

PUUP Exec Meeting
Wednesday, Sept. 28, 2022
Noon

Attending: Gerianne Downs, Michelle Toth, Kim Hartshorn, Dan Gordon, Oscar Flores, Matt Salvatore, Sarah Hackett, Ray Guydosh, Wendy Gordon, Kathy Briggs

- 1. Executive Board vote to elect Shawna Mefferd Kelty** as the chapter Membership Officer.
Kim moved; Ray seconded. Discussion ensued about her volunteering to do this role. Kathy suggested connecting her to Rob Trimarchi; Michelle suggested Tom Hoey as well, although Kathy said Rob would be the one to give her talking points and something to work with. Kim agreed with Kathy.
Unanimously passed.

- 2. DA Delegates:** DA has a full complement of academic delegates; need professionals. We have two; we need four.

- 3. Finalizing plans for the Week of Action (Oct. 3-7).**
Tuesday Coffee in the Faculty/Staff Lounge 8 a.m.-noon
Tuesday Faculty Senate — UUP Swag-up
Wednesday at noon — Problem Solving workshop: Used to be gripe or grievance? Solving conflicts in the workplace.
Thursday at noon — Professionals Meeting
Outreach to not-yet members: Michelle said this is for those who haven't officially signed up; Matt's been looking at professionals; she's been looking at new hires. She said that if we can get people active in their areas, she can provide a list of people who are not yet members as well as their start dates. Outreach has fallen off the grid since COVID, and we'd like to get it started again.
Kim mentioned that unionism is on the uprise; it's about joining an association, so we may have good luck getting them signed. He also suggested bringing in Shawna to help.

- 4. Agenda items for the October Labor/Management meeting**
Kim: Discussed an issue Shawna talked with him about regarding HR telling her that adjuncts over 65 can only teach one course if they're retired. Michelle said she'll start with a phone call to HR to ask about it before bringing it to L/M.
Dan wanted to make sure the item policies and processes for converting long-time adjuncts to lecturers with no, or with in-house searches, which was tabled, will be on the agenda again.
Kim asked if the budget information is included on L/M agendas.
Michelle said it hasn't been; he suggested it be on each and every agenda. Michelle said she'll put down the question post-census. Kim said at retirees luncheon, Enyedi said they're over the mark but under last year. They were budgeting for a smaller class than what they got.
Exec board members had a discussion about retention, admissions involvement in student issues. Oscar said 10 percent of his students claim they don't have the aid to buy textbooks. Michelle suggested we add a general question about what tools and resources as well as training we need to be effective in retention effort.
Kim suggested asking about plans to stop the hemorrhage of personnel.
Michelle: Another issue that Patricia brought up is the absence of the by-weekly separation report, saying HR stopped sending them. HR said they stopped doing those. Michelle asked how

to get that information and was given a runaround. Kathy said it sounds like HR isn't doing things because it's too much trouble, and Kim suggested they're taking advantage of the new administration by saying this is how it's always been; we've never done this. Kathy said that in last L/M meeting's questions about evaluations it doesn't matter if HR doesn't want to do it; it has to be done.

Michelle said if there are other issues to include on the L/M agenda to forward them for inclusion on the agenda.

5. Postcard Campaign and plans for distributing/collecting

Our postcards are due to arrive Monday morning. Part of that week of action hope to have postcards out. Discussed getting as many out as possible and setting up a system for collecting them, possibly using department reps to distribute and collect them and then have them delivered to the president.

6. Kim still has Castelli and Billy Jones signs for anyone who wants them. He'll deliver.

7. Matt brought up the topic discussed at VP meeting that Cori Jackson shared, asking to address poor quality of evaluations being turning in, the lack of attention being paid to them by supervisors as well as employees being evaluated; people not putting work into them, mostly EHSS in them.

Michelle: Provost said library seeing same.

Matt: Some of the new coaches we have in athletics are more concerned with wins/losses and how many trying to recruit rather than addressing the five or six criteria and then supervisors cutting and pasting evaluations for some folks, just changing the dates, not giving the process attention and fair shake deserve. Cori wants my assistance with putting the word out there.

Kim: especially important before permanency and that's something should be addressed.

8. Kim brought up Delta Dental issues his dentist mentioned. Primary complaint is follow-through on paperwork: slow to respond, had to do multiple submissions, hated Delta, although keeping current patients on Delta, not accepting new patients with Delta.

Adjourned 1 p.m.