

**UNITED UNIVERSITY PROFESSIONS-- BROCKPORT CHAPTER
SPECIAL EXECUTIVE COMMITTEE MEETING
WEDNESDAY, FEBRUARY 19, 2020
SEYMOUR 119
4.30PM**

Meeting Minutes

Attendance: Duncan Chase, Jennifer Ramsay, Ann Bunch, Sandeep Mitra, Alissa Karl, Joseph Cochran, Ken Wierzbowski, Paul Schreiner, Patrick Walter, Amy Guptill, Chris Williams Neal Keating, Fred Kowal, Danny Too, Sara DiDonato, Paul Schreiner, Patrick Walter, Amy Guptill, Neal Keating, Fred Kowal, Sara DiDonato, Duncan Chase, Tom McDermott, Danielle Judge, Elizabeth Gregory, Mille Sefranek, Debra Faria From, Michael Kramer, Betsy Balzano, Susan Orr, Heather Packer,

Absent: Tia Kennedy, Nathan Hendrickson, John Marah, Bernardo Ortega, Priyanvadhya Rangan, Donald Streeks, Ryan Giglia, Elizabeth Thorpe, Emma Scholl, Dawn Jones, Diana Wong, Gary Owens, Lawrence Brien, Nora Bell, Kelly Cary, Joe Torre, Pierangela Veneziani, Tamala David, Brittany Profit-Rheinwald, Johnna Frosini, Mohammed Tahar, Stacie Treahy, Linda Balog, David Abwender, Gary Metz, Janice Stewart, Haley Johnson, Chloe Vazzana, Teresa Major, Tate Shaw, Barbara LeSavoy.

- I. **Approval of Agenda – Meeting Agenda Approved**
- II. **Introductions**
- III. **Discussion with Fred Kowal, UUP Statewide President**
 - **Executive Budget (NYS) – proposals of more efficient funding for NY State Higher Education.** Issues such as Climate Crisis, Diversity of faculty and staff, and overall funding of SUNY. Working on a UUP Living Document regarding SUNY's needs.
 - **UUP Advocacy:** where we are and what we can do – We need to advocate and lobby legislature. Examples:
 - UUP wants 65% of funding from NY state, and no foreseeable tuition hike, address the shortage of doctors. We need to support SUNY medical hospitals, and technical colleges.
 - SUNY needs funding for infrastructure due to 40% of buildings in NY state are within SUNY.
 - UUP would like to start an EOP pilot program with medical school.
 - SUNY will possibly offer \$25,000 a year for medical school students including all expenses due to competition from private schools offering free tuition.
 - More funding for TAP needed. The more TAP students that colleges obtain, then economically colleges suffer. This is a social justice issue because TAP students are less likely to get admitted.
 - NY Tax Issues - The tax rate is the same for someone making \$20,000 dollar a year and someone making \$20,000 per day. We need to increase the millionaires' tax and keep the revenue for public institutions like

SUNY. UUP will be doing some “in district” lobbying at the legislative level.

- UUP has proposed SUNY funding grants to support diverse faculty and staff.
- Delegates can make resolutions within their Chapter and support the Green Bill ((Resolution #108). UUP has started developing proposals based on the Green Bill passing.
- SUNY Action Day is a way we can forge unity by merging students, faculty and staff together.

- **Compression/Inversion Adjustments: many and questions**

- 50 % of DSI funds were used for everyone’s salary that had been compressed.
- SUNY Brockport only communicated with faculty and staff that received a compression payment.
- SUNY also did acknowledge some staff members were doing a higher-level work than their title.
- Figuring out doctors’ salaries for medical schools was lengthy and complicated.
- No one in the United States has ever tried to put into practice a salary compression within a public institution.
- UUP Albany is receiving reports from all campuses regarding compression issues with their payments.
- Compression rate was 12.17 % for Brockport
- Compression is only based on salary and is a longer-term process.
- UUP has an intake form and you can submit concerns regarding your compression salary payments.
- Each year the salary compression should go up.
- Contact Mary Taber at UPP Albany for specific questions about compression.
- You can make an appointment with SUNY Brockport HR and request if you were compressed under \$2500, then they can review your case. If they don’t respond, then contact UUP Albany.
- UUP has been trying to address gender and race disparities. UUP was told by SUNY that all SUNY HR departments implemented the salary compression project.
- ERA – if it passes on the national level, then it will give more flexibility and negotiations regarding pay with race and gender.
- UUP working on professionals’ and adjuncts’ salaries. Salaries are low within SUNY and reason why SUNY agreed to the compression payments.
- EC member mentioned there is still huge pay disparities within departments. Some people get much higher pay than majority and/or higher-ranking faculty.

- **Contingent issues**

- UUP working on increasing salaries of adjuncts. UUP can hopefully use the new CUNY agreement for increasing adjuncts pay.
- UUP negotiated and worked hard to keep health benefits for part time adjuncts and professional staff.

- Soon the NYSET members can join UUP without a fee. This should increase membership. NYSET refunds their payment.

IV. Reminders & Announcements:

- Fund SUNY Now Action Day, Feb 26, 11 am-1pm in the Union: more table volunteers needed.
- Upcoming workshops:
 - i. “Dealing with Difficult People,” REOC/Brockport Downtown, Friday, March 6, 11 am-12.30 pm
 - ii. Professional Performance Programs and Evaluations, Friday, March 13, 11.30 am-1pm, Location: Seymour Union, 220.

V. Other

- Any push towards better tuition for dependents of employees?
 - Currently employee’s dependents can apply for UUP scholarships.
- Fred Kowal, UUP President welcome any input from the Executive Committee, Brockport Chapter.