

**Executive Committee Meeting Minutes**  
**UUP Albany Chapter**  
**November 14, 2013**

**Attendees:** B. Benjamin, L. Bickmore, J. Collins, C. Fox, L. Gallagher, J. Gendron, J. Greiman, J. Harton, T. Hoey, F. Jaquez, C. Jewell, M. Knee, S. Kudzin, D. LaFond, G. Landsman, R. McGlaulin, G. Petry, P. Pinho, R. See, M. Seidel, B. Shadrick, P. Stasi, I. Steen, E. Torgersen, B. Trachtenberg, R. Vives, E. Warnke, L. Wittner, K. Thompson-LaPerle

**1. MINUTES**

The **EC minutes** from the last meeting were moved, seconded, and approved with minor changes (all in favor, 0 no votes, 1 abstention).

**2. REVIEW LABOR MANAGEMENT NOTES**

The 10/24/13 Labor Management notes are not ready. Benjamin will circulate before the next meeting.

**3. OFFICER REPORTS & CONTRACT IMPLEMENTATION DISCUSSION**

Written officer reports were provided with pre-meeting materials. In the interest of time it was suggested that questions be directed to officers.

There have been contract implementation questions on campus and concerns about how best to implement the contract. Our Chapter arranged for DRP days to be flexible, allowing professionals to take the two days between 10/1/13 and 12/31/13 and faculty between 11/1/13-12/31/13. UUP insisted contingents whose appointments are only academic/instructional take furlough days on instructional days. Most departments seem to be honoring this. UUP also asked that all discretionary funds be shared across the board so each member got a portion. The University responded by distributing 2/3 equitably across the board on campus, and the other 1/3 will be distributed at the discretion of management as in the past, but via an expedited process (funds must be distributed by mid-December). The separate pool of money for part timers should ensure that they receive a fair share of the DSA money for the first time. UUP will work to plan a broader program next year.

This contract's implementation issues are very complicated and HR memos about them were not always clear (in the instance of calculating part-time instructional leave, the HR memo was potentially misleading), leaving members with many questions. Benjamin sent email to the membership clarifying matters to which management objected. Management threatened to revoke Benjamin's ability to use the University's email system for future communications with membership. Benjamin got input from the officers' and from our Labor Relations Specialist before sending these messages and he and Seidel are confident that those emails were factually correct and did not violate any laws or procedures. The contract formally allows UUP very little regarding email; we use the University's e-mail system at its pleasure. However, in this instance, management appears to be threatening action in a way that directly interferes with our ability to communicate with membership about terms and

conditions of employment. At L/M meetings UUP has been told to communicate via emails, not bulletin boards (management has not wanted to provide the bulletin boards required in the contract). Members agreed threats should not deter UUP from communicating to members about terms and conditions and that it is a crucial union duty to share information and union positions. This issue reiterates the importance of immediately moving the chapter's website off the U's server so that UUP can communicate in detail and unimpeded with members. In addition EC members were urged to provide Gmail/non-U emails for communications. The officers will seek immediate guidance from Fred Kowal and John Marino at statewide and determine how best to respond.

UUP needs to follow through on the on-call/recall portion of contract, but the U has not yet released its plans. M Seidel sent language to leadership so that we can educate members and will work on any resulting grievances case by case. Members with questions/concerns should not hesitate to ask.

In addition, the UAlbany student paper is writing an article about contract implementation, the Graduate Student Association published an open letter about the furloughs, and there was discussion of posting furlough informational signs.

T Hoey's VP Report was provided at the meeting. 1) UUP asked at Labor Management for a memo recognizing milestones for employees (such as 20, 25, 30 years of employment, etc.). This would be a morale booster. Management agreed to do this last year and confirmed several times. In our last LM meeting, Management informed us that this was too much work and that they could not complete the task. UUP will continue to bring it up again in the new year, but UUP might consider doing it ourselves if the U will not. 2) UUP officers met cordially with CNSE members reiterating we don't know what will happen with the CNSE split, but we still currently are their union chapter and are here to support them. They expressed some interest in forming their own chapter. There had been some job postings in CNSE that had been union positions so UUP had inquired why they were no longer hiring union members. This got back to CNSE management, who were not pleased. This is our job, however, and we will continue to monitor CNSE job postings to ensure that no UUP positions are being filled on Research Foundation lines. 3) Hoey's department director is from the province in the Philippines worst hit by the recent disaster. Hoey will share information about how those interested may assist.

#### **4. BUDGET REVIEW AND PRIORITIES**

Budget materials were provided. Categories are flexible except for agency fee. Funds roll year to year for general expenses which are largely fixed unless we make changes. Two categories were discussed, agency fee (\$1445) and workshop expenses (\$2500). Workshop expenses are for events/outreach/education/union work related to terms and conditions for the chapter. If outsiders come in, this is not related to terms and conditions so must be paid by agency fee. We must think about what committees want to do, where funds fit in the budget and use resources wisely. Committees were asked to consider what is needed and plan ahead, keeping in mind that campus catering costs have increased.

## 5. COMMITTEE REPORTS

Benjamin thanked everyone for their effort on chapter committees. We now have 100 people working on the committees across campus.

The Professionals Committee is focusing on four key concerns: a) timely performance programs/evaluations and a related workshop, b) increased workload issues (demands for more work with fewer resources), c) bullying and harassment, and 4) health and safety in the workplace. Professional Concerns will set up workshops on performance programs, bullying, and on-call/recall in the spring.

The Women's Concerns Committee reported that Nualla Drescher is willing to come to campus to speak. Women's Concerns is talking with the Affirmative Action Committee about creating an event discussing the Drescher Award. The committee is also worked on survey questions.

The Solidarity Committee is focusing on 1) opposing the GE plan to shut down capacity at the plant in Fort Edward and terminate 200 workers in a cost cutting measure (Fort Edward employees are making \$25/hr, new jobs are moving to Florida with an \$8 starting wage, 2) providing delegates to Albany County's AFL/CIO where we can bring our concerns and learn their needs, 3) fair trade issues (a transpacific partnership to undermine the labor movement is being negotiated secretly and rushed through without amendment), 4) action items (participating in and sharing a series of upcoming rallies). Contact Larry Wittner if questions.

The Legislative Outreach Committee is working to update legislative outreach, talking to assemblymen, senators and officials. UUP's statewide priorities include expanding political influence. An event is being planned for Dec. 5, where Jack McEneny, former assemblyman, will share insights in how best to speak with legislators. All are welcome. Contact Ivan Steen if questions.

## 6. PRESIDENT'S COMMITTEE RECOMMENDATIONS

Benjamin wanted more time to discuss items #6 and 7 and asked to hold these in abeyance until the next EC.

## 7. OLD BUSINESS

- a. Electronic voting policy (see #6 above)

## 8. NEW BUSINESS

- a. The Outreach Committee requested sponsorship of a legislative training session for up to \$200. Moved I Steen, seconded T Hoey, all voted in favor.
- b. The Membership Committee is planning a department rep workshop with a lunch on December 4 at noon in CC375. E Warnke moved funding be provided for the lunch (maximum food costs at \$12.50 per attendee). Seconded by B Trachtenberg. All voted in favor.
- c. The Peace & Justice and LGBTQ Committees asked for EC support to co-sponsor a "Progress Toward Equality" event with agency fee funds. D LaFond moved

there be a \$75 named co-sponsorship with help in sending out materials for the talk. T Hoey seconded. All voted in favor.

- d. The Technology Concerns Committee will host an online education workshop Monday 12/2/13 430-630pm in Assembly Hall regarding OpenSUNY, MOOCs and seamless transfer issues. F Cox proposed a motion that up to \$200 be allocated for the event (\$150 for food and \$50 for the room rental). T Hoey seconded. All voted in favor.
- e. UUP was asked to contribute to the U's holiday gala by helping subsidize member tickets. This would mean using nearly the entire agency fee fund budget and members did not want to do that. There was discussion about providing instead gift cards/certificates for a raffle and poinsettias at the tables, but it was argued that this is still agency fee and does not seem to be the best use of funds. It was suggested gift cards could come from Good and Welfare. An e-motion will be written up and voted for online. Members should raise pros/cons in the online discussion period before the vote.
- f. In the interest of time the EC was asked to email L/M agenda items to B Benjamin/officers.
- g. UUP sent Barry Trachtenberg a get well basket. Trachtenberg thanked everyone for their good wishes and for covering his responsibilities. Candy Merbler is dealing with some health issues, but asked that the chapter not send her gifts. Everyone was encouraged to send her an email/offer help.
- h. E-motions since the last meeting.

e-Motion: The Contingent Concerns Committee requests funding of up to \$50 in conjunction with Campus Equity Week. The committee will be tabling in the Campus Center on Thursday Oct 31, and Friday Nov. 1. Funds will be used to purchase Halloween candy and other supplies for this important outreach/educational effort, designed to draw attention to the working condition of contingent employees. Motion passed by e-vote: 38 yes, 0 no.

e-Motion: Steve Kudzin moves that the Executive Committee approves a donation of \$50.00 towards the University's Holiday Gala. This donation would be funded from Good and Welfare moneys. With these funds, the University at Albany's Social Committee will purchase two \$25 gift cards to local businesses (exact locations to be determined). Motion passes by e-vote: 27 yes, 0 no, 0 abstention.

Meeting adjourned 2pm. The next EC meeting will be 12/12/13 12-2pm.

Minutes submitted by J Harton.