

UUP Albany Chapter Executive Committee Meeting Minutes

May 8, 2013

Attendees: B. Benjamin, L. Bickmore, J. Collins, S. Dearing, R. Friedman, J. Gendron, J. Hanifan, T. Hoey, M. Knee, D. LaFond, M. Manjak, C. Merbler, A. Olin, G. Petry, R. See, M. Seidel, B. Shadrick, P. Stasi, E. Torgersen, E. Warnke, L. Wittner, K. Thompson-LaPerle

Meeting Commenced at 12:20 p.m.

I. Approval of Executive Committee Minutes - EC meeting minutes of March 13, 2013 and EC meeting minutes of April 9, 2013. B. Benjamin asked that if all sets of minutes reviewed at this meeting could be checked to insure that references to "Writing Center" are replaced with "Writing Program." Approved with corrections.

There was discussion of the L/M minutes and the issue of the reported CNSE separation.

II. Reports

A. Officers

1. **President's Report** – J. Collins sent in advance report on e-mail. The President opted not to address his advance written report to save time. No questions. The President stated that at a transition meeting, it was suggested that those who submit written reports in advance might elect not to report in consideration of time at the meetings. No motion, no discussion.

2. **Vice President for Academics** – B. Benjamin stated that there was considerable discussion of UUP's response to past and future deactivations at the DA. In parallel with members from Geneseo, he submitted a list of 6 concrete steps UUP might take if any deactivation appears to be in motion. B. Benjamin stated that this could be put in the form of a resolution for the next DA, following on the Briere/LaFond et al. earlier resolution to share information and create an alert system across the campuses. B. Benjamin invited volunteers. Discussion followed about deactivation policies, and the role of the chapter in working with UUP statewide.

Benjamin stated that an initial meeting of campus unions (UUP, CSEA, GSEU, foodworkers invited but were not able to attend) had a meeting at U Albany to begin discussing common concerns facing the campus unions. C. Merbler asked for the University police to be invited. Bret asked Candy to send info on. Benjamin asked for PEF leadership on campus.

Benjamin addressed the Writing Program issues. Findings show that not even a 4/3 courseload is fully consistent across CAS. Historical past practice needs to be articulated. Benjamin will continue to evaluate data and work with management to set fair standards.

Contingent salaries were discussed, as well as future campaigns to raise the minimum per-course salary. The issue of whether contingents were eligible for unemployment benefits over the summer was also discussed

3. **Vice President for Professionals** – Sent written advance report via e-mail. T. Hoey referred to his report but highlighted that we need to build joint committees to build relationships and friendships with other unions. He continues to work with the seven employees who were non-renewed. The College review panel, the Committee on Professional evaluations may be ready to operate.

4. **Secretary** – D. LaFond thanked all who volunteered to take minutes at the April EC and the April L/M meetings as a result of family medical leave. Minutes are up to date.

Secretary attended the recent DA and attended all committees she was a member of but had to miss most of one since the new schedule created a conflict in attending Labor and Higher Education which occurred at the same time as the Women's Rights and Concerns committee. However, the Secretary along with delegate R. Friedman re-drafted a resolution and description of LaFond's suggested ***Student Award for Multi-Media for Social Justice***. The committee reviewed and decided that it should be sent to the Statewide Executive Committee for review.

The Women's Rights and Concerns Committee promoted a resolution to affirm the Governor's 10 point plan on Women's rights in the workplace. The resolution passed successfully at the DA Assembly. Women's Rights and Concerns discussed many impacts of bullying in the workplace as well as within the union. As HR was the stated avenue for reporting, reasons for why people don't typically come forward to report bullying to HR became the topic of much discussion. Models of support are clearly needed to help those who are experiencing.

Discussion on the lack of maternity leave and the impacts of this were also discussed. Women's Rights and Concerns plans to address bullying by looking at some other campus models that have articulated methods for educating members and will pursue other methods to support members experiencing this even if UUP may not be able to address this under the contract. Secretary attended the joint Affirmative Action Committee meeting at the DA. A workshop on stress was very well attended and very informative.

5. **Treasurer** – We should have another check coming in for our April allocation. Motion to move \$1000.00 from savings to checking to move over money to cover expenses was approved by the EC.

6. **Contingent Faculty** –J. Hanifan thanked all those who supported the May Day resolution.

B. Standing Committees

Solidarity Committee- L. Wittner shared information on the privatization plan impacting the Albany County nursing home. This will be voted on May 13th. Albany Federation of Labor has been working on this. The vote may be very close. There will be a meeting on the 13th to cheer anti-privatization as well as a public comment period. 6 pm 16 Lodge St., downtown Albany. L. Wittner mentioned potential coordination of NYSUT rally with the Solidarity committee?

Affirmative Action – B. Shadrick announced that the Affirmative Action Committee will be meeting Thursday May 9th and we will get that committee up and running again.

C. Merbler announced the University Picnic on June 5th and asked whether we should promote UUP?

Scholarship Development Committee is working on putting together a U Albany Chapter cookbook. Requested recipes to add. B. Shadrick will circulate to the EC or send through the President. B. Shadrick noticed that there was no U Albany Basket at the last DA meeting.

Grievance Committee G. Petry reported 28 cases since January. Some things have been resolved. M. Seidel lauded G. Petry's devotion to hear member's concerns and for her tireless work on this committee. An ovation followed.

C. **Ad Hoc Committees:** no reports

III. Old Business

1. **Hosting Chapter Website Off-Campus:** M. Knee shared updates. There was brief discussion (pro's/con's/questions) on whether the Chapter is are ready to move the Website to Statewide server. Searchability concerns were raised. Archive-IT was suggested as a possible resolution to searchability. Are there Statewide restrictions? Would the chapter still manage the site if moved to Statewide? Some felt that this was ultimately a good idea to move but some information is needed to determine when. Motion to move the site from the Albany server to either a personal server or the statewide server was approved. President stated that we should begin to move. President asked M. Knee to move forward on further information.

IV. New Business

1. **Membership on Statewide Committees** – J. Collins encouraged all to consider committees and stated that invitations to all UUP members will be sent out. Folks can begin to opt for committees at the next meeting. B. Benjamin asked that we add a new Web Committee to the list to implement move to new server.

2. **Hosting a Website Forum for Contract Discussion** - Motion to host an open forum on contract negotiation issues was approved. J. Collins will announce a discussion forum to members. Discussion on whether lightly moderated or no moderation ensued.

Meeting adjourned at 1:40pm

Respectfully Submitted by Acting Secretary D. LaFond to B. Benjamin, UUP Albany Chapter President on June 2, 2013