

**Executive Committee Meeting Minutes
UUP Albany Chapter
August 8, 2013**

Attendees: B. Benjamin, L. Bickmore, E. Briere, J. Collins, C. Fox, J. Gendron, J. Greiman, M. Grosshandler, J. Hanifan, J. Harton, T. Hoey, F. Jaquez, C. Jewell, J. Jurkowski, S. Kudzin, D. LaFond, G. Landsman, E. McNay, C. Merbler, G. Petry, L. Pyles, B. Pyszczymuka, H. Scheck, R. See, M. Seidel, B. Shadrick, E. Torgersen, B. Trachtenberg, R. Vives, E. Warnke, L. Wilder, L. Wittner, B. Ziman, K. Thompson-LaPerle

I. MINUTES / GENERAL INFORMATION

The **EC minutes were moved, seconded and approved** without changes from 5/8/13 (7 abstentions, 0 no votes) and 6/4/13 (9 abstentions, 0 no votes). May Labor Management meeting notes will be reviewed at the next meeting.

A **Good & Welfare** envelope is passed around at each meeting. Members are asked to contribute a little each meeting toward a sunshine fund.

At the next meeting when everyone has returned from summer break we will have **introductions and an orientation** (what EC is/how it works, UUP, delegations, etc.).

II. REPORTS (for further details, see reports in the pre-meeting packet)

A. Officers

1. President:

- The recently flooded **UUP Office was relocated to CSB21**, near IT in the LC basement. Thanks to all who helped with moving and clean-up.
- This fall's **General Membership meeting/BBQ 9/17/13 12-2p** will be on the Dutch Quad lawn. Statewide officers are coming, there will be contract info, conversation, vendors. Invite all your UUP colleagues. Thanks to all who voted online.
ADDENDUM: Between EC meetings this summer a **motion was made, seconded and approved via online voting to hold and pay for the fall 2013 General Membership meeting/BBQ** (34 votes in favor, 0 votes against) allowing the necessary planning to begin event implementation.
- L/M minutes share information on the **CNSE** changes. Officers have been discussing this and implications for UAlbany with management and asked for a union-appointed rep on the transition committee. The July Labor Management meeting where this issue was discussed took place on the day that the Board of Trustees voted on the split, and a few days after the *Times Union* published their initial report.
- Management did not share or coordinate with UUP their response to the recent negative media on **sabbaticals**. UUP agrees with the provost's defense of sabbaticals for faculty, but the U, not UUP, is responsible for sabbatical policies/implementation. Faculty must return for 1 year following sabbatical per the contract (other leaves, like F leaves, do not require this). The president will check into the connection between sabbatical funds and PT budgets and if sabbatical funds are

unaccounted for, where these funds went. The public needs education on what sabbaticals are and a newsletter article will be written about this situation.

- A statewide UUP **Procedures for Program Deactivations** has been drafted in response to the lack of a coherent plan related to recent deactivations. The UUP statewide president asked Albany's UUP president to collect information from campuses and create a proposal for how UUP handles future deactivations. Email suggestions/comments to Bret Benjamin. The proposal will go to another UUP presidents and vps meeting in August. If there is consensus it will go to the Board to be voted on and circulated and then to the DA (Delegate Assembly). Once approved, incoming UUP officers should be trained in this. We should ask for appropriate related data at L/M meetings to stay on top of any concerns.
 - Members were reminded to sign up for **committee assignments** (see meeting packet). At September's EC meeting we will vote to confirm these. The committees need active participation to accomplish the union's work on campus.
 - No updates to the campus **smoking policy** changes. L/M wasn't clear how this will proceed. Greta Petry attended the June meeting where the committee chair indicated he wants to develop policies right away. This is a mandatory bargaining subject. Counsel and the president will discuss with committee rep Ben Weaver.
 - A member **survey** is being planned this year with committee input.
2. **Vice President for Academics:**
- Is working with **recent grievance cases** and plans to invite those he works with to participate more fully with the union. Some cases have come late. We need to:
 - reiterate the importance of coming to UUP early for assistance, that meetings are confidential and that UUP won't act without their permission
 - raise awareness with faculty that the workplace is safe to discuss concerns
 - communicate with new faculty now and continue through first renewal
 - 1. Is trying to obtain a list of all **new fall faculty** and check who's not been through tenure and contact them individually each semester to reiterate we're here to help and outline how we can assist.
 - 2. Plans to host on **tenure process meeting** in fall to assist those seeking tenure.
 - 3. Plans faculty conversations about **online courses** and the implications for/impact on the U, faculty and students. Faculty have not had much input so far. Faculty were encouraged to sign up for a free MOOC and join the conversation.
 - 4. How will the U look following the **Nano split**? For 10 years campus resources have gone to Nano while some areas were resource poor. It needs discussion in faculty groups, newsletter articles and other public forums.
3. **Vice President for Professionals:**
- Dealing with many **workflow/employee issues**. Timeliness is essential. Many fear retaliation which is unlawful. Activism, not silence helps.
 - July **floods** caused trouble exacerbated by recent facilities updates (new roof domes, different roofs and new, larger roof pipes).
 - The Professional Concerns Committee plans to **hold general meetings for professionals** to discuss issues. Invitation information will be provided.
 - Reminder: update your benefits during **open enrollment** this month.
4. **Secretary:** No additional news.

5. **Treasurer:** \$8825 in checking, \$11,749 in savings. August is the end of the fiscal year so we will be submitting to the auditors and provide fuller details then.
 6. **Officer for Contingents:** Continues pressing for updated dashboards (information on contingents to help track trends) including Nano and Athletics and working to increase contingent awareness of and membership in UUP.
 7. **Grievance Officer:** There have been 20 grievances since 6/1. Reminders: concerns should go to the VP for Academics or the VP for Professionals as soon as possible—speed matters—don't wait for non-renewal, if you're not sure if it's a grievance ask, people should feel safe talking about their concerns--meetings are confidential and information is only shared with permission, performance programs are a must, race and gender discrimination can be filed free with the state, those in 1-year term or temporary appointments aren't guaranteed future employment just nonrenewal notice.
- B. **Standing Committees** (some are not meeting in summer)
1. **Parking** recently got a denied parking ticket appeal overturned for a ticket from an area with incorrect signage. The U will also review other tickets from that area and void those also. If members see or hear of concerns, contact Eric Warnke. Concerns were shared about tight parking, medical permits and missing wheelchair curb reductions.
 2. **Solidarity** and its association with local labor councils resisted and defeated privatization of a local nursing home which would have led to tax payers paying millions to get private groups to take over, however, couldn't block Cuomo's tax free NY (aka Startup NY) subsidizing for-profits to use SUNY campuses tax free and forcing tax payers to make up lost tax revenues. All are invited to the annual Labor Day picnic 9/2/13 12-5pm in Cook Park, Colonie. UUP will have a presence.
 3. Next year's **newsletter** theme will be problems raised by the corporatization of the university, what we can learn from others, and ending corporate welfare.
- C. **Ad Hoc Committees:** No news.

III. OLD BUSINESS

- A. The 50% **chapter release time for the president** was approved.

IV. NEW BUSINESS

- A. Members were encouraged to share proposed **L/M agenda** items and suggested:
- **ADA** (disabilities) accommodations became law in 1990 and we've been asking for years that information for faculty be posted conspicuously. It's now posted, but not easily found online (see www.albany.edu/hr/assets/ADA-Policy-and-Procedure.pdf). It should be on the U and HR's site index. Carol Jewell will share concerns with counsel re: the content. UUP should add links on our website and departments could too. There will be a newsletter follow-up article. The State Division of Human Rights has more expansive definitions including temporary workers' rights which ADA doesn't include and this information should also be linked.
 - Continue to press for information on **DSI for PT contingents**/how funds will be dispersed. Information should be sent to department chairs/shared by department reps. Another workshop should be held for staff who manage many contingent hires.
 - Continue asking questions about **OpenSUNY** and arguing that we need a union rep involved in the online/distance learning conversation--our faculty experts need to be involved. It has a bearing on terms and conditions and is obligatory.

- B. Motion was made, seconded and approved unanimously to fund **refreshments at the U's new faculty orientation** (up to \$150). The U invited UUP to participate. A sign will be made indicating UUP's sponsorship and UUP will be present to answer questions and provide membership cards. This should include new contingent faculty.
- C. Motion was made, seconded and approved unanimously to approve funding for the **chapter assistant parking permit**.
- D. Motion was made, seconded and approved unanimously to fund **2013-14 EC lunches**.
- E. Chapter **committee preference sign-up**-forms should go to the president or Kelly.
- F. All were encouraged to use the **upcoming meeting schedule** to mark their calendars.
- G. Motion was made, seconded and approved for the president to **spend up to \$100** without preauthorization from the EC for minor crises.

Meeting adjourned 2pm. The next EC meeting will be 9/12/13 12-2pm.

Minutes submitted by J Harton.