

**Executive Committee Meeting Minutes
UUP Albany Chapter
January 23, 2014**

Attendees: P. Abraham, B. Benjamin, L. Bickmore, P. Breiner, R. Friedman, J. Harton, T. Hoey, J. Jurkowski, M. Knee, M. Manjak, G. Petry, L. Pyles, P. Romain, M. Seidel, P. Stasi, I. Steen, B. Sutton, E. Torgersen, B. Trachtenberg, R. Vives, E. Warnke, B. Weaver, L. Wilder, L. Wittner, and K. Thompson-LaPerle.

I. MINUTES

Review of the minutes was postponed to the next meeting.

II. SPECIAL BUSINESS

Bret Benjamin and the EC recognized and congratulated Philippe Abraham for his 20 years of faithful service to UUP.

III. OFFICER REPORTS

President

- The president asked the EC to work together to plan ahead so that early each semester events and funds can be better mapped out.
- The only remaining piece of the contract is on-call/recall. **He will send a blastmail out next week.** Workshops about this are planned with outreach to the groups most likely to be called. Let UUP know of those who tend to get recalled so UUP can work with them.
- We are still waiting on the Individual Development Awards committee launch. The IDA awards (for conference travel, research grants, professional development, etc.) will be coming out soon. Let colleagues know and encourage them to apply for the funds.
- There are concerns about academic workload increases.
- CNSE remains a mystery. We hope to learn more at an upcoming meeting. Ongoing help is needed in identifying RF job postings on the CNSE website for jobs that used to be done by union members. There seems to be a hiring spree in light of the changes. It is essential for UUP to know about these immediately since there is a limited time to file grievances.
- UUP was invited to participate on a university parking committee looking into parking issues related to the new E-TEC building project. Eric Warnke will represent UUP. Members are encouraged to share any concerns with Eric.
- The governor's budget does not look good for SUNY. Ivan Steen and the president will work on political outreach. Legislature visit days/times will be set up. Members need to participate to make an impact. It is good to have people from legislators' districts. New faces are welcome. Legislators notice. Talking points are provided and teams coordinate beforehand what to say at the meetings. Get pointers from "old timers" who know from experience what's best to say. While it's important to stay on point, personalized stories are helpful (e.g. how's class size or deactivations affecting you?). Family and friends are welcome. Feb 12 is EOP/EOC advocacy day. There will be no UAlbany Day this year. Additional outreach is being managed through Larry Wittner

with the Albany County AFL/CIO. For those interested in local labor politics, this is a great way to get involved.

- Alumni may not be aware of what's happened at SUNY over the last 10 years. UUP has been stonewalled in the past trying to get alumni names/donor lists. **It was suggested that UUP Central used to have many coalition lists that may include alumni.**

Vice President for Professional

- There is a SUNY Statewide Senate meeting tomorrow and Saturday in the Campus Center. Some meetings are public and some are private (**Abraham will to send information to Benjamin for circulation**).
- On-call/recall is currently happening. Hoey got a call to be available in case of technical emergencies during the above senate meeting.
- The Professional Review Committee had 3 cases of employees who petitioned for raises and was successful in 1.
- There are 3 upcoming workshops. Fliers will be coming. Encourage members to attend.

Vice President for Academics

- A new statewide initiative going into effect this spring affects all students trying to get certified to teach in public schools. Effective this spring students must pass a new assessment, but the assessment does not test on what students were trained in. The tests cost \$300 and if they don't pass, they must pay again. All money goes to Pearson, a nonprofit. In addition, the scoring time takes too long to get proper placements. Faculty say there was not enough time to adjust the curriculum. UUP/NYSUT are working together to get changes.
- Post-tenure review concerns are coming up. Faculty are being examined for research productivity, in a manner that appears to be new, and being threatened with more teaching assignments if deemed not sufficiently productive. This seems to be happening without department, union, faculty governance input. It is unclear what the standards are and whether there is any distinguishing between disciplines and kinds of work produced in each discipline. This is also a real threat to contingents who will see their positions disappear if more full-time faculty take on extra courses. Will this extra work prevent faculty from promotion? Much of the work at the U is volunteer labor (program directors, sitting on panels/cmtes). There has never been an official clock to go up for full professor, but one seems to be implied now. The VP will be meeting with affected faculty to learn more and will be meeting with the CAS dean to discuss. Management has the right to review productivity, but how this is done is important (timeline, transparency, notifications, etc.). Workload must be negotiated. There must be due process. Several colleges seem to be doing this sort of thing. Send the VP concerns.

Vice President for Contingents

- We have been asking for part-time dashboard/information since August and finally received this two days ago. We will review the material and for discussion later.
- The VP has been working with GSEU on several events (last semester Halloween, Reading Day, May Day 5k materials, etc.) and another is planned for Valentine's Day, Friday 2/14.

Treasurer

The treasurer was unable to attend. The budget was submitted electronically to the EC in advance of the meeting.

IV. MEMBER ISSUES

Members were encouraged to share any member issues/concerns and asked to keep UUP posted on things they're hearing.

- Faculty were surprised to see finals on the schedule for Saturday this spring. This has not been the case before. **Maureen will discuss with HR.** Like changing spring break, this can cause difficulties for faculty with children needing to find additional childcare.
- A concern was raised about teaching evenings and having to pay additional fees for late childcare. Faculty may feel punished, not being allowed to teach PM graduate courses. The new contract has strong languages that management must take family-friendly views such on things.
- Heating/cooling has been an issue. When calling to request temperature modification, one area was told they would have to close the dampers (i.e. get no fresh air). There were complains of offices at 85°F and others at 61°F. Those with problems should place e-requests with Customer Service so these fluctuations can be documented. Deferred maintenance on the buildings is causing problems.
- Some have asked if UUP does retirement workshops. UUP has not, but Walter Apple (UUP's benefits retirement staffer) is an excellent resource. Brenda Seckerson in EAP has done these with HR in the past. UUP used to get names of people approaching retirement, but in the last few years were told we couldn't have that information--it was a matter of confidentiality. Department reps could share information/be a good resource regarding this.
- Several EC members find attending meetings difficult. Skype (or another similar option) might be possible to allow those with travel concerns to participate. **Kelly will check on this.**
- Has there been progress to recognize service work done as union chapter representatives? Seidel said to put all service in the Faculty Activity Report for faculty and in performance programs for professionals. If the supervisor refuses to put it in the performance program, add it in the write-in response section "I also participate in UUP and believe this is service to the U" and keep attaching that to every performance program as a paper trail. Similar difficulties arise when special service is provided to at the request of higher administrators but chairs don't count the value if it's not directly related to the department. Continue to add it so there is a record. University guidelines on promotion should say community service is important. Attending graduation is too.

V. PROPOSED UUP STATEWIDE CONSTITUTIONAL AMENDMENT ON EXPANDING E-BOARD

At the last EC we discussed voting to co-sponsor the statewide constitutional amendment to increase by two the statewide executive board members. Members asked for more information before making a decision. The estimated additional cost for adding two members is between \$6000-\$10000 per year which includes cost for hotel, travel, meals, etc. (per Eileen Landy at statewide). The amendment change was initiated by the Stony

Brook chapter, not western NY. At the last DA election all three contingents who ran were elected. There is no mechanism to reserve spots for any geographic area or constituency. The additional seats allow additional members (some of whom may be contingents) and a wider range of opinions. It was felt getting more people involved in union work was good. There are no specific implications for our chapter. Hoey moved to support the constitutional amendment as provided at the last meeting. Vives seconded. All voted in favor, none opposed, no abstentions. Benjamin will share the vote with statewide.

VI. COMMITTEE REPORTS

Due to a shortage of time committees will report at the next mtg.

VII. NEW BUSINESS

Members were made aware that Staples will now have post office substations in which non-union workers will be doing work formerly done by USPS union workers. The eroding of union jobs is a significant concern. Members were encouraged to think about other office suppliers when purchasing.

Meeting adjourned 2pm. The next EC meeting will be 2/24/14 12-2pm.

Minutes submitted by J Harton.