

Approved
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**UUP New Paltz Chapter Executive Committee
Meeting Minutes**

**November 2, 2016
11:30 am – 1:00 pm
UUP Office/LC6A**

In Attendance: Peter Brown, Bill Capowski, Donna Goodman, Doug Koop, Amanda Merritt, Glen McNitt, Kevin Saunders, Spencer Salend, Christian Speedling, Linda Suszczynski, Mary Thompson, Beth Wilson

1. Approval of proposed agenda

Motion to adopt the proposed agenda for the meeting approved.

2. Approval of minutes from October 5, 2016 – as amended

Motion to approve the minutes approved.

3. Treasurer's Report

Report with cash balance for October 31, 2016 was distributed.

We are awaiting September 2016 allocation.

We discussed the two chapter meetings recently held in October and the cost associated with them (approximately \$2,220). The attendance for the luncheon meeting was approximately 80, and there were about 25 attendees at the evening meeting. The next large expense will be the holiday/end of semester meeting on December 13 at Bacchus.

4. Grievance Chair Report

A new case has developed. The Grievance chair represented a member during an interrogation. The member was accused of falling asleep at an inappropriate time.

An update to an ongoing case – A member who is currently suspended without pay, and also prohibited from being on campus, has recently been accused of seeing students off campus. It was stated the member has a private attorney, and should seek advice from that attorney on this matter.

5. Negotiations update

PEF is in the process of ratifying a new contract. It is a three year contract with 2% raises each year. There are no concessions to the members' percentage of health care contributions.

6. Labor/Management

Beth Wilson updated the Executive Committee on the October 21 Labor Management Meeting.

Union service counting as service

Administration has now agreed that union service counts as service. UUP wants to memorialize this in the faculty handbook. Administration voiced push back on publishing it in the handbook. Beth provided the provost with examples where other colleges publish it.

Announcement of 54 salary increases (At September 2016 State of the College Address)

Administration stated it was closer to 60 people, all academics. No list yet provided. Beth Wilson and Bill Capowski will follow up with an information request as an attempt to obtain the details of the salary increases. Administration stated a review of salaries for compression or inequity will not be performed for professionals. Administration feels salary compression/salary inequity is not an issue among professionals. Administration stated professionals have other vehicles to ask for a raise or promotions.

The Executive Director/Title IX position was discussed. Is this a new position, where is the money coming from? Will a Director of Human Resources (replacement) eventually be appointed or will the Executive Director/Title IX suffice?

Adjunct Increases

UUP was told because of the budgetary environment we are in, it is not a good time to discuss adjunct increases. UUP will follow up on the amount of Albany adjunct increases with respect to three credit and four credit courses. Is the increase the same for both?

FSLA

Administration stated it is in the process of complying with new FSLA regulations for employees with salaries under \$48,000. These employees may become eligible for overtime, or receive an increase to \$48,000.

Emergency Closing and Using Accruals

Administration sent a second message, but it is still confusing. We are battling about language.

Direct Deposit

UUP informed the Administration members are receiving direct deposits for travel advances, but they are not receiving any notice pertaining to the details for these deposits. Michele Halstead stated reimbursements come from SFS (the State Financial System) and SFS is not capable of sending messages with details about the reimbursements. She also stated a new expense statement reimbursement software is currently being developed here on campus.

The next Labor Management Meeting is November 17. Beth Wilson is in the process of developing the agenda and encouraged the Executive Committee to come forward with any relevant issues.

Representation of members at disciplinary meetings will be on the agenda. An issues has developed as to how SUNY is interpreting our agreement on representation during disciplinary meetings. New Paltz UUP believes two representatives should be present. A LRS and a local grievance chair is reasonable.

7. Chapter Action Project

Bill Capowski and Stephen Pampinella attended CAP Cooperstown retreat October 27.

8. CAP workshops in November; plans for Spring

A series of upcoming workshops on campus are scheduled to educate attendees about defunding public higher education and what can be done about it. There are scheduled ^{as} for 11/2, 11/16, 11/30. A flyer was passed around at the meeting.

Starving the Beast is a recently released movie about public education systems. We discussed how we might be able to organize a screening on campus. Possibly a panel discussion could follow. Possibly invite other unions to join us.

9. Bylaws update - status

We need to update our chapter bylaws. The committee met today. They plan to bring revised bylaws to the Executive Committee by the end of November. The final revisions will be voted upon at a chapter meeting.

10. Upcoming Events/Calendar

- FSLA Workshop 11/17
11:30 – 12:30 Kevin Saunders – Wooster Room 360
- Met Life Optional Benefit Programs – Hyatt Legal Services – 11/18 SUB 100
- Executive Committee – 11/30 at 11:30 in UUP Office
- Labor Management Meeting – 12/9
- End of Semester Gathering – Bacchus 12/13

11. Committee/activity updates –

Women's Rights and Concerns - First meeting of the semester was held today on campus.

Outreach

Donna Goodman recently participated in a Labor Walk. There are several canvassing trips this weekend, a flyer was distributed with the details.

Beth Wilson will send out an e-mail encouraging members to vote and to remind their students to vote.

12. Adjournment

Motion to adjourn approved.

Respectfully submitted,

Linda Suszczynski

Linda Suszczynski
11/29/14