

Executive Committee Meeting Minutes
UUP Albany Chapter
May 16, 2017

Attendees: M. Aso, B. Benjamin, E. Briere, A. Craig, R. Friedman, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, A. Major, R. McClamrock, D. Myers, A. Olin, G. Petry, L. Pyles, B. Pyszczymuka, A. Richie, G. Robinson, P. Romain, M. Seidel, P. Stasi, R. Tolley, R. Vives, C. Walcek, L. Wilder, L. Wittner, K. Thompson-LaPerle. Newly elected delegates for the upcoming term who were invited to the meeting and attended were: J. Creamer, C. Ocobock, W. Roberts, Z. Lawrence, P. Ng, J. Sheehy, A. Lotmore, M. Dzikowski, A. Lyons, T. Evans, J. Justino & M. Varisco

I. Approve Minutes

Minutes were moved by P Romain, seconded by G Robinson. All approved with 2 abstentions.

II. Labor/Management Notes

Current issues were outlined and discussed.

III. Introduce New Delegates and EC Orientation

New delegates were introduced and welcomed. B Benjamin gave a summary of UUP and its work. UUP is the largest higher education union in the country, representing academics and professionals across the SUNY system. The UAlbany Executive Committee (EC) represents 2300 union members on the UAlbany campus, half academic, half professionals—including those with tenure, contingents (those whose position precludes achieving tenure), and retirees. UUP is the largest union on campus, represents the core academic mission of the university, and as such has an important role. There is considerable authority vested in the EC for running the chapter. The EC meets monthly over the noon hour and endorses, spends money, and sets priorities. The EC follows parliamentary process, deliberating and voting collectively. Members take the work seriously, coming to meetings prepared to think through problems. Two in EC meetings are not from UUP, Maureen Seidel, our Labor Relations Specialist who advises on contracts and policy, and works with HR to resolve issues, discipline, counseling, etc. and Kelly Thompson-LaPerle, our chapter administrative assistant.

Other UUP work includes the following. Monthly Labor Management (LM) meetings are held with campus administration. This is the way UUP contractually brings membership issues to the campus president, provost and HR. Officers set the agenda bringing issues to management, giving management solutions, and working together on processes to resolve issues. Members bring concerns to the officers, via committees and through the EC. There are a variety of committees regularly meeting to address campus matters. Once a semester there is a General Membership meeting including all members. There are 3 Delegate Assemblies a year where chapters send a delegation to the statewide conference from their campus (observers may also attend).

To keep members up-to-date there are blast emails from the president, a newsletter (The Voice), and approximately 50 department representatives who help communicate with members in their units. The webpage, www.uupalbany.org, has much information, a calendar, bylaws, minutes, reports, links to statewide UUP, etc.

IV. Office Move / Summer Hours

The U is moving the UUP office in June to CHEM048. Each summer the EC authorizes the chapter assistant to work above 17 hours per week over summer. Statewide UUP pays up to 17 hours, above that the chapter pays 50%. Because of the upcoming office move, the chapter was asked to authorize 27 hours per week in summer, working 3 9-hour days. The treasurer indicated there is a surplus of funds to accommodate this. **P Romain moved, G Petry seconded and all approved a summer 27 hour workweek for the chapter assistant.**

V. Food Pantry Walk

57 donors raised \$2000 for the St Vincent de Paul Food Pantry. The walk helped promote awareness and brought about campus food insecurity conversations with administration, faculty, staff, and students. Thanks to all who made this possible. UUP gave over \$3000 this year to help the pantry. For every \$1 received, the pantry can buy \$4 of food. Supporting the pantry helps our campus and our community.

VI. Divestment Proposal for NYS

There is ongoing activism on the Fossil Fuel Divestment Act to divest the NYS pension system from the 200 largest fossil fuel companies. The NYS pension fund may have lost \$5B in the last few years because coal companies have crashed. If the pension fund loses more than .5% of value from divestment and the comptroller has evidence the loss is from the divestment the act states he could reinvest in these stocks. **Fred Kowal, the UUP Statewide president, has endorsed the campaign. R Friedman moved, and L Wittner seconded that the chapter and the EC endorse the divestment project and send a copy of the endorsement letter on UUP letterhead to the Diverst NY Consortium. All approved, less 5 abstentions.**

VII. Membership Drive

UUP members and fee payers (those don't sign a membership card) have 1% of their salary deducted for union dues. UUP continually reaches out, working to have more signed members since fee payers don't have the same access as members (for example, non-members cannot vote for the contract, hold office, elect leaders, choose representatives, are not eligible for retirement benefits, etc.). Contingents are particularly susceptible since they may be on payroll one semester but not the next. Individuals often assume they are members since all UUP-eligible people are in the bargaining unit and receive communications. The EC was encouraged to reach out to fee payers, get cards signed, take a picture of the card with a cell phone and email it to the chapter president. The start of each semester is a particularly important time to act.

VIII. Reports of President, Officers, Committee Chairs

President: Contract negotiations have been ongoing and are intense now since the legislative session is coming to a close. Check the members only website for updates.

Chapter elections have finished. All who stepped up to run were thanked. B Benjamin noted how important it is for the campus to be engaged. There will be some continuity in P Stasi and T Hoey's roles. This is helpful since officers spend much time building relationships and dynamics with administration. New officers were introduced. Some long term delegates have decided not to return, among these Jil Hanifan (who spearheaded contingents' issues), Larry Wittner (who for 38 years brought many into the union and who was stalwart in the labor community), and Jim Collins (who has been working on Senate matters). Tom Hoey won election at statewide as the Membership Development Officer. While B Benjamin noted he leaves several big, historically complicated issues on the agenda and a variety of other matters (including the university's public health programs' relationship with the NY Department of Health and the need to preserve members' rights and due process protections, concerns around the College of Engineering and Applied Science which decided to raise faculty teaching loads exceptionally high unilaterally, and faculty matters in Information Studies and Computer Science where the proposed policy cannot be instituted legally until negotiated and have implications for contingents' work, areas within the university seem to be heading to a more punitive model of evaluation of faculty, CAS had imposed a unilateral policy on evaluation of non-tenure track employees, but has now acknowledged UUP's role. In addition there are a dozen or more member-based issues, concerning tenure cases, professionals in difficult situations and a variety of local minor problems), he is confident the new leadership will work to address these.

IX. Other

T Hoey moved and P Romain seconded that the EC once again give its annual \$200 agency fee rebatable donation to the Solidarity Committee and this was unanimously approved.

The EC thanked the officers and especially B Benjamin for their work. Today's chapter is stronger than ever and is able to take a stand and fight for higher education. B Benjamin was also thanked for his tireless work as a member of the contract negotiations team.

By affirmation the EC did not feel it needed to meet in June and July. LM may continue to meet as needed.

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