

Executive Committee Meeting Minutes
UUP Albany Chapter
March 19, 2018

Attendees: M. Aso, B. Benjamin, E. Briere, B. Brooking, M. Dzikowski, T. Evans, R. Friedman, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, Z. Lawrence, A. Lotmore, A. Lyons, A. Major, D. Myers, P. Ng, A. Olin, G. Petry, A. Richie, P. Romain, M. Seidel, K. Smith-Howard, P. Stasi, M. Varisco, C. Walcek, M. Weiss, L. Wilder, K. Thompson-LaPerle

I. Approval of Minutes

Minutes (with minor changes) were moved by B Benjamin, seconded by D LaFond. All approved with 1 abstention

II. Labor-Management

Received the proposal outlining guidelines to consider when hiring part-time academics. Career pathways include modest salary increase after a number of years of service. A small workgroup will discuss what's good/not good, then meet with B Hedberg for feedback. Pathways to permanency seem a larger ask to administration. The contingent dashboard data shows contingents have grown to 50% of the faculty, but our contingent faculty report noted contingents were at 55% at the time it was published. We should talk with B Szelest to determine how people were counted. We're interested in how many are at the 50% threshold for benefits and are still waiting for this information from administration.

III. Discussion of President's Report

Delegates are needed for the Spring Delegates Assembly. Let Kelly know when you can attend. Statewide is requiring more accurate numbers to save costs. Changes related to unions are still uncertain, but are coming. Everyone needs to be engaged and involved in conversations on important matters. UUP has a renewed emphasis on having organizational staff and growing an organizing culture. Rob Trimarchi at statewide is assigned to our chapter/region and will provide more help for member-engaged work. He'll attend a future meeting.

IV. Announcements / reports from officers and committees

- a. Spring DA, May 4-5 at the Desmond in Albany
- b. UUP was asked if it would again subsidize tickets for the campus picnic outside on 6/1/18. Tickets are \$25/person and 75-95 usually attend. They plan to collect donations for the St. Vincent's food pantry. P Ng moved and T Hoey seconded that UUP subsidize members to attend at \$5 each. A friendly amendment was made to add promotion of UUP at the event. CSEA has raffle table—UUP could have a UUP table. All voted in favor with 3 abstentions.
- c. All were encouraged to participate, volunteer or donate to the 5K run/walk which will support the food pantry. All were asked to help reach out to fee payers to participate. The goal is to contact all 300 fee payers. See G Petry to sign up.
- d. Event reminders: there is an academic workload workshop 3/26/18, a performance program workshop on 3/27/18, and a permanent appointment workshop 3/20/18. All were asked to encourage colleagues' attendance. Campus clean-up day is in April.
- e. The general membership meeting-went well with everyone coming forward for the group photo. A Major emailed the campus president a photo. That morning's information handouts also went well. The postcard will be added to the website. Feedback was good regarding transparency about contract matters.

V. Updates and reports from area actions

- a. Several attended the NYC and DC actions. In NYC the governor and attorney general attended and gave good speeches about protecting unions. It was good seeing UUP out with other unions. DC was more adversarial in front of the Supreme Court. Each side had a series of speakers. Pro Janus people were there early saying teachers and unions were corrupt and trying to intimidate and agitate unions to make unions look bad. They're going to go face to face and have people sign cards to get out of the unions. We need to be clear and intentional in our messaging.
- b. The Poor People's Campaign is in April and there will be something on campus. They are actively fighting for the \$15/hr campaign, modeling it after the Martin Luther King campaign, picking up where he left off. We can reach out and ask what they want from us.

VI. Contract postcard campaign

A Major will send email to members and put information on the website about the postcard campaign. Signatures on cards are needed by the 4/10/18 deadline. Everyone was asked to participate and invite others to sign. All SUNY schools are participating. Postcards will be sent to the chancellor.

VII. AFT Initiative on gun violence: National Day of Action Against Gun Violence in Schools (April 20)

F Kowal said as part of the AFT action, there is a national day of action where people are doing something, sharing on their websites, etc. The EC discussed what UAlbany could do. There is a march 10am Saturday 3/24/18 in Albany people could attend. A teach-in is a possibility.

VIII. Transparency, Conflicts of Interest and Maximizing Diversity in Elections and Leadership

A member felt it was unclear how members put forth bylaw amendments and was concerned about the ethics around our elections, stating NYS law has restrictions against employee/boss relationships and that we have situations in our union where officers are in a boss/employee relationship. The member noted that voting in spouses as officers without disclosing was setting a precedent. The member wanted these concerns to go to the membership. Discussion included concern that this wasn't an issue for couples, that every person has their own diverse opinion from others (even their spouses), that anyone may run for any office, and that members vote for their officer representatives. The amendment information is in the last section of the bylaws, 12.1.1—a member submits a bylaws amendment, it comes to the EC for an advisory vote, then goes to the membership. To pass it needs a 2/3 vote of the general membership. The Chapter needs to be told the EC vote. Regarding NYS law, there is a distinction between elected and appointed positions and bosses and officers. Here elected officers are independently elected, not appointed. Public officers law only states a state employee may not control or influence decisions to hire, fire, supervise or discipline a spouse which doesn't apply to the union as a body. Language will be brought to the EC at an upcoming meeting for further bylaws change discussion.

IX. New Business

UUP gets 5-10 minutes each month to talk at new employee orientation.

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