

**Executive Committee Meeting Minutes  
UUP Albany Chapter  
September 28, 2015**

**Attendees:**

M. Bartoszek, B. Benjamin, P. Breiner, E. Briere, P. Caban, J. Collins, R. Dressler, M. Flynn, R. Friedman, L. Gallagher, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, G. Landsman, A. Major, M. Manjak, A. Olin, G. Petry, L. Pyles, B. Pyszczymuka, A. Richie, P. Romain, R. See, M. Seidel, B. Shadrick, B. Sutton, B. Trachtenberg, R. Vives, C. Walcek, M. Weiss, L. Wilder, L. Wittner, B. Ziman, K. Thompson-LaPerle

**I. Approval of Minutes**

The last meeting's minutes were moved by T Hoey, seconded by M Weiss. All but 1 approved the minutes without change (3 abstentions). Discussion of minutes included reiterated concerns about the Assistant VP for Academics voting process and a desire for more time to address the minutes text.

**II. Labor Management Notes**

Discussion (these are not minutes for approval, but are UUP's reflection of what transpired) included:

- John Giarusso conducted the ADA study cited as completed on campus. Benjamin will follow-up on the status of the study.
- J Collins, who was on the Contingents Panel, stated another revision has been completed of the contingents report, but it is unclear when the report will be finalized (it has been nearly complete since May). Important positions were taken in the report, and when released, it will be an important document from which to advocate. B Benjamin stated the president has received a copy and hopes the report should be available soon.
- SUNY enthusiastically adopted and expanded a performance based funding model initiated by the legislature. The chapter should push for a more thoughtful process.
- Regarding member issues, often there are very specific timetables for actions to be taken so if colleagues have concerns, have them share these with UUP quickly to make sure deadlines are met and correct processes are followed. Professionals should contact Greta Petry (Grievance Chair) or the VP for Professionals (T Hoey) and academics the VP for Academics (B Trachtenberg). Specific concerns can go to appropriate committees' chairs, such as disability concerns may go directly to the Disability Committee's chair (C Jewell).

**III. Self-Assessment**

B Benjamin led a discussion about the strengths and weakness of the chapter in recent years, using an assessment tool from UUP statewide. This assessment will be provided to statewide as part of an initiative to get resources to the chapters.

- While chapter attendance is good, participation in events/member activation could always be improved.
- While communication with the membership is good, the social media presence could be better, but much (like political action messages) is prohibited by UUP policy. Organizing now works through social media--campus emails cannot be used for political activity. The Newsletter has been excellent as a means of communicating with members. More diverse perspectives could be invited.
- External relations could be improved; we could be more creative working with other unions. We have begun coalition building with groups such as EIO and CommunityLab, but those relations could be strengthened and broadened.
- In many instances UUP is doing more to support SUNY than SUNY is, but resources are limited. More members should contribute to VOTE-COPE to facilitate UUP's political work.
- Internal communication could be improved by members sharing important UUP information at department/faculty meetings.

- Thanks to several ITS staff the Chapter has much better data on members than before and is more able to quickly target specific groups with information, but we still need to reach more. The Chapter has personal emails for about ¼ of the membership, but we need more to more effectively communicate. We also need to talk to people personally, not just by email.
- We do well hosting many different events.
- Our governance and democratic structures have improved considerably over the last 6 years and we want to continue to improve. One member objected, citing a lack of democracy in the Chapter.
- While we have made great strides in rebuilding the department representative structure and moving forward with committees, there is room for improvement with member trainings.
- We are better at reaching new members and adjuncts, but we need to better reach the downtown and east campuses.

Priorities:

- A serious membership drive to get fee payers signed up, to include more people in the conversation and hear their issues.
- Contingents' concerns
- Greater political participation—members don't see the connection between the statewide legislative agenda and how it relates to member interests. The same few people are doing all the work.
- Membership training—orientation, clarify legislative agenda points, provide common talking points early, teach lobbying, keep members well informed, encourage relationship building with legislators
- Encourage diversity

#### IV. EC Member Expectations

A minimum level of EC member participation was discussed.

- The primary role of EC members is to actively participate in this meeting. The EC is where UUP concerns are discussed and decisions and policies are made.
- Those wishing to participate in statewide UUP activities should. For DAs (statewide Delegate Assemblies) those who are not formal delegates may participate as observers.
- EC members are de facto department representatives. The EC is invited to department representative meetings.
- We are all engaged in a membership drive. Face to face invitations and conversations with fee payers (non-members) are necessary. If everyone speaks to 2-3 non-members we'll reach everyone. The Chapter will train the EC and identify the non-members to talk to.
- Each EC member should serve on at least one chapter committee (where much work gets done).
- All should participate in at least one political event every year. This would exponentially increase the turnout at and effectiveness of events. A request was made to identify specific items in each area for events noting it is better to plan here than react.
- All should participate in VOTE-COPE as an effective way to safeguard public education. Everyone was asked to give at least \$1 per paycheck and challenge themselves to give more each year. These are the funds UUP can use to lobby for what SUNY and UAlbany need (dues cannot be used for this).

#### V. Committee Chair Recommendations

The chapter president submits to the EC his recommendations for committee chairs and the EC affirms or rejects these. B Benjamin sent his list of chair recommendations electronically and recommended we disband the:

- Elections Committee since there are no elections this year
- Planning Committee which was started a few years ago to help with events, but was never populated—volunteers always do the work
- GOV committee liaison between UUP and the Senate since UUP has established much stronger

working relations with Senate. UUP should work instead to formalize structural relationships between UUP and Governance

- Tech/ed which was created to address potential OpenSUNY issues, but is not needed at present.

It was agreed that identifying ad hoc committees when needed and disbanding these when not was a good idea, that it is simple enough to restart a committee and it doesn't make sense for committees to meet unnecessarily. B Trachtenberg moved to accept the chairs list and the above recommendations, C Jewell seconded. All agreed with 1 no vote and 0 abstentions. A member asked whether, if chairs are not meeting regularly committee members could call meetings. B Benjamin will discuss with chair the importance of meeting.

## VI. Policy on Distribution of Salary Lists

The EC discussed its current policy of distributing the salary lists UUP gets from the state and campus. In the past the Chapter published these online, kept a copy at the library and gave the list to members, but more recently the EC decided copies should only be provided to EC members, department reps and kept in the Chapter office for review, that digital copies would not be shared, paper copies could not be made for individuals, and individuals would not be permitted to make copies. Due to a recent request the EC was asked if this should be amended. Concerns were raised that a few years ago the *Times Union* received a copy and published information out of context, defaming many members. The list is public information so individuals can obtain it online (although that version is not always current) or by FOILING it from the university, however, in FOILING an individual could become a target. The current practice allows members access to the list, but limits the number of copies in circulation. The idea of distributing the list "at the President's discretion" was rejected because it made the President vulnerable to a Duty of Fair Representation charge if some members were provided copies but not others. There was considerable debate on the question, with several EC members speaking in favor of broader distribution, while others opposed it because of the concerns stemming from the TU incident. It was agreed to keep the current practice as is for now, but to revisit the issue in the future.

## VII. DA Prep/Questions

- a. Those attending the DA were asked to read the Constitutional Task Force Report written here. B Benjamin can answer questions.
- b. Anyone interested in carpooling to the DA should use the EC list.
- c. There will be a DA workshop on recent changes in sexual assault reporting requirements

## VIII. Funding Requests

- a. All EC members are invited to the Department Representative lunch and workshop in late October. J Collins moved we allocate the necessary funds to cover this event, R Dressler seconded and all approved.
- b. \$200 was requested for the 3<sup>rd</sup> annual UUP Homecoming Tailgate event Saturday 10/10/15. T Hoey moved, C Jewell seconded and all approved.
- c. \$200 was requested for tabling and printing during Campus Equity Week, the national week of action around contingents' issues. Last year posters were printed and T-shirts were silk screened with appropriate messages. A Major moved, R Dressler seconded and all approved.

Meeting adjourned 2:05pm. Minutes submitted by J Harton.