

Minutes  
PUUP Exec Board Meeting  
Tuesday, June 2, 2020  
3 p.m. Zoom

**Attending:** Gerianne Downs, Kim Hartshorn, Dan Gordon, Karen Volkman, Ray Guydosh, Erin Campbell, Oscar Flores, Stephen Holmes, Gary Kroll

1. Resolution endorsing college statement regarding George Floyd:  
Kim opened by showing the exec board a copy of the proposed resolution. He suggested having CSEA sign as well and would send it to Ethyl. Discussion took place.
2. Kim said we need to schedule meetings for professional, academic and contingent employees. Erin will work on getting a professional meeting later this summer; Richard isn't in the Zoom meeting yet but Kim will reach out to see if he can do the same. Academic meeting needs to be scheduled. Dan said he would within the next few weeks.

Stephen Holmes wanted to remind contingents and academic part-timers that they need to get a signed employment letter so they are able to apply for unemployment. If anyone needs help with that, they're encouraged to contact him. Kim said that Chapter Assistant Patricia Downs put the information on the bulletin page and sent out an all-union reminder about unemployment and directs them to the link.

Discussion ensued about getting central to put emails on the member list. Stephen said he'd make it a priority to input the emails that he has. Kathy said SUNY wasn't eager to share SUNY emails with us. Erin asks Patricia to add emails for new hires and folks who leave to update the list. Kathy: Likewise for the academics? Kim said he could get one in the same way Erin's getting hers.

Back to meetings, Kim said he didn't think having the academic, professional and contingent meets are too many. Statewide is looking for some kind of an organized chairs' meeting. Not sure if Tom Tucker is talking about a supervisor and director meeting. Thought it was probably a good idea. They want to have a statewide chair meeting particularly for academics and also wouldn't be a bad idea to do on the professional side, too.

Kim mentioned the solidarity drafts he sent to us via email today (June 2). Suggested to look at the statement and if can endorse it would do an email vote.

Discussed the other two documents he had sent as attachments regarding re-opening.

Kim: the reopening principles were worked out; other document reopening procedures. Kathy said UUP wants to address more strongly health and safety issues. We don't have the teeth in the contract as of today to say you must do this or that.

Kim: statewide health and safety committee just being formed. Our H&S director has apparently been kept out of the loop.

Kathy: That's one of the challenges every campus has with H&S committees and different utilization of them. Effort is being made to try to get all of those pieces considered; going to take a lot to get these committees past chemical storage and inventory issues, which is where the emphasis has always been.

Task Force report is due to Albany on Friday.

Gary: I don't think there will be anything revolutionary. He said he didn't know if this is going to be a meaningful document in any way

Kim: There's so many *if's* out there, they can't nail anything down right now. Are some givens: most of the social distancing plans being put together would require staff that don't exist on the CSEA side. Nobody at management is addressing this. There are a lot of logistical elements that will make it impossible, and I don't know if they're making up a plan and will work on the logistics later. Not one wants to take the lead on that.

Gary: Is a conversation going on among campus governance leader if word on grapevine feels like SUNY is balking at the cost of testing and tracing; prohibitive, may not be worth having physical students on campus.

Kim: I think that's what it will come to.

Kathy: It's not hypothesis on the cost; hospital centers already that issue. Unsustainable cost. There are campuses putting out some detailed plans. Some are very risky; others deliberately waiting to see or hear what other campuses are doing before they commit to anything. Each campus is to have committed plan by Friday. Nobody came up with an explanation of how these CSEA folks are going to be cleaning all these areas being disturbed, with social distancing and traffic flow. They're going to have to have traffic regulated like the grocery story. Needs to be addressed.

Kim: where's the strategy? One approach may be to just keep bombarding them with emails and keep asking questions. One of the things SUNY might see or is hoping is if 25 of the campuses say there's no possible way we can bring students back in the fall will help them make a decision. But if 8 campuses try 7 different hybrid methods, one is insisting going face to face, 4 or 5 say this or that, they're not going to be any closer to a SUNY-wide decision.

3. Surplus of \$2,000 in UUP account, Good and Welfare funds. Kim suggests a cash donation to a our food bank, or the regional food bank. But also said it might be good to use for members affected by COVID-19 if allowed. Suggests a Good and Welfare committee to establish greater transparency and guidelines on how we are spending these funds, especially if we can use the UUP funds in direct aid to members.

About \$1,600 in G&W; about \$2,500 from this year's allocation we didn't spend, plus rolling over quite a reserve. Oscar will forward the total; it is in the neighborhood of \$9,000. Kim said there is a significant amount. Good part rolled over year after year. To extent may have members in significant financial distress. Not clear, they were looking into the extent to which we can use UUP-allocated money for members in need of direct aid. It was decided to wait on making a decision until we hear back from central on spending the money.

4. Discussion ensued over tenure track or professional employees being non-renewed for performance issues, suggesting that the department needs to take some responsibility for the non-renewal and as part of requesting a replacement they should submit on our suggestion, and maybe the senate through resource and planning that they submit a plan for success for a new hire. In other words, the department needs to take some responsibility for a hire.
5. Dan brought up the topic of administration returning to faculty serving on review groups. Dan: I can see their participation as problematic, especially if they're on PRGs in the area they had been administrators.
6. Kim said his fear for budget is there will be a slew of lecturers and junior faculty being let go in the next year or two and be brought back as adjuncts.
7. We have a good supply of No Hate in the North Country signs if anyone needs some.
8. Discussion began regarding electronic submission of evaluation documents. Kim suggested a feature in Gmail that would allow this to happen. Erin suggested emailing the Helpdesk to ask how it would work. Dan said no reason to proceed if management doesn't want to do this. Kim said Diane Merkel is in favor of electronic submission as long as it's done correctly.
9. Discussed Zoom meetings as they relate to using the college's Zoom license. We will look into the chapter purchasing its own license for meetings

Adjourned at 4:54 p.m.