

UUP CORTLAND CHAPTER -- EXECUTIVE BOARD

Meeting Minutes November 8, 2007

Location: Corey Union Rm. 305-306

Attending: Ashley, Atkins, Borden, Brush, Dangler, Driscoll, Galutz, Gebhard, Kreh, Lin, Pasquarello, Schaffer, Storch, Selzner, Storch, Van Hall, Wiegard

A. Report and Discussion Highlights

1. Presidents Report (Ashley)

- **Labor Management** – Meeting notes from the 10/16/07 Labor-Management meeting were distributed. Ashley noted that concerns about safety were a major issue for discussion.
- **Newsletter** – Ashley has received a number of positive comments about the October newsletter. Deadline for the next issue is November 15. Ashley said he would be willing to hand over his headline column to guest columnists if anyone is interested in writing a column (for ex., a headline column on professional issues).
- **Campus Equity Week Event** – Kudos to Borden, Wiegard, McGinnis, and others who worked with them to plan the very successful Contingent Faculty Forum held November 1.
- **Oneonta Trip** – Ruoff, Galutz, and Ashley travelled to Oneonta on October 24 to give presentations at their monthly luncheon series. Topics were professional review and promotion process and our FTL Memorandum of Agreement.
- **CSEA and UUP Contract** – CSEA was the first of the state employee unions to come to a tentative agreement. The CSEA agreement is important to UUP because some issues are relative to UUP and vice versa. Dangler reported that UUP is hopefully close to a contract, though there are still some very important issues not yet resolved to UUP's satisfaction. The next few weeks will be critical ones for the Negotiations Team.
- **Pre-Retirement Workshop** – UUP will host a Pre-Retirement workshop on November 29th, 11:30-1:30, Corey Exhibition Lounge.

2. VP for Professionals (Ruoff)

- **Professional Issues Committee** – The Committee met on November 5 and discussed various issues including secondary sources for professional evaluations, titles for professionals, and hiring pay discrepancy. An Astron Survey was recently conducted; results will be made available in the near future.
- **FLSA Lines** – Ruoff discussed the fact that 10 Professionals lines are FLSA lines, requiring weekly time sheets among other things.
- **Evaluation of Professionals** -- Ruoff discussed the new evaluation system that did away with former problems of dates covered by their evaluations. She also noted that some professionals who received good evaluations were not renewed. Schaffer interjected with a question about “mandatory training of supervisors” and asked if anyone knew about it, but received no response.

3. Treasurer's Report (Tom Pasquarello)

- Copy of the annual audit financial statement was distributed. We have now received our supplementary allocation of \$15,000, most of which is designated for membership-affiliated efforts.

4. Grievance Report (Storch)

- Storch reported that she has been involved in discussion with members of a broad specter and large volume of issues so far this academic year. Many problems have been personnel issues rather than grievances under the contract. Selzner has been especially helpful to Storch in helping people work through their issues. Suggestion to have committee members assist with grievances was declined because information about grievances and member problems is highly sensitive and must be treated with strictest confidentiality. Galutz suggested that the campus needs an Ombudsman to whom people can speak about personnel concerns.

5. Membership Report (Ritchie in absentia)

- Ritchie's written report was distributed, outlining efforts to recruit fee-payers, including written letters sent to homes and follow-up telephone calls. Ashley reported that we have received 15 new members from this effort so far.

6. **Health & Safety** (Driscoll)

- Refer to written report distributed at meeting.

B. Old Business

1. **Campus Equity Week Follow-up**

- Borden reported that the Contingent Faculty Forum on November 1 was well attended, with over 50 faculty in attendance and several administrators. Borden expressed disappointment that Pres. Bitterbaum had to leave after only one speaker, which unfortunately left him hearing only one point of view. Borden expressed hope that Bitterbaum and other administrators would view the video.
- Atkins made a statement about complete Union representation, stating his view that complete representation means including starting salaries for part-time faculty. He further expressed his belief that UUP is behind on addressing representation of part-timers.
- Further discussion of part-time concerns ensued, including discussion of concerns about what to do if the contract proposed does not provide adequately for part-timers. Discussion was curtailed due to lack of time.
- Tompkins County Workers Center asked us to send brief article about the event for their newsletter; Borden and Wiegard agreed to provide something.

C. New Business:

1. **Holiday Party** (Van Hall)

- The party is scheduled for Friday, December 7th 4-7 p.m. This year's play will be a remake of the HMS Pinafore presentation of several years ago, a smaller show with fewer people than in recent years in hope of keeping it shorter. Van Hall asked if we should have live music again from 4-5, and it was agreed that we will again ask Stephen Wilson to perform piano selections during that hour. We will "pass the hat" for funds to purchase a gift (bottle of Scotch) for Wilson as a gesture of thanks. The board approved expenditure of funds for the holiday party.

2. **Special Meeting – November 15**

- It was agreed that the Board will hold a special meeting on Thursday, November 15, 11:30-1:00 to continue discussion of part-time issues and to discuss Labor-Management items.

D. Motions/Actions

1. Motion to approve expenditure of up to \$75.00 for incentive/thank you item for new members. (Approved without dissent)
2. Motion to approve expenditure of funds, approximately \$3,000, for the annual holiday party. (Approved without dissent)

Respectfully submitted,
John Driscoll, Chapter Secretary