

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

MEETING MINUTES

May 12, 2005

Attending: Ashley, Atkins, Brush, Feliciano, Dangler, Driscoll, Galutz, Kreh, LeLoup, Nagel, Owens, Ritchie, Schaffer, Selzner, Steck, Storch, Van Hall, McGinnis

A. REPORT AND DISCUSSION HIGHLIGHTS

1. Acting President & Vice-President for Professionals (Galutz)
 - Welcome New Board Members – Galutz welcomed John Driscoll, newly elected Professional delegate.
 - Election Results – Results of the Spring 2005 chapter election were included in meeting packet; McGinnis will request electronic copy from Albany for immediate distribution to UUP e-mail distribution list. Ashley also reported plans for a special summer newsletter issue that will include election results. Kreh explained that those elected will receive a letter from him, as Elections & Credentials Committee Chair, asking for confirmation of willingness to serve. Schaffer reported that COARM is presenting a proposal that may result in retirees no longer serving on chapter board.
 - Newsletter Awards – At the recent Delegate Assembly, it was announced that *The Cortland Cause* had received two awards, one for General Excellence (in competition against larger UUP chapters, including university centers) and one for Best Editorial (Ashley’s article in 11/04 issue, “Our Own Elections”). Plaques will be on display in the chapter office.
 - Benefits Fair – As directed by the board at the last meeting, Steck sent a letter of congratulations to Mary Saracene, commending her effort in organizing a very successful fair. The letter was reportedly very well received by Mary and her superiors.
 - Professionals Lunch – Annual luncheon has been scheduled for Wednesday, May 18, in the Caleion Room. John Marino, UUP Statewide VP for Professionals, will attend and speak.
 - Professionals Survey – Professional Issues Committee will meet next week to discuss results of Phase I and steps for Phase II.
 - Ashley Schedule – Chapter President Ashley continues his positive recovery and will take back the reins following today’s meeting.
2. Vice-President for Academics (Steck)
 - NYSUT Learning Program – Steck received numerous e-mails from campus faculty upset about the NYSUT Learning Programs advertised in recent union publications. Consequently he discussed the matter with Bill Scheuerman and followed up with correspondence to Sheila Cohen and others who had expressed concerns (refer to Steck and Scheuerman letters in meeting packet).
 - Social Security – Steck reported briefly on Delegate Assembly speaker from AFT who spoke about Social Security. Schaffer distributed “Don’t Gamble with my Social Security” pins and copies of a related booklet that she had received at retiree meetings.
 - Office Open House – Steck proposed starting a tradition of chapter office open house in early fall semester. Goal is to have people feel invested in the chapter office location. Steck also proposed investing in large bulletin board and UUP posters for mounting on the hallway walls outside the office.
 - Part-Time Concerns – Janik and Dangler attended the recent Statewide Part-Time Concerns Committee meeting as observers. Ann Gebhard, member of the committee, was also present. At the meeting it was reported that UUP has one of the best benefit packages for part-timers in the entire nation, but the need for higher salaries continues to be stressed. UUP President Scheuerman has declared that the 2005-2006 year will be “The Year of the Part-Timer” and will hold a meeting this summer to strategize. The Chapter board agreed to hold a special meeting this summer to strategize on part-time issues. Steck noted that issues related to Full-Time Lecturer positions remain a big issues on our campus. Storch proposed a very focused and concerted campaign in the coming year so that part-timers will better understand how seriously UUP feels about part-time issues. Owens stressed the need to work together with part-timers and avoid a “we-they” attitude between part- and full-timers.

4. Part-Time Concerns (Owens)

- Part-Time Concerns Committee – Owens reported on March 31 meeting of the Part-Time Concerns Committee and subsequent efforts, including recent meeting with English Department faculty. The Part-Time Concerns Committee will continue to meet over the summer.
- Part-Time Concerns Labor-Management Committee – Meeting held May 6 was very productive. Discussion focused on part-timers' desire to have parity with full-timers in terms of salary. Owens felt President Bitterbaum and other administrators present were generally receptive to the concerns and issues raised at the meeting. Regular meetings of this committee will be scheduled for the 2005-2006 academic year. The issue of part-time salaries will be a major focus for the coming year.
- FTL Positions – Ashley noted that President Bitterbaum seems to favor an increase in Full-Time Lecturer positions. He also reported that the 2-course rule is no longer a policy, but noted that no one can be hired for more than 3 courses of not a full-timer.

5. Wellness & Benefits and International Faculty (Nagel)

- Wells-Weiss -- Nagel has been working with Laureen Wells-Weiss in response to the concerns Laureen raised in recent newsletter issues.
- Wellness Offerings -- The Wellness Group has plans to add day time yoga and/or tai chi to campus offerings. In the future, they hope to have massage therapy also available.
- International Faculty – Nagel reported that some international faculty are concerned that they are being poorly mentored. She suggested that a UUP board member, perhaps herself, should speak with each new faculty member individually, and urged the board to understand that the concerns of international faculty are very deep. Ashley noted that former President Taylor had a system that was effective; Ashley will talk to President Bitterbaum in effort to motivate him to adopt a similar mechanism. Ashley will also request from the Provost and/or Human Resources a list of all international faculty and ongoing update as they are hired. Owens stressed the importance of working to orient all new faculty

6. Retirees (Schaffer)

- Luncheon -- Semi-annual luncheon held May 7 was very successful with 60 attendees. The speaker did not show up due to confusion about campus directions, but Ashley, Bitterbaum, and Schaffer spoke. Schaffer focused on the importance of saving Social Security and was reportedly well-received.
- COARM – COARM has proposal in motion to change voting so that retirees are their own unit. The process for approving the proposal involves various votes and will probably take about two years to be completed.
- Schaffer Re-Elected – Schaffer was re-elected to be Southern Tier retiree representative. Brush will continue to serve on the Legislation Committee.

7. Environmental Health and Safety Committee (Dangler)

- Dangler is resigning from the campus Environmental Health and Safety Labor-Management Committee. Driscoll and Maffetore will continue to serve as UUP representatives to the committee; Ashley requested recommendations for a new academic member.

8. Labor Management Agenda Items

- Promotion Increases -- Storch asked to put “promotion increases” on the agenda. Ashley agreed to phrase the questions, “When was the last time the salary scale was raised for academic promotions?”
- Non-Union Construction -- Dangler will phrase a question to address concerns raised about wages for non-union construction workers on campus projects.
- Part-Time salaries will continue to be a Labor-Management discussion item.

9. Other Business

- Summer Advance – McGinnis will poll board members to try to determine a date for the Summer Advance. Steck offered his house as venue if the meeting is held in late June or August (Steck house not available in July).
- Annual Picnic – Friday, September 9 was set as the date for this year's picnic. McGinnis will reserve Yaman Park pavilions for this date and will contact Dinosaur BBQ for quote on catering. Kreh expressed dissatisfaction with Dinosaur BBQ but the majority expressed preference for Dinosaur.

- New Recreation Center – Van Hall expressed concern that the planned new recreation center will result in closing of upper campus recreational facilities. Concern was also raised about the possibility of charging fees to faculty and staff for use of the new facility. Selzner recommended drafting a memorandum of understanding between the union and the administration to confirm that no existing rights (i.e. free use of facilities) will be taken away as a result of the new center.
- ASC Food Concerns – Concern was raised about increased prices and simultaneous decrease in quality of food. Schaffer noted that the food for the recent retiree luncheon was particularly disappointing, and Van Hall expressed dissatisfaction with the cookies now served. Steck, who is on the ASC board, noted that catering is a money-loser for ASC, but suggested calling Bill McNamara to express specific concerns.

B. MOTIONS/ACTIONS (all passed without dissent)

1. Moved to approve minutes of the following meetings: 3/31/05 Executive Board; 4/5/05 Chapter Meeting; 4/6/05 Chapter Meeting.
2. Moved to approve expenditure for cookies and beverages for chapter office open house in early fall.
3. Moved to approve expenditure of up to \$500 for office furnishings, including but bulletin board, hallway posters, and/or other items as needed.
4. Moved to confirm prior e-mail vote approving expenditure of chapter funds to cover expenses for Lauren Wells-Weiss to attend Spring Delegate Assembly as observer.

Respectfully submitted,
 David Ritchie, UUP Cortland Chapter Secretary
 Boodie McGinnis, UUP Cortland Chapter Staff Assistant