

Exec Board
Nov. 1, 2017
Noon, Ward 103

Attending: Kim Hartshorn, Rob Keever, Gerianne Wright, Karen Volkman, Richard Aberle, Ray Guydosh, Cathy Eldridge

1. Minutes

No minutes available.

2. Reports

President

- Branch visit by Kim Hartshorn and Al Mihalek where they visited with five people. Suggested scheduling regular branch visits at least once a semester. Suggested it would be a good time to schedule a union meeting there on the day they have their monthly faculty meeting. He said they feel ignored. Suggestion was made for one or two members to run as delegates and that the branch faculty should be considered when the faculty senate looks bylaws.
- They feel ignored. Rob asked if they work ft for us. Some are adjuncts. Suggestion made for one or two to run as delegates. Something faculty senate could consider too when looking at their bylaws.

VP Academics

- Ray Guydosh discussed the draft with management and UUP's proposed changes to Departmental Elaborations Proposal. Revisions were distributed to review.
- Evaluation workshops seen as successful with 25-35 members attending on Sept. 27 and Oct. 19.

VP Professionals

- Performance Review Workshop is Nov. 8 11 a.m.-1 p.m.
- Meeting with members. Kathy B going to send intake form so she can ask consistent questions. Neither Kim Hartshorn, Karen Volkman, nor Ray Guydosh ever used intake forms. Hartshorn said he's used a log to good success. Received requests during these meetings for workshops, etc. Discussed questions about hybrid positions such as coaches. These folks cannot be evaluated in the same way as academics. Discussion about evaluation process, performance plans and teaching. Contingent Officer
- Contingent Meeting
Richard Aberle said he would like to set up committee week before Thanksgiving week. Deptment reps are meeting Nov. 15. Discussed schedule and whether it should include lunch. Aberle maintained the numbers would increase if lunch was offered.

Aberle also said he wanted to send another Flex Spending reminder since the deadline is Nov. 6.

Treasurer

Rob Keever reported \$13,824.19 balance in checking. Richard Aberle moved to approve report; Cathy Eldridge seconded the motion. Carried to accept report

Political Action

Candidate forum at CCC to feature all 9 opponents to Elise Stefanik will be there. 8 Democrats and 1 independent will be there. It is believed there will be a primary in the spring.

Committees: No discussion

- Membership
- Outreach
- Contingents

3. Old Business

No old business.

4. New Business

- Labor Management Agenda

List of identified non-critical positions including unfilled positions for which action has been taken — people who have been let go or non-renewed. Discussed notification of any who have been non-renewed. Kim did not have a number of how many have been let go so far in addition to those unfilled positions from retirements.

Discussed procedures for appointment letters: both language — including having the salaries and SL levels — and the way they are distributed. New system includes emailing appointment letters.

- Extension of Internal Promotions eligibility by one year after separation (Sue Welch)
President's cabinet has agreed to extend to a whole year after separation to also include non-renewed lecturers. If non-renewed and someone retires in a position deemed
- Labor Day calendar question

- Upcoming Meetings

Wooden nickels for professional performance review workshop: Rob Keever moved; Cathy Eldridge seconded to spend up to \$350 for the Nov. 8 workshop.
Reminder to give Chartwells a heads-up when we have nickel events.

5. Adjournment at 1 p.m.