

## UUP Large Executive Board Meeting Minutes for Sept. 18, 2013

The following members attended today's meeting (officers have a \*):

Dan Gordon	George Still *
Sarah Cunningham	Gina Doty *
Catherine Schwennker	Kevin Mundy
Roberta Wacker-Mundy	Karin Killough
Karen Volkman *	Kim Hartshorn *
Bev Burnell	Karin Killough
Anna Liem	Gary Kroll
Ben Wright	Tom Morrisey
Rob Keever *	

The meeting started at 12:10 p.m. with President Karen Volkman welcoming everyone and introductions of the officers at this meeting.

1. Approval of Agenda: Gina made a motion to approve the agenda for the meeting and 2<sup>nd</sup> by Roberta and all approved.
2. Approval of the April 24, 13 last meeting's minutes: There was discussion that the minutes should have a sentence removed on page 2 under "compensation of department chairs, is it a summer stipend?" The sentence removed: "There is no winter session for chairs to teach in the summer at all" caused confusion and the topic is still being discussed into this semester too. George made a motion to approve the amended minutes and 2<sup>nd</sup> by Karin and all approved the April 24, 2013 meeting minutes.
3. Treasurer's Report: Karen gave the report since Rob Keever, our Treasurer, was teaching a class and would attend this meeting later.
  - a. As of September 13, 2013 in our UUP checking account we have \$9797.73 and Good & Welfare fund \$2126.80. The last major change in the checking account was on August 23, 2013 where \$2307.38 was spent at the Semester Welcome membership meeting at the Naked Turtle restaurant in Plattsburgh for a welcome to the fall semester event and deposited from that event into the Good & Welfare account was \$416.00
  - b. There are funding requests for professional workshops and meetings and also an academic workshop. George discussed the need for \$1280.00 for lunches using our wooden tokens for four meetings and two workshops. A motion was made by Kim to approve this and 2<sup>nd</sup> by Roberta and all approved this expense. Kim explained the expense for the fall academic lunch workshop to discuss the performance evaluation program for academics and the expense of \$300 was raised to \$400 by Karen to be on the higher side depending on attendance numbers increasing. Bev made the motion to approve and 2<sup>nd</sup> by Gary and all approved this expense. This academic evaluation workshop is in the Amnesty room on October 17<sup>th</sup> at noon.
  - c. Gina and Bev requested \$125 to pay for UUP members attending a fall future meeting that is still being discussed to plan a speaker series or some event to include all unions on campus with the end result to improve communication between employees. This

meeting is a spin-off from the UUP civility grant initiative which is now the Promote Community Building committee's work. Gary made a motion to approve the \$125 for a planning meeting lunch and Karin 2<sup>nd</sup> and all approved.

4. Salary Increases are Forthcoming News: Karen discussed recent news that the recent pay bill that the governor signed for UUP member's new contract does not include salary increases and must be paid by the campus. This is about \$1.8 million and another unfunded increase.  
--Karen talked about the Sequestration in the federal sector affecting the ROTC instructor on campus, Doug Goodfellow, and that since he is paid from federal funds he will not be working after the end of the month due to this. If you hear more about this type of thing in your department, let Karen know.
5. Making Strides Against Breast Cancer campaign ends Oct. 4: Gina explained this campaign and requests other members to help her sell or purchase raffle tickets and/or make a raffle basket. She has a variety of theme ideas for the basket if you are interested in putting one together. If you want raffle tickets, contact her at #5011.
6. Campus Safety a Concern: Communication needs to be improved when it comes to safety issues that arise in buildings where we work. Sibley Hall on the first day of fall classes experienced hours where almost all the bathroom toilets were plugged. There are no set procedures on how to handle an emergency that can affect the safety of the occupants when things like this occur. This has been experienced in 2010 when a flood of water entered the Angell Center and in Hawkins hall too where raw sewage came into the building and/or mold started to grow. We want to explore what other campuses are doing since our campus-wide safety committee meetings are no longer happening. Kim will research this at our October Delegate Assembly asking other campuses what they are doing. We may decide to create a working group to discuss this more after Kim's return from the DA. There is a provision in our UUP chapter to have our own safety committee. Right now we do not know what happened to the campus-wide safety committee that Keith Tait was running.
7. Contract: The governor signed the pay bill about 1.5 weeks ago. More news is forthcoming the end of September or early October from VP Jamie Dangler about the PDIAP funds and Drescher awards funding too. Also the written contract is still being worked on.
  - a. On September 25 our first paycheck will reflect the furlough days where we will experience 2.5% less money for this academic year in our pay and the following academic year of Sept 2014-Jun 2015 it will be 2.0% less per pay period. This is the 9 furlough days where 2 days we will take off without pay and 7 days where we will work without being paid and get the 7 days pay back slowly at the end of the contract. This is not a good month for our members since the increase in medical premiums just occurred.
  - b. There is a "Productivity Enhancement program" for professional members who earn vacation days where you sell your vacation days for a reduction in medical premiums.

Speak with Sarah Reyell in Human Resources for details. Also there is a “buyout plan” if your spouse/companion has a non-state medical insurance and you go on their plan leaving your medical plan at the college. If you can get this, you are paid around \$3000. There is an expiration date on this plan so go speak to Human Resources.

- c. DSA is discretionary service award and is not DSI, which was added to your base salary. DSA is management choice on who receives it by December 2013 and UUP officers at the last Labor Management meeting asked that all UUP members across the board received this increase. It is up to management how this money is given out.
8. Seamless Transfer: Karen will be sending out a brochure soon on this topic and why UUP statewide is concerned about it.
9. Any other Concerns in your Division? Some academics are getting questions about the performance evaluation agreement. There are two points to remember with this document: the responsibility of the performance evaluation program is with management and not with UUP and the process is owned by management and their responsibility to run the program.  
  
--In the spring/fall of 2014 since the DSI money is not available for merit and equity increases, Karen feels the DSA will be a bigger problem.  
  
--At the last Labor Management meeting the Provost, Jake Liszka discussed the idea of adding another item to the Academic Annual Activity Report to hopefully gain information and use it in his decision making for discretionary monies. This has not been finalized and is being discussed.
10. New UUP Newsletter Editor: Marguerite Adelman will no longer be our editor due to her resigning this summer from the campus. We appreciate her hard work while she was performing this important work for us. We do want to welcome Catherine Schwennker as our new editor. If you have an article to go into our future newsletter, contact her about it. Thanks for volunteering to do this for our chapter Catherine.

The meeting adjourned at 1:30 p.m.