

Executive Committee
Minutes
March 12, 2019
12:00 pm to 1:30 pm
Wooster Conf. Room

Attendees:

Peter Brown, Bill Capowski, Nancy Cooney, Merel Decker, Donna Goodman, Kiersten Greene, Doug Koop, Colleen Lougen, Wayne Lemпка, Amanda Merritt, Glen McNitt, Brian Orbach, Govri Parameswaran, Abigail Robin, Spencer Salend, Mary Thompson, Kevin Saunders, Beth Wilson

1. Approval of proposed agenda - Approved

2. Approval of minutes from February meeting

Minutes approved with minor corrections.

3. Nancy Cooney volunteered to be written in on the ballot for Secretary of the New Paltz UUP chapter. Ballots are due back on April 10, 2019.

4. The Grievance officer position is also available.

5. **Treasurer's Report:** Our budget is strong and the budget submission was approved by membership and sent to Latham. The Finance Committee will meet in a week to review budgets. Ending balance of chapter funds on 3/12/2019 was \$13,096.37.

6. Announcements, Updates, Committee Activities

Labor Management meeting on March 21. Some items that will be on the agenda: delay in reimbursements for travel; state of reasonable accommodations policy; the two-course cap; emeritus rights and privileges; and incomplete part-time teaching faculty appointment letters.

Disability Rights and Concerns: Spencer presented a motion that "all on and off-campus UUP New Paltz Chapter events will be inclusive of and accessible to all, including those with special needs." The motion was seconded and unanimously approved. This will be chapter policy.

Grievance Chair: Peter Brown mentioned grievance issues with part-timers that resulted in good resolutions. UUP is considering a class-action grievance against the campus because they took healthcare away from part-time faculty because of the new interpretation of the

Membership: Merci and Brett held a Membership meeting last month and six people attended. They are looking at short term goals, increasing visibility by tabling at the farmer's market, and developing a calendar.

7. **Legislative Outreach:** Brian Orbach has been spending a lot of time contacting representatives. It has been challenging because they are busy with NYS budget. He contacted Jen Metzger, Kevin Cahill, and Kieran Michael Lalor.

8. **Planning for President's Chapter Release time proposal:** The UUP wants a project outline for Beth's release time. The group brainstormed about things Beth could be doing. Some suggestions include: Beth could visit new employees and attend orientations to educate them about the union. Beth will maintain oversight of the UUP chapter website's accessibility. If others have ideas, please forward them to Beth.

9. **Hudson Valley ALF updates:** Donna discussed the ALF and their recent election. She said next time our contact is up, it may be a good idea to create a labor campaign and align ourselves with other local unions. She is working on an immigration forum on campus.

10. No old business

11. **New business:** Gowri attended a phone conversation with Jamie Dengler and other Vice Presidents across the state. They discussed online teaching issues and the UUP may file suit on the behalf of over 100 faculty members whose course materials have been used inappropriately.

12. Adjournment

Meeting adjourned at 1:23 p.m.

Respectfully Submitted,

Colleen Lougen

UUP New Paltz
Executive Committee Meeting
Minutes

May 7, 2019

12:00-1:30 pm

Wooster 3rd fl conf room

Present: Beth Wilson, Spencer Salend, Donna Goodman, Douglas Koop, Anne Roschelle, Colleen Lougen, Nancy Cooney, Peter Brown, Glenn McNitt, Bethanne DelGaudio, Ed Felton, Carol Riestma, Kevin Saunders, Mary Thompson, Bill Capowski, Gowri Parameswaran, Vika Shock, Kiersten Greene, Meri Decker, Scott Minkoff, Brian Obach Thomas Hoey (MDO Statewide), Jeri O'Bryan-Losee (Sec./Treas. Statewide) Richard Burton (AFT Organizer).

1. Approval of proposed agenda

Agenda amended to abbreviate business items and focus on issues discussion. Passed unanimously.

2. Approval of minutes from April 9, 2019

Passed unanimously.

3. Treasurer's report

Cost of providing interpreters to enable a hearing-disabled member was discussed, and possible alternatives to make meetings accessible more economically were suggested. Carol Riestma moved to accept the Treasurer's report, seconded by Gowri Parameswaran. Motion passed unanimously.

4. Grievance Chair report

Brief summary of current cases provided by LRS Bill Capowski.

5. Chapter elections report

There was a significant increase in member participation in the 2019 chapter elections.

6. NYSUT RA/UP DA

NYSUT RA resolution for TRS to disinvest from fossil fuels was voted down. There will be a discussion at the DA next week on removing the "no strike" provision from the Taylor Law.

Approved
9/12/19

Brendan Cannon appointed by unanimous vote to be the UUP representative on the parking committee.

7. Campus parking committee – new appointment

8. Mandatory training in January – updates (+ other issues for Labor-Mgmt on 5/14)

9. Chapter End-of-Year gathering, May 8 at Garvan's, 4:30-7:00

10. Old business

Discussion about scheduling meetings for 2019-20, Exec Cte retreat in August.

11. New business

No new business

12. Adjournment

Meeting was adjourned at 1:30 pm.

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Respectfully Submitted by: Kiersten Greene
December 13, 2018

Present: Brett Wise, Kevin Saunders, Glenn McNitt, Bill Kapowski, Meri Decker, Colleen Lougen, Doug Koop, Gowri Parameswaran, Amanda Merritt, Carol Rietsma, Donna Goodman, Beth Wilson, Abigail Robin, Mary Thompson, Kiersten Greene

- Motion to amend the agenda accepted as follows: skip agenda except for essential reports, and spend the balance of time discussion action plan for next semester.
- No response to labor-management requests to talk about adjunct non-renewals
- L-M is tomorrow at 3pm
- Doug: \$10K allocation has been received
- UUP DA Feb 3-4: do we want to send observers?
- Motion to bring 2 observers to DA; all in favor; discussion on who will ensure Area gatherings:
- F & PA and Library (lunch; Wayne): expected 40 but got 20; not much discussion; debate on effect/result
- Old Main breakfast (good discussion around funding for SUNY (Gowri))
- Let's reassess how we do this in the future
- Changing ways we are doing orientations; Beth & Jane had meeting; UUP will no longer send new hire kits; we will be responsible for disseminating them
- In conversation with Brett: we want people to be prepared for how to disseminate these kits; we have dental and vision benefits we should know, etc -- they will send out a doodle poll for that in order to indicate when folk are available -- possibly Jan 17?
- Beth putting out huge push for delegates; getting involved; the # of delegates are not limited by campus; but you can only have a certain # for DAs; 8-9 academics; 4-5 professionals -- we almost never fill all voting slots (depends on membership #s -- 1 per 75 members)
- DA

- Who's going
 - Brett, Bill, Colleen, Gowri, Doug, Amanda, Carol, Peter, Donna, Beth, Abigail, Kiersten, Glenn, Key
 - Do we want to put forth a proposal?
 - Knowledge that we stopped accepting the belling of the budget process; the knowledge that SUNY is small potatoes for the state; the idea that SUNY is swimming in money; it's the state money we want, and if we accept that while sooner or later we'll get the money later and tuition will take care of it but turn a blind eye to it, and raises shouldn't come from tuition
 - Would like to express frustration with E Board; Beth asked Fred point blank if we can stay neutral on tuition increases and he said no we can't do that (bc otherwise we won't get the funding).
 - We are presenting SUNY as an economic engine at this point; if we're raising tuition, we're affecting finances badly; if we don't fund SUNY, we are representing finances badly; we need more coming our way
 - Having a concise and concrete narrative that will be repeated and catches on that eventually changes that narrative (narrative, then phrase) Critical of Amazon deal
 - CUNY Rising is leading PSC-CUNY
 - Understand our relationship with NYSUT

- Campaign / coordinated events
 - Donna book talk on March 8th
 - Lectures, films, panels
 - Something on Gov & senators are asking for salary increases; why not us??
 - Films? Lectures?
 - Austerity blues follow-up
 - film?

- Workload creep
 - Till now, it's on the individual member
 - We have to look at the bigger issue of funding statewide
 - Why you shouldn't be just sucking it up; connect to Fund SUNY Now campaign
 - Need to create descriptions for what we are doing; no record -- let's record this; let's find an app for that!
 - How do we capture without normalizing? Here's what we believe our load is -- I've been doing X on a voluntary basis since X date
 - Follow up to exit interviews

- Could we do a call-in for lobby day? Stop by and call in library -- follow up event

- Jan retreat for the board?
 - Resolutions for spring
 - Hearings at spring DA on NYSUT, on the issue of SUNY as an economic engine
 - Coordinated campaign on our campus
 - Jan 17, 18, 19, 21, 26 (Beth to do a Doodle poll) (10:00am-4:00pm); NYSUT office (?)

- Lobby Day
 - How can we organize?
 - Coordinate more closely with RUP?
 - Carol: only ever talked to staff
 - Brett: meet in districts on Feb 14 & 15 & 28 and March 1; maybe we could get F2F meetings
 - Merc: if we hone in on an idea enough, then they have to repeat those words/language and use perspective
 - Glenn: Kevin Cahill has been very strong in support of college; suspects main thing he's worried about is he's not on ed committee (or ways & means) and if he's not he can't do anything but speak for it; if he's on education committee, then he has influence (ways & means is most influential); who are the reps, and how can we coordinate efforts more intentionally; SUNY is more than an economic generator -- we might look at recent graduates to see how they're being successful; is it just our graduates and campus, or something else? How do we convince UUP central that it should be all the graduates? List of accomplishments / stars; we should ask for testimonials of people who have been successful
 - Gowri is in Albany on lobby day; lots of people wanted to be photographed to take photos with big thank you cards
 - How do we get there? Shuttle to UUP building, and then from there everyone goes on to capital; lunch is provided; prob NYSUT office in Albany; there's always room on single payer healthcare bus Glenn, Beth, Kiersten, Amanda (?)
 - Merci, Carol (?)

- Visual campaign
 - Posters -- who didn't listen? Who advanced the story of labor? Bulletin board packet (communications committee)

Topics to consider in the future:

- Working conditions
- Union education
- How we look at power
- More visits (EC visit, sending out cards, more participants)
- Equal compensation; gender equality
- Paying attention to performance programs
- Visibility
- More voice
- Austerity campaign -- RUP (?)

