

**Executive Committee Meeting Minutes
UUP Albany Chapter
October 22, 2015**

Attendees:

M. Aso, M. Bartoszek, B. Benjamin, E. Briere, J. Collins, A. Craig, L. Gallagher, J. Gendron, J. Greiman, M. Grosshandler, J. Harton, T. Hoey, D. LaFond, A. Major, M. Manjak, R. McClamrock, D. Moslehi, D. Myers, A. Olin, G. Petry, B. Pyszcymuka, A. Richie, P. Romain, R. See, M. Seidel, R. Tolley, E. Torgersen, B. Trachtenberg, C. Walcek, L. Wittner, K. Thompson-LaPerle

I. Approval of Minutes

The last meeting's minutes were moved by J Collins, seconded by M Bartoszek. Revisions were requested. All but 1 approved, with no abstentions. There was an objection to the use of the term "consensus" in the minutes. A member indicated there was 1 no vote not recorded in the vote to approve minutes from the 9/28/15 EC Meeting. The minutes will be corrected to record this no vote. There was an objection to the use of members' names. A typo from IUP to UUP will be corrected. A request was made to add "More diverse perspectives could be invited." to the section III newsletter bullet. The question was called to end discussion and make the changes as they stood. There was a 2/3 majority (1 opposed, 1 abstention) to call the question.

II. Review of 10/20/15 LM Agenda

The agenda of the last meeting was included since the meeting was so recent that there was insufficient time to prepare the notes. At Labor/Management ongoing discussion includes the contingents report, SUNY Excels, performance based projects, better notification on qualified rank, Albany Med data being hosted in the new data center, Albany Law updates, the compact plan budget, and discretionary salary awards processes. Clarification was requested on the compact plan budget. Administration downplayed the importance of the budget stating the real budget is the base budget, and that the process would be better next time with a strategic plan and more consultation. Administration was unprepared for the 245 proposals they received. The Senate was concerned at the lack of formal consultation. The Provost's notion of consultation was to set up a group (as happened with Albany Law) with limited faculty involved. This does not constitute consultation from the perspective of the Senate. Faculty are being told after the fact, not consulted (instances include: the compact plan, performance budgets, creation of new colleges, the Albany Law agreement). Administration now needs to report data to SUNY regarding how 2020 fund were spent. UUP has asked for years where about hiring practices and where hiring priorities have been, about SUNY 2020, and performance budget plans. Concerns and any documentation of failure to formally consult with faculty should go through the Senate. Faculty must be educated about appropriate processes. Regarding DSA administration has stated they're committed to the idea of merit and unwilling to consider another process. Major will send a link showing compact budgeting allocations.

III. Membership Drive

Everyone in the UUP bargaining unit is required to either pay dues or agency fee, whether they support the union or not. A current Supreme Court case may overturn this by next summer, allowing non-members to opt out of the fee. Members have signed cards, agreeing to join and receive full member participation benefits. Most agency fee payers don't realize they're not members--they get emails from the president, money comes out of their check, they're part of the bargaining unit. Raising our rate of Members is essential as we go into contract negotiations. We have approximately 500 fee payers on campus. Over the course of this semester, we need to have a face to face discussion with all these individuals. We'll distribute this labor through the EC and Dept Reps, so that each of us are in charge of contacting a few people. When we meet, the focus should be not only on getting a signed card, but on having a substantive conversation with fee-payers to listen to their concerns and ideas. We have developed some talking points for these discussions, with a focus on contingents who make up the largest portion of our fee payers by far. The point was made that those near retirement should sign to be eligible to receive retirement benefits. Benjamin and Major went through the list of fee payers, and EC members

identified individuals whom they could contact, and suggested people who might serve as Department Reps in units where we don't currently have a rep.

IV. Officers' Report/VOTE-COPE - In addition to provided written reports:

President:

- Union dues cannot be used for political and electoral purposes. Contributing to VOTE-COPE is a way to provide funds for UUP's legislative action and such funds are needed. VOTE-COPE cards were distributed. If everyone would contribute \$1 per paycheck and increase that contribution \$1 each year, this would make a significant difference.
- The president is approved to spend up to \$200 without EC voting. This came up for the first time when a last minute call was received requesting funds for CAAMI (Capital Area Against Mass Incarceration). Benjamin donated \$100 toward their 10/18 retreat. The EC agreed with the decision.

VP for Professionals:

- The tailgate event on Saturday was fun, but was not as well attended as in the past. We need to consider how best to organize this event.
- The professionals contract negotiations listening session will be 11/10 at noon in HU354.
- Hoey continues to work on getting the employee longevity recognition event honoring 500 employees which has now been canceled 3 times. There hasn't been a recognition since 2008.

VP for Academics:

- 6 faculty can now be funded to participate in the national virtual (online) bootcamp for faculty diversity. 3 were sent last time. Regrettably the compact plan application was not funded so Trachtenberg is working with ODI to find future funding.
- Administration seems interested in the ombudsperson proposal, but initially wanted this to be more about conflict resolution. Trachtenberg or Benjamin will present this to the Senate in the next few weeks.
- All are invited to attend the upcoming Academic Concerns Committee meeting.
- There continue to be concerns about the evaluation of faculty via SIRFs. The provost and Labor Management are interested in this. There is good feedback from Academic Concerns Committee members. More will be reported to the EC at a later date.
- Plans are underway to convene the higher education reading group.
- Many academic departments don't have proper procedures in place and are using dated guidelines. Some departments don't have clear bylaws. Members of the Academic Concerns Committee are going to departments for information.
- The SEFA Campaign is underway and for the first time UUP scholarships are on the list.

Treasurer: The auditors' report should be available in November.

Contingents Officer:

- Campus equity week is coming up. We'll be tabling and can use help at the tables.
- On Thursday, we'll be silk-screening T-shirts
- There will be a contingents "listening tour" event on Wed from 10-12 in HU 354, for contingents to express concerns about the contract.

V. Old Business

- a. The budget discussion regarding savings-was tabled. Last year we exceeded the allocated budget due to rising costs (Sodexo increases, more people attending the BBQ, greater cost for president release time). There was a discussion about spending down savings which would allow us access to additional statewide funding. More information is needed.

VI. New Business

- a. All were asked to share maintenance of effort cards with students.
- b. SUNY's proposed changes to the Patents & Inventions Policy and Guidelines for the Management of Intellectual Property at the following links:
<http://uupinfo.org/negotiations/pdf/DRAFTIPPolicyKeyAttachmentsAugust2015.pdf>

<http://uupinfo.org/negotiations/pdf/BOTPoliciesrevised.pdf>

will be discussed at the next EC meeting. The EC was asked to start considering the changes to policy on patents, investigation, and intellectual property. SUNY tried to pass this quickly, but UUP insisted that any changes required negotiation. This will affect how those with patents get paid.

- c. Contingents plan to have a visible presence on campus daily next week, tabling M, T, TH and F with information for adjuncts and silk screened T-shirts, and a contingents meeting Wednesday 10am in HU354, a time to share contingents concerns regarding negotiations. All were asked to invite their department's contingents and ask them to give input to the negotiations team. Everyone was asked to wear red all week to support contingents.
- d. Negotiations information sessions will be held around campus for professionals and academics also. Details will be on the website and sent by e-mail.
- e. UUP hats and union promotional materials were provided.
- f. Romain moved and Collins seconded that we purchase 2 tickets to the NYS Labor Studies Association award event in November (agency fee). All approved.
- g. There will be an Albany Public Library "Literary Legend" event, discussing local authors and literacy issues on Nov. 14. UUP was asked to purchase an ad in the program. Romain moved that we donate \$100, See seconded, all approved with 1 abstention.

Meeting adjourned 2:00pm. Minutes submitted by J Harton.