



**United University Professions
Albany Chapter**

Joint Executive Committee/Department Rep Meeting

9.24.2018

EC Members Present:

M. Aso, J. Collins, A. Cybulski, T. Evans, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, D. LaFond, Z. Lawrence, A. Lotmore, A. Lyons, A. Major, R. Moslehi, P. Ng, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, M. Seidel, P. Stasi, M. Varisco, C. Walcek, M. Weiss, K. Thompson-LaPerle, Guest: R. Trimarchi, UUP Statewide Membership Organizer

Dept. Reps. Present:

K. Hessler, M. McConville, S. Barnes, C. Levy, I. Fisher, J. Murphy, P. Evans, M. Bartoszek, D. Miller, V. Martin, J. Moran, J. Guyon, A. Hosier, M. Bloom, J. Dodge, A. Fox

The meeting began with introductions

1. Approval of minutes from August EC meeting (attached).

-Motion by Jim and seconded by Meredith followed by discussion. There was a question regarding language that said “preliminary appointments to committees” and whether people can still sign up for committees. The answer is that people can reach out and express interest and we will get them filled and approve the rest at the next meeting. Someone else mentioned that there are still administrators that are saying that the deficit is UUP’s fault and some noted that we need a strategy for confronting this. The minutes were approved with 4 abstentions, no opposed.

2. Discussion, EC minutes.

--tabled

3. President’s Report / LM Notes. See attached.

- a. Follow up from General Membership Meeting

-Aaron reported on the membership meeting stating that the meeting went well, and the new venue seemed to work though it cost a bit more for the food and table/chair rental. Feedback was that people seemed to enjoy it and there was a good turnout. People seemed to stick around a bit longer. We did some substantive business and had discussions. We were down about 50 or 60 RSVPs last year, but not sure at this moment how many were actually there. We got 100 cards signed.

-Greta reported that we raised \$500 for the food bank. She is trying to raise another \$100 as we have a person who wants to match that amount. [Update: raised \$102].

-There was a concern raised as to whether members' concerns are heard at the general membership meeting. One member was saying during the membership meeting that contesting the \$5 parking fee may not be a good idea. Some others thought that there was plenty of time for participation and that the response to the parking question was a good one.

-Several people left the membership meeting at 1:00 so there was a question as to whether professionals thought they had to be back to work. There was a discussion that we need to address this and to let supervisors know that people can stay for the whole thing. Members have rights to be at these events.

-Discussed the budget deficit and the importance of seeing a full transparent accounting of where the revenue was supposed to come from for these very predictable expenses. It was noted that it is important to ask these questions on the budget road shows. How did they not see it coming? It was suggested that we need to call them out publicly. It was also noted that we never get a breakout of the instructional budget. Right now, the administration is trying to centralize the budget through the VP for Finance or Provost. The union is arguing to respect decision making at the local level (for DSA) but we want to continue this point re: budget in general. This speaks to the importance of needing to be active in the next Provost search.

-We passed the petition around re: DSA and summarized it for folks who didn't get to sign on at the GMM. Someone asked why did the Board of Trustees issue their guidelines on DSA distribution that advocated for no across the board awards? A discussion ensued and focused on the administration's love of performance. Also, this move undercuts campus autonomy as well as union activism. It has an immediate logic as people think they if they work hard (they are meritorious), they will get the money.

4. Announcements / Reports from Officers and Committees

a. Resolution in Support of New York's Medical Aid in Dying Act (J. Collins)

-This was sent from New Paltz members and they need another chapter to support it. The resolution says that if you are terminally ill, you should be entitled to have a doctor prescribe end of life drugs. This is UUP taking a stand on it. Asking for a motion for the EC to support the resolution. Jim moved and Zina seconded. Discussion ensued. It was clarified that the goal is to bring it to the DA so that statewide can endorse it. The vote was 18 in favor, 2 opposed and 2 abstaining.

b. Report on ACCFL activities (J. Collins)

-Albany County Central Labor Federation. Jim has been going since last February and he is reporting on the kinds of things they are concerned with. One is a rally with the NYS Nurse's Association for adequate staffing, calling on hospitals to have adequate staff/care for patients. Also, they are working on sick days for low wage workers. The council is getting people to speak in support of the bill. Regarding the state of the Albany school teachers' contract (they have been without one for 2 years), it is moving along. Staff workers in the Albany School district had been without a contract for 3 years and they got a decent contract.

c. DRCC (C. Jewell)

-Carol is the Chair of Disability Rights and Concerns and has been an advocate for many years and she is only the 2nd chair of this committee. There are tentative plans to celebrate the 30th anniversary of ADA (July, 2020). She has been talking with Carolyn Malloch, of the Disability Resource Center, and forming a planning committee. They will need to have volunteers to do the work. They will come to the EC at some point for funding. They are thinking of several monthly events or a one-time conference. Other ideas include a speaker series, banner displays on the history of disability, addressing intersectionality, or a film series. They plan to reach out to alumni, faculty and staff with disabilities. Please come talk to Carol if interested.

5. Discussion: Chapter initiatives 2018 - 2019

a. Reaching out to members, signing cards (L. Pyles and R. Trimarchi)

-Statewide leadership has asked members to sign an updated membership form, as well as new employees because there is no longer automatic dues collection through fee payer system. Statewide is encouraging DRs to sign up people who haven't signed yet. It is a great opportunity to have conversations with colleagues and keep the membership involved. Rob has a list of departments with reps with list of members who haven't re-signed yet. It was suggested that Rob send this out electronically and

also that he send out talking points (he will send out) because the conversations can be challenging.

- It was clarified that we are trying to organize from the ground up versus service-oriented from the top down. Discussed the importance of face-to-face meetings and that we can direct any questions we can't answer to Aaron, Paul, Tom, or Greta. One member mentioned that they are happy to share their talking points. Another mentioned that they would like to see a list of union specific membership benefits.

-Also, it may be important to remind people that our dues money does not get used for political issues. Clarified the new cards; the card doesn't change anything but it acknowledges that they understand the Taylor Law and is a show of solidarity.

Union leaders can come to meetings in the department too. In this moment, we can get our members engaged re: distribution of contract money. Rob encouraged everyone to make the conversations personal, and make space to talk about why it is important to them and what issues they might have.

b. Member engagement in contract implementation

-There is an opportunity to talk to colleagues about the Performance Enhancement Program (professionals). Regarding the Dependent Care Account, the state puts money into the account. Children and adults are eligible for money and you don't even have to put your own money in.

-We can also communicate how many people have been helped by the union through grievances as some people believe the union won't help them; the union is sometimes perceived as an entity that protects people who we should be getting rid of. The union's position is that we are here to support due process; everyone is entitled to due process.

-The group discussed written procedures/by-laws for tenure for each department. You can only grieve a procedure if it is written down to begin with. It was noted that it would be good to perhaps revisit where things are with this. In terms of tenure and renewal processes, it's very hard to get feedback which is why we want to put through guidelines; the term renewal process has to be a way to ensure that they are on track for tenure. Similar to professionals applying for raises and promotions, there needs to be guidelines and transparency as well as workshops on promotions for professional supervisors.

6. New business

-A couple of announcements from members were made. One was that there will be a fundraiser for Puerto Rico on Thursday and the other concerned an upcoming EOP reunion.