

## UUP Chapter Membership Meeting

Friday, March 2, 2018

Noon, Yokum 205

Attendance included (in part from incomplete sign-in sheet): Kim Hartshorn, Rob Keever, Gerianne Wright Downs, Wendy Gordon, Ray Guydosh, Cathy Eldridge, Kathy Briggs, Shawna Mefferd Kelty, Leah Sweeney, Deb Brunner, Kym Taylor, Sarah Cunningham, Eric Laessig, William Peters, Mustafa Demir, Bob Christopherson, Rohit Rampal, Cecilia Gregoire, (illegible), (illegible), Sally Urban, Jonathan Slater, Randy (??), Margarite Garcia-Notario, Janet Puhalla, Levi Martinez, Carol Bleaux, Susan Millett, Magdalena Hertel, Lauren Eastwood, Susan Mody, Mila Su, TJ Myers?? Anika Fullum, Parker O'Mara, Jonathan Chew, Thomas Morrissey, Felicia Herzog, Vincent Carey, Matt Salvatore, Tim Mihuc, Gloria Bobbie, Karen Volkman, Mark Kaiser, Jackie Oertel, John Parmalee, Jean Ann Hunt, Mark Richard, Kim Emery, Elizabeth Cohen, Delbert Hart, Jeff Hornibrook, Gary Kroll, Erika Guay, Bob Richter, Alyssa Drowlette, JoEllen Miano, Josh Beatty, Kathleen Camelo (also several members via Zoom)

1. 2018-2019 budget discussion led by Rob Keever. Not much change from previous year. Chapter release for Kim H. at \$5,972. Ray G. moved to approve; Shawna K. seconded motion. Carried unanimously.
2. Contract Update: Kim explained how the plan had been to be vocal at a rally outside but recent campus events made that seem inappropriate. He suggested having one after the break if there hasn't been any movement on the contract. He suggested members write letters to legislators and the governor saying we need some movement on this. It's been dead-locked far too long. Discussed Janus case in light of being heard by SCOTUS March 5 and how it will determine the future of our type of bargaining units in the country. NY state may pass its own legislation but it will have to be done state by state. Kathy B. cautioned that work-to-rule by public sector employees is considered a strike. She suggested if anyone has any plan to slow down or cut back, they need to talk to Kim who will then talk to her. Kim stressed we are not advocating work-to-rule.

Question: What if you were hired when there was no contract?

Kim: We have a contract. We continue to function under the old contract until a new one is ratified. Problems include sunset agreements in existing contracts, raises. One of the things the union is asking for is similar to what other labor unions have: step increases. Asking for either a step increase (longevity) or some kind of across-the-board additional money with a specific amount set aside for compression or equity. It's one of the major sticking point in negotiations.

Question: When did we get the last DSI? Kim: Fall after the expiration of the last contract, in 2016.

Question: Will they continue with DSA or move back to DSI? Kim: The union is not going to settle for something that is not added to the base (DSI) Whatever they call it or however they do it, it has to be on base.

3. UUP Update: Kim discussed the Janus case, saying the union is working on many political fronts, in combination with NYSUT and AFT. Working strong to lobby for a fair decision in the Janus case or, depending on the decision, lobbying for state efforts or state or federal legislation to deal with some of the outcomes. Right behind this decision are at least a dozen other cases on the

issue of dues, agency fees, etc. If it's favorable this time, more will be in the pipeline to make a different challenge.

Question: Is there anything we can do to those who pay the agency fee so they don't get benefits? Kim: Not sure of the immediate effect in NY state. We would still be under the current contract. Question is, what would happen under a new contract. It's not immediately clear.

Question: How will this impact our membership? What percentage is not union? Kim: Nine percent are agency-fee payers.

4. Upcoming professional workshops: Kim reminded members that there will be a workshop on work load creep Monday, March 12 from 11 a.m. to 1 p.m. in the ACC Cardinal Lounge, and a meeting on professional employee evaluations March 21 from 11 a.m. to 1 p.m. in the Amnesty Room, ACC. Cathy Eldridge, vice president for professionals, and Kathy Briggs, our labor-relations specialist, will be at both.
5. A UUP Benefits Fair will be held Wednesday, March 7 from 11 a.m. to 3 p.m. Cathy told members that the reason to have a benefits fair is to remind members what they're getting with their dues. She asked everyone to encourage members to attend.
6. Kim informed members that there will be a contingent/adjunct and part-timers meeting Saturday, March 3 at noon at the Ground Round.
7. Campus climate: Kim shared President Fred Kowal's press release in support of the union and students. It was sent to let members know that the state UUP leadership is aware of what is going on at the Plattsburgh campus.  
Question: Does the union have any position on mandatory diversity training for faculty members? Kim: We have not discussed that and it is maybe something we have to develop.
8. Lobbying: Kim informed members of the legislative breakfast being held Saturday, March 10 at 8:30 a.m. at the American Legion on Quarry Road. Billy Jones and Betty Little scheduled to be there. Hopefully someone from Stefanik office; maybe some local supervisors and legislators. After breakfast, a Q&A session. If like to go, get in touch with Kim. Kim reminded members that being visible and having a voice is important. Visit [uupinfo.org](http://uupinfo.org), under legislation where it lists advocacy days in Albany and other places around the state. If you'd like to participate in advocacy, click on those tabs and sign up. Vote Cope will pay for mileage. Thursday, March 8, in-district lobbying. NYSUT may have set something up.
9. Michelle Toth reported that the department and area reps program is working hard to ramp up. Vest are available through a UUP and NYSUT grant.
10. Taking the "No Contract!" member photo.
11. Meeting adjourned, 1:30 p.m.