Telecommuting Policy Guidelines

The Draft is intended for Professional Faculty and includes Librarian Academic Faculty. Presently the policy draft is worker-driven and gives guidelines to employees. Units are not equitable across campus, and summer months should be clarified. The 50% flexible telecommuting time is meant to be in-line with our negotiated State contract.

Suggestions:

- The document should reference other tools the campus can offer such as alternate work locations during winter and summer breaks.
- There are distinctions between GOER's policy of telecommuting and the tools we can use as UUP.
- Make it clear that the immediate supervisor should have priority in deciding about telecommuting arrangements
- Under #7 training – emphasize that telecommuting has to do with job description, not job title.

It was agreed that this was an excellent document to move the conversation along.

New Business

A concern was expressed over Academics being asked to do recruiting which is a great workload increase. There was agreement that this should be addressed.

A concern was expressed over heating in the Physics Building, a regular issue on the downtown Campus as well. There are issues across campus with old buildings that are slow to warm-up after a break.