

MINUTES of the UUP New Paltz Executive Committee
October 21, 2005
Local 2190

Present: Yvonne Aspengren, Hamid Azari, Peter Brown, Jeff Crane, Victor DeMunck, Maryann Fallek, Larry Fialkow, Donna Goodman, John Hain, Susan Bloom-Jones, Richard Kelder, Joel Lefkowitz, Susan Lehrer, Glenn McNitt, Jeff Miller, A.J. Williams-Myers, Brian Obach, Linda Smith, and Phyllis Sturm

Excused: Ed Felton

Called to order 11:43am

Minutes for:

1. May 13, 2005: approved as written.
2. September 16, 2005: Maryann Fallek's name misspelled. Where it says an email was sent to department reps omit "none was received". Approved as corrected.
3. October 6, 2005 Part-time Labor Management summary: no corrections.
4. October 6, 2005 Labor Management summary: add an * and a sentence at the end stating Aspengren did not call Beard nor did she request AFA recognition. Change the word She to Beard and add "It would be a Taylor Law violation."
5. October 7, 2005 Executive Committee Minutes: after mentioning the AFA add "claiming it was a non-affiliated organization". Brian Obach is the Bullhorn editor and Faylan is the copy editor. The initials AFT should read AFL-CIO. Approved as amended.

President's Report: Happy to announce the premier edition of the Bullhorn is complete. The Bullhorn was posted on the UUP website hosted by the campus. We hope at the end of the month, it will be posted at the UUP central website.

McNitt received a call from Beard reporting the administration is contemplating changing the core hours when school is not in session. McNitt told her there was supposed to be a meeting amongst Halstead, D'Aleo, Jones and McNitt to discuss the creation of a new document clarifying how new core hours affect UUP members.

Treasurers Reports: The budget was distributed. The gist of the report is there is an abundance of funds available.

VP for Professionals: Kelder received anecdotal reports from professionals, who say they do not have a performance program. Suggestions for remedying this situation were solicited. We could remind new members it is essential to have a performance program within the first six months of employment. Setting up a chapter meeting for professionals was suggested as a forum to present instructions on writing performance programs. The Personnel Taskforce is looking into items related to this issue. The question was raised whether the practice of refusing DSIs to supervisors, who fail to complete Performance Programs for their subordinates, is being enforced. Jones has compiled a 1½ hour presentation on performance program compilation for Purchase and Maritime. She is

willing to present it on campus. Kelder will arrange a date for this meeting with Jones. We could point out/appeal to our members, who are supervisors; they are hurting their subordinate's ability to advance at the college. People are getting fired from our ranks and the lack of a performance program has harmed them, as they have nothing to show they performed the duties of their position. We could put this issue on the L/M agenda as well as sending a letter to all the supervisors. McNitt will contact new hires to verify they have a Performance Program. A request for the list of professional hires will be added to the L/M Agenda.

VP for Academics: Peter Brown's name will be added to the list of department reps under Foreign Languages. Brown would like to visit each academic department to see what interests the members have and how the union can help attain their goals. McNitt has already scheduled meetings with some departments and will coordinate these dates with Brown

VP For Part-timers: Equity week petitions are finalized. Morale of part-timers as well as the rest of the campus is low. Perhaps a study of how these situations are related. Can UUP try to be included in some of the campus wide budget decisions? We will request a copy of the budget request submitted by the President. Somehow UUP needs to reach more part-timers. The P/T Committee discussed an informational demonstration and thought there were other things to do before demonstrating. They discussed dropping the two course cap and whether or not to tie it to a higher salary for the third course. GE III needs to meet certain assessment requirements and in order to make the required rubrics New Paltz must verify they are meeting the course requirements. This extra workload is a burden. The GE Board told the Provost, they feel the adjuncts cannot be imposed upon to do this extra work without extra compensation. This is an L/M issue and will be placed on McNitt's submission of the agenda.

Grievance Officer: Three people applied for Chancellor Reviews after they were denied tenure. Two were turned down thus far. The contract allows the President to reverse his prior decision even after the Chancellor also refuses tenure.

Women's Rights and Concerns Committee: drafted a letter to the Administration in support of our CSEA sisters in hopes of reversing the new core hours. The Committee has done extensive research into family issues. The letter will be sent with UUP's endorsement.

AFL-CIO Meeting: has been advertised widely to the press, other unions and flyers are rampant across campus. The speaker locally selected was forcefully replaced by one UUP Central wanted over Goodman's objections. UUP Central felt the UNITE HERE Communications Director was a better person to counter Schueurmann than the staff person originally scheduled. Goodman's only concern is with the process of selecting the panelists. Maryann Fallek and Donna Goodman have worked very diligently on this and done an impressive job. Obach will give a 5-10 minute overview of the history of the AFL-CIO followed by the speakers discussing why the unions split. Questions from the floor are to be encouraged reflecting on the greater effect of unions on this country.

For Equity Week we have scheduled tabling across from the Faculty Tower elevators. Two heavy trays of UUP literature will have to be picked up at LC6A and dropped off at Linda Smith's office at Wooster 1F. The petitions are finalized so they can be signed at the table. They ask for fair and reasonable compensation proportionate to that of full-time tenure track. Fewer lines per page for signatures was suggested. Copies of the UUP poster "Adjuncts Work for Peanuts" are needed.

THE BULLHORN: There are many projects and events going on campus wide requiring promulgation. The work on the Bullhorn was done by Linda Smith, Adrienne Mora and Donna Flayhan. 250 copies will be distributed at the forum and during equity week. The next issue will focus on adjuncts requiring people to write articles. The topics will include the listserv, Equity Week, and a profile of an adjunct.

Poskanzer announced the raise for adjuncts was only possible by increasing class sizes. McNitt will author an article entitled "Bread or Water" based upon Poskanzer's comments at the Faculty Meeting. If Obach receives sufficient submissions by November 15th a small issue could be created quickly. The editor's note said the Bullhorn will be a forum for discussion of issues. Obach invited letters to the editor. The 2 course cap issue could have the two sides presented in the Bullhorn.

Mora put in eight hours work on producing the Bullhorn and it is felt compensation would be appropriate. Motion to pay her \$20/hour was approved.

It was requested that issues not addressed at one meeting be placed at the top of the agenda for the next meeting.

Azari brought a DVD trailer from the DA from **US Labor against the War**. They are working on a 27-29 minute DVD and looking for support from organizations to create the full DVD. A motion to contribute \$200 to Center for the Study of Working Class Life in support of the production of the new DVD was made. UUP Central has to tell us how we can legally do this. Unanimously passed.

The end of the semester party is a standing event to be held downtown. Jeff Miller is in charge. He did not object as he had already left the building.

Adjourned 1:30pm
Respectfully submitted,
Phyllis Sturm