

UNITED UNIVERSITY PROFESSIONS  
CORTLAND CHAPTER

EXECUTIVE BOARD ADVANCE  
JUNE 6, 2006

Location: Liz Owens' Lake House, Cayuga Lake

Attending: Ashley, Borden, Buxton, Galutz, Dangler, Owens, Pasquarello, Ritchie, Schaffer, Selzner, Storch, Wiegard, McGinnis

A. Announcements/Updates

1. Office Location - Ashley will be meeting with Bitterbaum, Greene (CSEA President), Parvisi, and Yacavone on June 7 to discuss UUP office space. Ritchie will also attend. The board confirmed its strong objection to having the UUP office relocated to the Miller Building.
2. Picnic - McGinnis reviewed picnic price quotes from Bob's and Dinosaur. By consensus, it was agreed that we will go with Bob's this year based on anticipated financial savings and labor savings.

B. Planning Session – Refer to Planning Discussion Outline (attached as appendix)

1. State Level (Ashley)

- a. Contract Negotiations – Selzner outlined the process for contract negotiations, which will take place during the coming year; current contract expires June 30, 2007. High priority for our chapter will be mobilization for negotiations, including encouraging campus members to respond to the statewide survey and to attend the Negotiating Team campus visit in the fall semester (date tbd) Recommendations to increase campus involvement include:
  - Hold chapter meeting in early September (prior to Negotiating Team visit)
  - Get newsletter out very early in the semester; include article explaining the negotiation process
  - Selzner agreed to find out if fee-payers, or only union members, are included in the statewide survey.
- b. Chapter Elections – Elections will take place in Spring 2007. By consensus, it was agreed that we will once again ask the Statewide Elections and Credentials Committee to organize our chapter elections. McGinnis will contact Kreh to obtain Elections and Credentials Committee timetable so that we can organize the chapter's timetable. Board members were urged to identify potential candidates to run for chapter office, including self-identification. Actions recommended to increase involvement in elections included:
  - Publish special newsletter with candidates statements (as has been done in the past)
  - Hold special chapter meeting, i.e. "candidate's forum", in early spring prior to the actual elections
- c. NYSUT-UUP Day – No firm plans have yet been made; Ashley will keep the board posted.
- d. Family Leave – Dangler will honcho an extensive statewide salary equity study during the 2006-2007 academic year. The study will include both academics and professionals, and will encompass a wide range of inequity issues, including but not limited to family leave compression, and others. Dangler hopes that efforts will help to identify family leave as a major issue for the Negotiating Team. Borden offered to assist in any way needed to help identify specific inequity problems on our campus.
- e. Legislative Efforts – Ritchie will attend UUP Legislative Retreat on August 17-18. Ideas for increasing participation in lobby days were discussed. One suggestion was "Adopt a Lobbyist", whereby people might volunteer to cover class(es) for people who want to participate. Selzner

noted that, with elections coming up, NYSUT might need UUP member help covering phone banks.

2. Campus Level – Professional Issues (Galutz)
  - a. Professional Issues Committee (PIC) will this summer continue to work with Human Resources to develop compensatory time policy. Another priority will be discussion of how to involve professionals in evaluation of their supervisors. Mike Holland and another new person from Recreational Sports have agreed to join the PIC next year.
  - b. MACC Titles – (MACC=Management Advise ment Committee on Classification & Compensation) – Galutz is participating in statewide effort to revise professional titles and classification structure. Galutz and Selzner noted that there are major problems on our campus and statewide with existing titles. Technical titles are a particular problem due to the rapid evolution of technology. Also, there is currently no career ladder for professionals. Related goals outlined in the campus’s 2003 Long Range Plan have not materialized.
3. Campus Level – Academic Issues (Dangler)
  - a. Dangler recommended that we find the time to truly focus on salary equity issues this next year. Steck and Nagel are working on the Salary Special in hope that it will shed some light on where we stand on our campus. The statewide inequity study should also produce detailed data. Discussion ensued about the pros and cons of a “step system” such as exists in some states.
  - b. Communications – Dangler distributed a handout outlining her goals to facilitate communication among academics. (Attach as appendix) In addition to suggestions outlined therein, the possibility of reinstating building/department representatives was discussed. Borden recommended that a vice-chair be appointed to work with Dangler on the Academic Advisory Group.
  - c. Student Teacher Supervision – Dangler and Owens continue to discuss student teacher supervision concerns with those involved. Cindy Benton will help Dangler set up meetings with appropriate personnel in Education and Professional Studies this summer.
  - d. Independent Study Compensation – No further update has been received on this issue from the Administration after last spring’s discussion at Labor-Management. Dangler urged that we be proactive with this issue during the coming year.
4. Campus Level – Part-Time Issues (Owens)
  - a. Part-Time Concerns Committee -- A major goal for the coming year will be reconstitution of the Part-Time Concerns Committee. Borden stressed the importance of reaching out to Part-timers as part of contract negotiations process. Owens said she hopes to organize informal gatherings for part-timers early in the academic year.
  - b. Borden strongly urged that we make part-time salaries an continued and urgent priority at Labor-Management meetings. Dangler concurred that the union should take a strong position on this matter. Borden shared with Ashley a spreadsheet suggesting a formula for increasing part-time salaries.
5. Campus Level – Retiree Issues
  - a. Schaffer provided information about the new retiree dental and vision plan.
  - b. Schaffer plans to hold a pre-retirement workshop again this fall.

Respectfully Submitted,  
David Ritchie, Chapter Secretary  
Boodie McGinnis, Chapter Assistant