



**United University Professions
Albany Chapter**

Executive Committee Meeting Minutes, August 31, 2022

Attendance: Aaron Major, Patrick Romain, Michelle Couture, Monica Bartoszek, Thomas Hoey, John Leirey, Joe Creamer, Wendy Roberts, Laura Wilder, Bret Benjamin, Marco Varisco, David Banks, Patrick Dodson, Kate Coddington, Zina Lawrence, Jennifer Carron, Janna Harton, Penny Strobeck, Alex Dawson, Kelly Thompson-LaPerle, Casey Kohler, Alison Olin, Andrew Lyons, Barbara Sutton, Deborah LaFond, Greta Perry, Lauren Casertino, Loretta Pyles, Meredith Weiss, Michael Dzikowski, Rob See, Sandra Vergari, Beth Strum

Guests: Margaret McLaughlin, Lydia Brassard, Mercedes Fabian

1. May 2022 Minutes were approved.

2. President's Report.

Mercedes Fabian, from the Anthropology Dept. will be working with organizing efforts.

Lauren Casertino did a lot to help ITS raise its voice on staff issues and telecommuting.

Office of Human Resources is going through changes, and we must manage our expectations for rapid responses. We have formal processes, but we try to solve member issues informally. This has been difficult lately with HR staffing shortages. Gary Evans (from Cortland) is the new Associate Vice President and Chief HR Officer. He has higher status than his predecessor and perhaps more leverage.

The campus financial report is disappointing because of usual lower enrollment than projected. There's a lack of confidence, a phrase that has come up often. Do we want to mobilize around mismanagement in projecting the campus budget? It was also mentioned the anticipated drop in tax revenues and stocks does not create a rosy picture for NYS.

While we wait for the new contract, it will be a low point for members. We need to make human connections with members and potential members.

3. Officer's Reports

Assistant VP for Professionals: We've fielded a lot of issues for Professionals without having a pathway to address some problems. Without administration's help, it's impossible to even set a time schedule for resolutions.

The Labor Management Specialist noted that there is a timeline of 45 for each administrative level to respond to an issue, up to the University President who has 90 days. No response means the answer is "no". Very frustrating. A contractual grievance is different, and we have more control moving a grievance along.

We are down 10-15% of positions increasing workload. Comp time can be given, or extra pay for extra service. If workload can be quantified and documented to have increased by 20%, it's possible to get that much of a salary increase. And a refusal to

negotiate is considered "improper practice". More people need to go through the grievance process, even if the time is onerous, because it makes a statement.

The Faculty Senate and its committees need people. It can be a louder voice with more participants. If you're secure in your job, consider taking part.

Officer for Contingents: HR puts a priority on getting people on payroll above getting out appointment letters which are always late. The late letters can stall Lecturer promotions. Communicate any contingent issues.

Campus Equity Week is Oct. 24-28.

Local and county labor councils are evening alternatives to those who are unable to make it to UUP meetings.

4. New Business

a. Budget - Chapter expenditures include member luncheons, Fall and Spring Membership meetings and administrative expenses, with \$150 for incidentals.

EC voted to contribute \$250 to the Solidarity Committee of the Capital District for their event.

b. Fall Organizing Drive

Margaret McLaughlin and Lydia Brassard were introduced as the Statewide organizers for mobilizing members. The effort is to get out invitations to join UUP by Sept. 12. A week of tabling/canvassing is planned beginning Oct. 8. There is a Negotiations Day of Action planned for Nov. 18.

Our Chapter Membership meeting is planned for Oct. 12 where Statewide will have materials and swag to hand-out.

5. Open Discussion: Questions and comments from Zoom attendees:

- No across-the-board 2% raises this year, so DSI should be utilized. There is IDA but receipts are due in March 2023. Drescher Award is separate as a program.
- Concerning Covid protocols, these haven't changed since Spring and probably won't tighten up again.

Respectfully submitted,
Elizabeth Strum