

Albany UUP Chapter  
Joint Executive Committee / Department Rep. Meeting Minutes

February 20, 2018

Present:

Albany Chapter EC Members:

M. Aso, B. Benjamin, E. Briere, M. Catrambone, J. Collins, A. Cybulski, M. Dzikowski, T. Evans, R. Friedman, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, Z. Lawrence, A. Lyons, A. Major, R. McClamrock, P. Ng, A. Olin, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, M. Seidel, B. Shadrack, P. Stasi, B. Sutton, R. Tolley, M. Varisco, C. Walcek, M. Weiss, L. Wilder, & K. Thompson-LaPerle

Dept. Reps:

D. LaComb, E. Baldwin, S. Barnes, B. Mathews, J. Guyon, D. Lewis, K. Hessler, M. Bartoszek, A. Boysen, C. Kimmelblatt, M. Bloom, C. Levy, S. Vergari, I. Fisher, R. H. Miller, M. Knee, P. Breiner, J. Moran, V. Martin, J. Aini, J. Wang, J. Jerome

1. Approval of minutes from January EC meeting (attached). Moved by Tom and seconded by Greta. No discussion. Passed unanimously with 5 abstentions.
2. Discussion of December Labor-Management meeting (notes attached).
  - a. Re: professional salary increase guidelines, someone asked when members will be able to see them. Clarified that we have formalized the process for asking for promotions and raises. Management has developed guidelines for promotion and raises. We will make sure members have access to it.
  - b. Asked about hiring and contingent data and there is still no news.
  - c. Same with Pathways to Permanency proposals. We wonder what the delays are and why they are not including UUP? Provost said that they were up and available, but we haven't seen them. Senate is also trying to pursue this issue.
  - d. Question was raised about diversity numbers and whether we ever got that data. We may need to revisit that issue.
3. Announcements / reports from officers and committees.
  - a. EC vote on Chapter budget, 2018-2019 (A. Olin). Alison presented the budget. We are not overspending on the agency fee side. A lot of our money is member

engagement. We could ask for supplementary allocation. This is the first year that we would be eligible to ask because our reserves are below \$10,000. Spending down the reserve was done because we had a bunch of cash that we were sitting on and it seemed more important to engage people and do events, workshops, general membership meetings/bbq. In the context of the legal cases, we are spending money to increase member engagement. But, there have been cost cutting measures as well (food, newsletters, etc.). We've also tapped into other funds, including CAP. Motion to move and second. Everyone approved with one abstention.

- b. Food Pantry Committee (G. Petry). Asked for help to be at the EAP meet and greet with membership cards to meet with members and getting agency fee payers signed up. They are doing the 5K and trying to raise \$10K. They need volunteers to help with the event. Can also make a donation on the website. Several people volunteered to help.
  - c. Contingent Concerns - Requesting CAP funding for Contingents Awards Recognition Ceremony (April) which serves to promote Service Awards and to recognize contingent members who have been here for a while (do this in 5-year increments). Looking for up to \$2000 to provide lunch and gifts and to invite all contingent members. University should do it, they don't, so we do it. We need to show that we have approved this as a chapter. Greta moved and Jim seconded. Everyone approved and no abstentions. Also, the contingent concerns committee wrote Valentine's to administration asking for raises, etc.
  - d. Tom Hoey's update – There is a new program for help with mortgages. Janus will be heard on the 26<sup>th</sup>. No matter what happens, we can continue to exist if we reach out to members. Re: the UUP Listening session, we need to reach out to members to get them there; need to hear what members' concerns are. The sessions are limited to 10 people each. Also, there is a rally downstate – there are buses, and Tom is driving too. You have until the 22<sup>nd</sup> to reserve a seat on the bus. Empire State Plaza is also having a rally there. Re: the action on March 1, Fred thought that having a group marching to the admin building was a good idea.
4. Statewide initiatives: political advocacy - Aaron gave an overview and a plea. Patrick Romain gave update on the Black and PR Caucus weekend.

5. Campus initiatives: academic and professional workload. R: Academic workload workshop, there was a motion to approve money for refreshments for these meetings. Alison moved and Paul seconded to fund this. Amendment to include permanent appointment and performance evaluations workshops for members. Everyone approved and no abstentions.
6. Strategic planning: impressions from 'road show', question of EC participation. Paul S spoke about the joint letter with Senate that was sent to the President re: consultation of UUP on the strategic planning process. This triggered a meeting with Senate and it went okay. We were told that we can pick up the phone anytime. They were grudgingly okay with including us. They have the road show and they claim they will consider all feedback. Our takeaway: we should revisit the vote to have them do the road show and so they can hear from us on the issues. A moment to have some common principles to bring to them if we want them to come. Limits to what we can achieve but it still may be worthwhile. Moved to request management to come and listen to our concerns. Motion passed with 28 favor-0 opposed-1 abstention.
7. Contract update and contract action at the spring General Membership Meeting on 3/1 - Statewide is asking for ALL chapters to take some action to have campus presidents informing their side that the members want an agreement. We did it in the Fall and it was very successful. How do we build on the membership meeting to do some action? One idea is to have an action at the meeting (send a group picture to the President, for example). We usually have 175 come to the meeting. There were endorsements of this idea. Other ideas included leading a chant that we video and put on social media. Bret gave an update. Trying to meet with them but they haven't been cooperating. Trying to get a MOU this budget cycle. Money to base and contingent issues are not agreed to. Family leave issues seem strong. March 1st shows the public effort to break the stalemate. It is a question of where we want SUNY to put its resources, so we are pushing back for respect for the people already here. Other ideas included STAND WITH US signs or sending postcards. Another frame could be "Good for our campus\good for SUNY." Decided to do a photo to deliver to President and will also have public informational picketing that day at all the access points for the podium to recruit members to the meeting.
8. Other Business
  - a. Request to fund the 3/1 membership meeting. The motion was passed unanimously.

Submitted by: Loretta Pyles