



**United University Professions
Albany Chapter**

Executive Committee December 18, 2018

Present: E. Briere, J. Collins, J. Creamer, M. Dzikowski, T. Evans, J. Gendron, M. Grosshandler, J. Harton, C. Jewell, D. LaFond, A. Lotmore, A. Lyons, A. Major, R. McClamrock, D. Myers, G. Petry, L. Pyles, P. Romain, R. See, M. Seidel, K. Smith-Howard, P. Stasi, R. Tolley, M. Varisco, C. Walcek, L. Wilder, K. Thompson-LaPerle, Guest: Rob Trimarchi, Membership Coordinator

1. Approval of minutes from October EC meeting (attached). Motion to approve made by Marco and seconded by Paul. Everyone approved, with 2 abstentions.
2. President's Report / LM Notes.
 - a. Questions for Major from EC re: LM Notes.
 - i. Does HR have boilerplate language for GSEU going back and forth to UUP? Yes, HR has language. We hope to have even clearer communication about it. Students don't know from one semester to the next where their health insurance is, etc.
 - ii. Can you update us on Path to Permanency for contingents? We continue to ask for updates. The President has not shown any support for this, so we will have to push for some of this ourselves. Resolution passed last Spring in Senate in support of two of our other proposals for contingents, including promotions and salary increases after years of service, but if we want to fund it we may have to carve that out of the DSI money. The campus has also been trying to reduce the number of adjuncts.
 - iii. Can you explain the mandatory new employee orientation? They've always had half-day monthly orientations and have now expanded it to a full day. UUP now gets a half hour slot. They are now saying it is

mandatory, but how this will be enforced is unclear.

- b. Updated committees list – Vote to approve committee members. Had a good Professional Concerns Committee. Penny has agreed to serve as Chair of Food Pantry Committee. We have 3 reviewers (academic, professional, and library) for the IDA awards. We are waiting to hear on when they are ready. **All approved the list with no abstentions.**
3. Announcements / Reports from Officers and Committees
- a. Funding requests: Health and Safety. A member applied for a joint Labor-Management grant to bring someone in to give lectures on occupational safety in the fine arts and performing arts. The question was raised if this body might be willing to cover the speaker’s travel (roundtrip train fare). **Motion to support – Jim and Janna seconded. All in favor with no abstentions.**
 - b. Strategic Plan Implementation (M. Varisco) – There was an update sent to faculty/staff, but members of the committee did not receive it ahead of time. The Implementation Committee’s name has been changed to Advisory Council. The Co-Chairs of the 5 areas presented their “big ideas” and the committee made selections through clickers. It was unclear how the process was going to continue. And now there is an answer. They will fund 14 accelerators; only 7 were among the 17 big ideas presented to them. Some of the new ones sound great, including extra funding for PhD students. However, some of the “big ideas” that received the strongest support from committee members completely disappeared, e.g. a diversity initiative. There are 23 further activities funded through re-allocations. According to management, we are in the middle of a budget crisis (\$3.7-4.5 million). 14 accelerators total \$2.4 million in new allocations. There are also \$1.6 million in re-allocation projects. These numbers add up to a bit over \$4 million. They are not saying where the re-allocations are coming from. The most input they allowed the committee to give was by using clickers and then they didn’t take into account what the committee voted on. President asked people to stand up to show it was a joint effort and then proceeded to present things that they didn’t even agree to. We need to let people know that this process was not transparent.
 - i. Need to find some way to publicly denounce this show. Are there still allies in the Senate that would be allies in calling this out? Aaron talked to some senate members and didn’t seem to be particularly eager to take this up as an issue. It is a fiction in terms of faculty governance. Are there

other members of the advisory group that are concerned? One of the faculty members at large is displeased for sure. Could get other committee members to sign on to something in the newsletter. Could we ask to present to the Senate Exec Committee and then pass a resolution? We need to make sure we maintain alliances in the Senate. Could we go back and talk to Jim, Karen, and Zena and do it in a way that doesn't damage our relationship with them? Chair of the SEC is the Chair of the Senate and they invite guests, but you could put it through a council.

- ii. Concerns about the budget. \$1.5 million is being cut from academic affairs. In CAS, they are hiring fewer faculty than after 2008. How is that we are we in worse shape? Cuts to undergraduate education too – academic advising, student services. The other money is supposed to come out of cash reserves. We are spending \$4.5 million while somehow dealing with a deficit on the backs of employees and burning through cash reserves? We need to make this clear to people. Where did this money for new initiatives come from? What about increasing adjuncts minimums, and funding for academic travel, etc.? They are projecting \$4.5 million deficits for the next 3 years and yet the President's office has a slush fund for new initiatives.
- c. Elections (R. See) – Important dates for elections are: Jan. 10 – have to be a signed member to be eligible to vote and be nominated. The nomination forms are mailed out on Jan. 17-19. They are due back on Feb. 13. Will be posting weekly updates on the Albany UUP website about who has been nominated, so check to make sure you are on there. You can be nominated any number of times. March 6 – the ballots will be mailed and due back on April 10. Ballots counted and then results announced within about a week.

Need to make a decision about candidates' forum. We can do a member meeting late Feb or early March to pass the budget and then do a candidates' forum. It doesn't preclude us from doing another member meeting to have other kinds of discussions. Re: the newsletter, we can either send it out and have UUP do it or do it in house and pay for it. Newsletter deadline for candidates' statements would be Feb. 13. Thanks to Rob and the election committee for their work on this.

- 4. Discussion: Signing up new employees (A. Major and R. Trimarchi) – Since the Janus decision, there was concern that people were going to jump ship. It largely hasn't happened. It has only happened with about 41 people across the state; 3 at UAlbany. It is

challenging to get new people to sign their union cards though. Making a personal connection to a new member in their office is the best strategy. Right now, the new employee hire sessions are once per month. We get 30 minutes and we give them a good overview of what it means to belong to UUP. We get some cards signed then, but the real work is following up afterwards. We need people within the unit to go to the new people themselves which is more effective than the President doing that. Currently about 70% of new full-time employees are getting signed up. With funding by one or more anti-union groups, people are going door-to-door to get people to quit the union. If people have any questions about the union, send them to Aaron, you don't have to know all the answers.

- a. Aaron passed out a list of people who are somewhat involved in the union and would be good people to reach out to and see if they would run for EC or become a Department Rep.
 - b. We may have a good opportunity to address some of the budgetary issues at the statewide level. There were some positive results in November elections and could get some leverage to get Cuomo to fund SUNY. See flyer for upcoming 2019 advocacy days. Feb. 12 is UUP advocacy day.
5. Discussion: SUNY Sexual Harassment policy (D. LaFond). – Concerns about differences between SUNY resolution and UUP resolution. Does this preclude the university from being responsible for using Title IX and Title VII to adjudicate sexual harassment? Sexual harassment and sexual discrimination are different. You can't separate out different policies for different classes. Are sex-based harms separated out and what are the implications if your experience is intersectional?

This concerns employee relationships and employee student relationships. Board of Trustees have a set of recommendations but campuses have to develop their own. They are asking for comment until Jan. 6. Because it is a SUNY policy, they are dealing with it at the UUP statewide level.

Board of trustees has not moved on this yet. Chancellor has put it forth and the BOT has said let's get some comments from campuses. Parts of this affect terms and conditions of employment. UUP has reached out to the Chancellor's' office and they agree they have to meet with us. The unions have been making inroads. Asking for comment on employee-employee and employee-student consensual relationships. None of the campus Presidents want to deal with this at all. They don't want to deal with employee relationships especially.

Aaron will communicate with Fred and get a sense of how it is playing out across the state. Management, not surprisingly, hasn't raised it with us.

6. New Business

- a. Union cards are available for people to give to members in their units
- b. The "good and welfare" money was given to Kelly as a holiday gift
- c. Management's list of employees' DSA distributions will be made available in the chapter office. Aaron will try to aggregate the information as well.