

**Executive Committee Meeting Minutes
UUP Albany Chapter
November 15, 2016**

Attendees: M. Aso, B. Benjamin, E. Briere, J. Collins, A. Craig, J. Gendron, M. Grosshandler, J. Harton, C. Jewell, D. LaFond, R. McClamrock, D. Myers, A. Olin, G. Petry, G. Robinson, P. Romain, M. Seidel, B. Shadrick, P. Stasi, R. Tolley, E. Torgersen, M. Tuohy, R. Vives, C. Walcek, L. Wilder, L. Wittner, & K. Thompson-LaPerle

I. Approval of Minutes

Minutes review was postponed to December.

II. Review Labor Management Notes

III. Implications of Presidential Elections

Implications to unions and organized labor are concerning following the election. Supreme Court nominees, social policies, the right to organize and collectively bargain, and democratic values are at risk. There are implications for immigrants, women, people of color, Medicare, Medicaid, social security, public services, federal rights to work laws, and unions' agency fees which would be a significant financial loss. 27 cases like *Friedrichs* (from this past year, or worse) are in the pipeline. A Democrat filibuster, the roles of state sovereignty, and a constitutional convention in the next election cycle are possible, but opening the statewide constitution could be damaging for labor. We must make the strongest possible case why UUP is beneficial to all members and why people in the short term need to affirmatively opt into union membership. We need to renew our membership efforts to get people to opt in and make a clear argument for why unions are so important, what we've been doing (benefits, contract, increasing part-time salary from \$2800 to 3600 and possibly to \$4200 by next fall, clarifying promotions guidelines, SIRF report, up-to-date performance programs, etc.), the benefit of a unionized workplace short and long term, protections for members (e.g., discipline, grievances, salaries, vision/dental benefits). UUP makes UAlbany a better workplace. It may be helpful to have programs to discuss what transpired in the election and we may need to have meetings to educate members about membership. All were asked to consider conversation events that would be helpful. We should ensure HR new hire packets and orientation include UUP information. UUP can get lists of new hires and contact them directly. A CAP (Chapter Action Program) new employee/member mobilization project was discussed.

IV. Updates from Officers, Senate, Committee Chairs

- B Benjamin reminded all that contract negotiations updates are available at the UUP members' only portal. Negotiations are moving faster. Our sister union, PEF, has reached a tentative agreement.
- There are ongoing discussions with the university about E Campus, now called the Health Sciences Campus. Concerns include BOT policies being violated around the appointment of department chairs and concerns related to faculty voting, review and composition of committees for tenure votes, etc. Dynamics are complicated by having both SUNY and Department of Health (Wadsworth) faculty.

- UUP just received academic hiring data from the U that we have been requesting for several years and is now analyzing where losses and hiring happened, where the gains are, and the composition of full-time, tenure line faculty relative to part-time faculty. Humanities, Arts, Social Sciences are all showing serious declines in full-time, tenure track lines. The composition of the U is shifting. Concerns related to priorities in faculty hiring should be inserted into the strategic planning discussions.
- UUP is working with The College of Engineering and Applied Sciences faculty to establish procedures for tenure and promotion cases (mandatory subjects of negotiation). Anytime evaluative procedures are developed or revised, UUP should be involved. Please keep alert to this, and let your colleagues know to get in touch with the union if by-laws or procedures are being unilaterally changed.
- UUP continues to work on getting up-to-date performance programs and evaluations and has been asking the U to provide a list of overdue programs. The U has shared the percentage of current programs but not the names of those without current programs. UUP may be forced to demand the information via Taylor Law.
- Faculty and professionals are being asked to attend more outside of regular work hours events (commencement, admissions fairs on weekends, evening events). There are ongoing concerns related to professionals' comp time. If units are not giving appropriate comp time, members should let B Benjamin know.
- The Performance Enhancement Program has been extended. Benjamin encouraged everyone to use it.
- J Collins reported on the Senate surveys of shared governance begun in 2014. There has been much controversy because it has been critical of the leadership. The survey was redone with 20% of the constituency responding again with much criticism of leadership, but also a common concern for contingents and a lack of representation in Senate. The Governance Council is working on this and presented it to Senate and also uploaded it to the website. There is a forum planned to discuss it in February. A recommendation is that Senate partner with UUP to lobby and advocate jointly. In the past Senate and UUP did not work closely, but statewide UUP and Senate are doing it and it can work. All were strongly encouraged to participate in the upcoming strategic planning sessions and review and comment on the futuring papers. All were invited to participate in the Concert of Ideas 12/9/16 and the strategic planning session 12/10/16. This process will be a 5-year roadmap for the U. Senate and UUP are committed to working together.
- D LaFond moved and D Myers seconded that the Chapter donate \$100 in support of the Standing Rock Sioux tribe in its struggle over the DAPL. All approved
- L Wittner shared social justice concerns related to the Honeywell lockout (ongoing for the last 6 months – all were encouraged to help with funding – their unemployment benefits have run out) and LIU in Brooklyn where faculty and professional staff are locked out. He also discussed the Momentive plant in Waterford where 700 workers are on strike fighting for decent health benefits. We need to stand together and stand up for unions now. All were encouraged to support other unions and join picket lines.
- P Romain moved and J Collins seconded that the Chapter donate \$100 to the Kate Mullany House renovation in Troy to become a national historical landmark. Mullany was responsible

- for the first all-woman union in the nation. Funds go to a recognition reception 12/12/16 and gets a business card sized support statement. All approved.
- The e-vote motion 10/26/16 to fund a lunch for Departmental Reps and EC members on 11/16/16, 12-2 in CC375 passed, 33 in favor, none opposed, no abstentions. All were invited to attend.
 - B Benjamin shared he purchased two tickets to the Labor Religion Faith at Work Awards Breakfast (\$50/ticket). Fred Kowal is being honored with an award, as is Angela Warner from the St. Vincent de Paul Food Pantry directory. Since there are two direct Chapter ties, he purchased the tickets without EC authorization. He has a \$150 discretionary fund, but wanted the EC to know this was done. All supported this use of funds.
 - P Abraham is involved in the UUP campaign to help fund Doctors without Borders in Haiti following the Hurricane Matthew devastation and encouraged all to donate to help.

Meeting adjourned at 2:10pm. Minutes submitted by J Harton.