

**Executive Committee Meeting Minutes**  
**UUP Albany Chapter**  
**February 13, 2017**

**Attendees:** M. Aso, B. Benjamin, J. Collins, L. Gallagher, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, A. Major, D. Myers, A. Olin, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, M. Seidel, R. Tolley, C. Walcek, L. Wittner, K. Thompson-LaPerle, Guest: M. Emanation

**I. Guest Mark Emanation, Senior Field Coordinator, Capital District Area Labor Federation**

The EC learned about workers at Momentum who have been on strike 106 days and strikers at Honeywell who have been out of work for 9 months. Professors and doctors who came out to strike in solidarity with the workers, gave money to those striking, brought hot coffee and donuts, etc. made a big impact on the workers. Many in the working class are anti-intellectual and had negative experience with education, so when the professors came out to support them they were awed. Despite making billions the companies continue to take benefits from workers. The workers have health concerns related to the work they've done for 40 years and their health insurance and pensions are being taken away (this after pay cuts already endured in 2009 and 2013). Many workers started years ago when these types of jobs were plentiful and they could easily leave one plant if unhappy, walk across the street and get another job. There are fewer jobs, workers are now older and have no other skills so have difficulty finding other work. There are concerns about the GE Plant contract ending this year. 42% of union workers voted for Trump because they and their children don't think the world will get better, they're just hoping it won't get worse and they were hoping in Trump's job growth promises. The reality is these jobs are not coming back. These are good, solid people who've worked hard all their lives but are now living at poverty level and need help from food pantries. We need to support them, tell their children it can get better, give them self-confidence, and let them know unions are not out for themselves. Union messages to the public need to be clearer—the public has the impression these were easy jobs and workers were overpaid, but these workers had 16hr/day shifts to make \$60K /year working much overtime because they had to. Emanation thanked us for our support and will let us know what is needed.

**II. Approval of Minutes**

Minutes from 10/19/16 were moved by P Romain, seconded by T Hoey and all approved with 3 abstentions. Minutes from 12/19/16 were moved by T Hoey and seconded by P Romain. All approved with 4 abstentions.

**III. Review Labor Management Notes 1/23/17**

The university is putting together a work group to address SIRF Report concerns (including use in instructor evaluation, low % of student respondents, departments have the expertise of how to evaluate their faculty). UUP and Senate were asked to recommend work group member names (the EC was asked to send suggestions to B Benjamin). There has been some positive movement on more current performance programs and evaluations. The critical conversation on the Humanities that President Jones promised will be Monday 2/27/17. CNSE may or may not be coming back to UAlbany—we were told by Management that there has been no substantive conversation. Students will receive an email inviting them to apply for the UUP scholarships.

**IV. Chapter 2017-18 Budget Approval**

The EC received the current and previous year's budgets with the proposed budget. Expenditures are consistent with the last couple years. There is more money in membership and chapter committee meetings because BBQ costs are increasing with greater attendance and we are now not permitted to put stakes in the ground for the tents. Newsletter costs were removed (these are unnecessary in non-election years), chapter release time and chapter assistant hours are figures

provided by statewide and depend on the next president's situation. The EC is making a conscious decision to responsibly spend into reserves as needed. When we get below \$10K we can ask for supplemental funding from statewide UUP. A question was asked for more programming to clarify mandatory reporting concerns. T Hoey moved to approve the proposed budget to go to the March General Membership meeting for vote, P Romain seconded, and the EC approved with none opposed and no abstentions.

## **V. Chapter Elections**

The deadline for candidate statements is 2/17/17. The General Membership Meeting/candidates forum will be 3/9/17 12-2pm in the Campus Center Ballroom. All are encouraged to nominate or self-nominate. B Benjamin thanked all who are running.

## **VI. Debriefing from DA**

- There will be a forum in the chapter to discuss with members the constitutional convention vote. UUP /NYSUT is strongly opposed. Unions are very concerned about the constitutional convention as it can remove collective bargaining rights and state workers' benefits, pensions and tenure. This is not a series of deliberations or discussions, but a general election. Millions of dollars from special interest groups could decide the election convincing voters through TV ads.
- Simulated labs are a concern across SUNY. Faculty in areas like Biology, Chemistry and Physics are concerned about the ramifications of using virtual video products instead of actual faculty and hands-on experience. Those in the physical sciences will be surveyed to determine if they are being courted or pressured by Labster or other companies with simulated lab products.
- Members had approached one delegate asking about why UUP doesn't have a more direct democratic process where all members vote on all matters. Our UUP constitution is set up so that we have representatives/delegates at DAs. Doing otherwise would require constitutional change, but there is always room for everyone to get involved. Questions were raised about a proposal from the State to UUP's Negotiations Team about Title IX and Clery Act reporting. Members have reported opposition to the State's proposals. Benjamin explained the State's proposals, and indicated that he would convey the concerns to the Negotiations Team, which has not accepted any of the State's proposals on this matter. When would members be able to vote on this issue? At the contract ratification stage, though feedback is welcome now during negotiations.
- UAlbany's chapter and faculty were instrumental in pushing for the sanctuary movement, asking SUNY to take steps to protect undocumented students and to declare campus sanctuary spaces, but there is room to go further. The statewide faculty senate is also on board.
- The march for science is coming (like the women's march). Grant funding and a national administration that does not value facts are very concerning.
- Strategic planning is a concern. No funding means no impact.
- Students are worried about deportation and their families and can't focus. They can't share their concerns because they don't know who to trust. International students are also fearful.
- Governor Cuomo is proposing free higher education. There are concerns that this may just be shifting money from existing financial aid programs. Will Pell Grants continue? Will TAP funding be raised so that campuses don't take a hit?

## **VII. Gen-Ed Recommendation to Reinstate US Diversity and Pluralism Requirement**

A few years ago the campus modified its gen eds eliminating the Diversity and Pluralism gen ed and replaced it with the generic Challenges of the 21<sup>st</sup> Century which allowed every major to offer this gen ed, instead of requiring students to take a broader selection of courses. Every student at UAlbany should take a course that looks at issues related to subjects like racism, sexism, xenophobia, etc. Well-defined gen eds get students out of their home departments and interacting in other departments. Students seem to be encouraged to ignore anything that doesn't have money

or the promise of jobs associated with it. UAlbany needs a more broadly liberal arts education. L Wittner moved, D Holmes seconded that the Senate be asked to look into this, all approved with none opposed and no abstentions. B Benjamin will submit this to Senate.

#### **VIII. SIRF Committee**

Discussed in item III.

#### **IX. NYSUT Higher Ed Lobby Day March 1-2**

Volunteers were requested.

#### **X. UUP Legislative Agenda Released**

UUP is trying to collaborate with UAlbany in its legislative work.

#### **XI. Membership Drive**

The EC was encouraged again to review the fee payer list provided (it's down to 340) and invite those who are not yet members. This is particularly important in departments without reps. Fee payer lists change each semester as new people are added so this is an ongoing need.

#### **XII Update from Officers, Senate, CAP, Committee Chairs**

- CAP funding from NYSUT remains available, but is ending soon. Several proposals were brought to the EC to consider.
- CAP funding is requested to hold two lunch-time seminars to get more fee payers signed by explaining the benefits of being in the union and why being in the union is so important particularly now. UAlbany's LRS, M Seidel, will participate in the presentations and discussions. We have about 350 fee payers. Not all will attend, but the chapter would like to plan for the possibility that as many as 150 participants might attend between the two events. We will submit a CAP request for up to \$3000 (\$2000 for an uptown campus meeting and \$1000 for a downtown campus meeting). P Romain moved, C Jewll seconded and all approved.
- P Romain moved and G Petry seconded that funding be provided for the Professional Concerns Committee which will host a meeting 2/28/17 addressing training in areas of most interest to professionals. Anticipated cost for lunch is about \$200. All approved.
- CAP funding for \$2000 is requested for two contingents lunch-time workshops. One will be about unemployment insurance and work as a membership drive. The other will be about workshop creep. Many contingents are not signed members, being unfamiliar with the union and its benefits and are unfamiliar with how to ensure they are covered by unemployment when needed. 50 participants are anticipated. P Romain moved, J Harton seconded. All approved.
- L Gallagher invited all to participate in the EAP's upcoming kindness project and meet and greet event (EAP is collecting personal care items—food pantries aren't funded for these). EAP know employees are overworked and stressed and offers programs to help.
- A new negotiations bulletin was just posted to the UUP website. Other unions are completing their contracts. Questions about the UUP contract should go to B Benjamin.
- In a February 24, 2017 online vote the EC approved (19 votes, no abstentions or no votes) to fund three Joint Labor Committee Workshops. The total bill will be around \$600. The chapter will try to obtain CAP funding to covert the total, but if that is not possible the chapter will pay.

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