

**Plattsburgh UUP**  
**Executive Board Meeting**  
**Wednesday, Aug. 31, 2022**

**Attending:** Michelle Toth, Kim Hartshorn, Wendy Gordon, Matt Salvatore, Oscar Flores, Dan Gordon, Ray Guydosh, LRS Kathy Briggs

- Guests: Robert Trimarchi from UUP Organizing and Outreach (Lydia could not attend)

**1. Contingent Issues: New officer not present, issues not discussed**

- New Contingent Officer: Sarah Hackett
- Sept 17 committee retreat or zoom
- Setting up a meeting for Lecturers
- Outreach to adjuncts
- Via Dan: Advocating for converting long-time adjuncts to Lecturers with no searches.

\*Contingent committee retreat in Albany Sept 17<sup>th</sup> in-person in Albany, also virtually (zoom). We told Sarah she'd be on the committee too.

**2. UUP 2022 Fall Membership Drive Chapter: Oct. 3-7, 2022**

- Planning form due by Sept. 15
- List of our events:
  - Tabling / Lounging — faculty lounge coffee/donuts, different day (not Friday, maybe Wednesday?) – budget item, vote on using \$250 per event – motioned by Wendy, majority approved
  - Campus office visits, non-member conversations
    - Kim – available any day
    - Michelle — available on the 3rd
    - Dan — available on the 3rd and 5<sup>th</sup> (most of the day)
    - Wendy — available on the 4th in the morning
    - Gerianne — available most days after 9 a.m.
  - Workshops: Problem-solving processes for members and leaders: Wed. Oct. 5 at noon via Zoom
  - Professionals meeting: Thursday, Oct. 6 at noon, in-person, Room TBD

**3. Swag we want to have:**

Materials Requested:

- Buttons
- Stickers
- T-shirts — 15 XXL, 25 XL, 50L, 25M, 15S (women's cut, and/or vnecks)
- Pens — 200
- Highlighters- 200
- Door-knocking bags filled with resources
- We are UUP window clings — 100
- Winter hats – 50

beer glasses?

coffee mugs? – staff member coming up with them/ Kim on coming back with them on the 17<sup>th</sup>  
Let Rob know if there's anything else we want to do.

4. **Vote and approval for covering chapter assistant's vehicle and parking fees for the year.** Total is \$204.20. Moved by Kathy, seconded by Kim – majority approved

5. **Planning for events with funding requests (food)**

- Meetings or workshops
  - Refreshments for performance review workshops
  - Professionals' meetings in person? refreshments there?
- evaluation workshops?
  - Michelle made videos for performance review evaluations, 1<sup>st</sup> two are posted on the website, breaking down evaluation process, emailing videos to new faculty and meeting with them individually
- watermark committee: trainings
  - Michelle working with Provost's office to set up trainings
  - set something up later (Nov) for faculty to come ask questions
- no date for performance review workshops, but refreshments at each (professional and academic) – \$250 budget, Wendy seconded, majority – approved

\*Wendy is the official party-planner — agreed

6. **End of semester mixer?**

Wendy: Prior to thanksgiving, before break? Friday evening

Kim: Membership Drive week? — Not ideal, too much going on

Proposed: Nov. 18th? most Eboard can show up

Wendy motioned — will think of a place — seconded by Kim

\$2,500 for mixer – voted, majority approved

Place ideas: West side Ballroom or the big room at Butcher Block

7. **Labor-Management Agenda Items for Sept. 21 meeting – in person 3:30-4:30 p.m.**

**Old Business**

- Emeriti room
- Michelle promised adjuncts/lecturers meeting this semester

**New Business**

- Advocating for converting long-time adjuncts to lecturers with no searches (Music and Theatee). Saves the campus money. Respects our long-term contingents. Internal search — be consistent across schools.
  - Dan – music dept opened a lecturer position with a national search – theater too (forced into a search)
  - proposing internal searches might appeal to management

- less money to promote within
- Anne Herzog says this national search is a regular process – it's not
- provost needs a proposal – Dan is willing to write the proposal
- provost violated 4-course adjunct rule “one last time”
- shouldn't be a national search, instead it should be a local search
- these positions are 1-year appointments – renewable – but still a giant waste of money to do a national search
- problem is turnover in administration
- we need to write a memo
- we need to bring the contingent officer into this
- contingent committee needs help, knows they're being abused. They are pushing for 1-year adjunct appointments and renewals at the end of spring – if they get that they will mess up their unemployment status for summer (don't seem to realize that). Before we advocate for that we should make sure they understand the implications for unemployment
- Improved communication with performance review notifications – people aren't being clearly notified of due dates, and supervisors are not communicating about files
- Tracking covid and monkey pox on campus – not sure what reporting structure is on both. The official masking policy is that you can require masking in your office but not in classrooms. No social distancing anymore, basically back to “normal”
- Question of Kim not going to LM meeting- Maybe 4 is a good number for delegation, in the past it was officers and LRS – so no to Kim on going to this next LM meeting

#### **8. College Committee on Professional Evaluation**

In the contract: (Election Sept. 1 to Sept. 30 of each year) New Committee in place for Oct. 1

- Ideas for process for nominations/election: google form? creating a bank of people to choose from
- College Committee on Professional Evaluation AND College review panel committee
  - 5 members — we get 3, management gets 2
- College review panel: generic training with LRS for these groups when established, optional to include HR
- isn't written specifically how to nominate/elect in contract
- Michelle will work with Matt on details

#### **9. Committee to revise/update chapter bylaws. Michelle will serve as chair of committee**

- Need to identify volunteers to work on this in the fall semester
- present and vote on it in spring
- Looking for at least one academic, professional, and contingent to serve on the committee
- Bring up at 1<sup>st</sup> membership meeting: term limit for officers, need group to look at that, if we revise bylaws the committee will vote on them and have it for spring

#### **10. Chapter newsletter contributions/ideas?**

Deadline: Wed. Sept. 14. So far:

- Civility tips
- What is a UUP Delegate.
- \*New contingent officer bio needed.

- Profiles of our Drescher leave recipients for the fall semester
- Upcoming meetings/workshops
- Negotiation updates
- Other contributions?
  - Kim: political action – Kim will put something together and email to Patricia
  - VPs specific issues to bring up in newsletter? – not right now
  - Ray: retiree benefits – Ray will put something together, email to Patricia

**Other Issues:**

- Direct Dealing – improper practice, union employee was directly contacted by supervisor on terms and conditions of employment without the union present
  - too much turnover, they don't know the rules
  - given financial climate loose lips sink ships, no direct dealing
  - potential job loss of a peer — Membership shouldn't be giving up info that could lead to job loss.
- Turnover (particularly in Admissions) – revolving door now
  - is it a starting pay issue? something actionable? lots of frustration.
  - Suggest administration look into starting salaries to be more competitive in the marketplace to attract quality and longevity
  - Comp time? How they are being compensated for travel and weekend work? Burdens on time, not a lot of options
  - supervisor approached by management and forced to revise policy on comp time -- been an issue for them for a long time
- Campus Equity Week
- Black Solidarity Day – Lydia, UUP Statewide diversity committee, providing union/labor-related info
- LRS is doing something – classroom assignment opened up to learn about Sojourner Truth/Frederick Douglas
- Kim posted a story about voters rights on Facebook page, 15min video
- lawn signs come grab one at the office
- DEI officer? New portion of the bylaws
- PUUP chapter gmail? not in use – our general membership calendar is on the chapter website
- Democratic committee meeting, Mike Cashman – on the College Council, interesting questions on the union perspective — we might have someone on the council supporting us
- Suggested we meet in person again – would be hard for Kathy, but what do we think?
  - Hybrid meetings don't work well
  - Zoom meetings preferred for this semester at least

Minutes compiled from Zoom recording.

Edited by Gerianne Downs.