



United University Professions
Albany Chapter

Executive Committee Meeting: Minutes

8.27.2019

1. Approval of minutes from May EC meeting (attached).
 - Minutes were reviewed and approved (5 yes, 6 abstained)
 - Delegate Assembly Meetings that will take place in October 25-26 at Rye Brook, NY; volunteers are welcomed.
2. Welcome new delegates
 - New members were introduced
3. President's report
 - President's report was distributed
 - There is a good positive momentum from last year. As we get going with the new academic year we are looking for member's input
 - Report from Labor Management committee included a conversation about when do postings for new/renewed positions actually occur. Management recognized the oversight that occurred with recent positions. They are working on the plans to streamline communication around these searches. When work force planning committee may be tasked with assuring the process is being upheld.
 - The Management shared an excel spreadsheet that resulted from the Work Force Planning committee that included any positions that were eliminated and the position that were approved. A point was made that only MC positions remained stable, the rest of the unionized positions are down, including PIF, RF, and CSEA. Members were interested to know the rationale for keeping up with the MC positions, when enrollment is down and other units are not receiving necessary support. One more point that was raised the changes in the teaching loads vs. administrative assignments. While faculty size may have remained the same, a number of faculty members have been given administrative assignments increases and therefore the teaching faculty capacity will decrease.
 - The mandatory training that is being rolled out and all employees are expected to complete the trainings. We discussed how and when the training should be done, including during the time of when job is being performed. It was not thought through that some positions cannot accommodate such schedules, including adjuncts or teaching faculty. Some other campuses provide stipends per each training for such personnel.
 - DSI discussion included compression and equity as well as the merit. These guidelines will be coming from State/SUNY, so management is waiting for that information. Maybe UUP can offer training or suggested practices for the

- chairs/department heads who will be making decisions about distribution.
 - Academic faculty annual review form was discussed.
 - Academic faculty not being able to profit from students by assigning their published texts.
 - Step system for full time lecturers was discussed.
4. Announcements / Reports from Officers and Committees
 - More than 30 members who reached out for assistance during the summer, which is higher than spring semester
 - Title IX training was offered during the summer
 - There were 5 non-renewals
 - 1/3 of the members generally younger very promising and good performing employees. What can university do to retain quality professionals?
 5. Campus sustainability initiatives (M. Malia)
 - Mary Ellen Malia joined the EC to share information about the UAlbany Campus Climate and Sustainability Plan. 17 UN Global Goals were utilized as a way to define sustainability.
 - The yearlong planning took place. UUP members were part of the steering committee that developed 6 priorities in a number of meetings where members of the campus contributed and edited the document.
 - Ecological Literacy
 - Impactful Research
 - Equal Access
 - Community Leadership
 - Carbon Neutrality and resiliency
 - Culture of sustainability
 - UAlbany Senate has passed a resolution to move the campus to Fair Trade Certified institution. M. Malia will convene a task force to work on these issues.
 - The members can be ambassadors and allies.
 6. Membership cards / general membership meeting
 - Introduction of Richard from UUP statewide. Over 290 membership cards were distributed by 19 members. The new employees while invited to the new staff orientation not many actually attend. The idea is to build a tight knit community of members and assure that membership cards are signed.
 7. Political action (M. Manjak)
 - Establish a more formal network for political action. The work that we do as part of the union is a part of the larger force that has effect on state, nation and even internationally.
 - Assessment of Worker's rights, report for 2019, 85% of the countries of 145 violated the right to strike, denied some all workers collective bargaining (80%).
 - National Voter Registration Day is September 24th and UUP can work
 8. New Business
 - Religious Observation Issue
 - "Instructors who will be absent from campus during a regular workweek for professional reasons (e.g., to attend a conference), religious observances, etc., while classes are in session, shall inform the Department Chair (or Dean) of

these activities in advance. Classes cannot be cancelled under these circumstances; instead, the instructor must find a replacement or present an alternative instructional plan (e.g., timed assignments via blackboard, have a colleague monitor a guest speaker, provide for a take home exam or assignment, etc.). Options must be approved in advance by the Department Chair or Dean.” How many units have been enforcing this policy? How far in advance should this request be submitted and approved? If the requests are denied who the appeal goes to?

- What are the new policies that are coming down the pipe? We should invite Kevin Wilcox to the meeting to have a conversation about the impact of these policies on the members.
 - Policy Planning Committee oversees new policy creation or enforcement. UUP is not part of the committee but committee have been consulting with UUP: oversee travel, profiting from sales of text books, review of academic faculty.
 - Labor Day Picnic – September 2, 2019, 12:00 – 4:30 PM in Colonie, Cook Park
 - Labor Day Parade – September 6, 2019 starts at Education building 6:00 PM
 - March for Science – September 19?
 - Fred Koval and Dan Brown met with Senators and will hold a Higher Education Hearings.
 - General Membership meeting – Monday, September 16, 2019 in Ballroom.
9. Open Discussion