

**PUUP Exec Board**  
**Wednesday, Nov. 30, 2022**  
**1 p.m. via Zoom**

**Attending:** Gerianne, Michelle Toth, Wendy Gordon, Oscar Flores, Shawna Mefferd Kelty, Matt Salvatore, Ray Guydosh, Dan Gordon, Kim hartshorn, Sarah Hackett, Kathy Briggs

**1. Leadership conference**

At Cooperstown, Jan 13-15 focused on organizing efforts, signing up and engaging members. Asking every chapter to send three people. Asked to have volunteers let Michelle know by Dec. 4. Gerianne will let her know.

Leadership Conference - need to send 3 people

Focused on organizing efforts (signing up and engaging members)

Friday January 13<sup>th</sup> at 3 pm to Sunday, January 15<sup>th</sup> at 1:30 pm

At the Otesaga Hotel in Cooperstown, New York

1. Shawna
2. Gerianne (maybe)
3. Michelle Toth

2. Schedule for spring: confirmed request meet in person. Will all be in amnesty room at 12:30 p.m.

- Jan. 23
- Feb. 22
- March 29
- April 26

Also addressed having to develop the schedule for L/M meetings and a general membership meeting in early to mid-February. Oscar will meet with Michelle to go over budget issues.

Discussed a mixer, which Wendy confirmed is usually prior to graduation during finals week. Oscar asked about membership meetings and mixer in regards to expenses. Wendy suggested May 18 or May 12 the last day of classes. If we were looking for a cheaper option, pizza and wings at Merons is a good choice. We confirmed the time for 4:30 to 6:30 p.m. Gerianne volunteered to take care of gluten free options but needs to be reminded.

Not sure if want to commit to a second general membership for now. Meeting in February, mixer in May, one workshop in February with Alyssa and Caroline from UUP. Videos posted on our website. Matt plans to do a meeting for performance reviews in the spring as well as a professionals meeting.

Other workshop ideas, please share.

**3. Conversation about the [Internal Professional Promotion Plan for Faculty & Staff](#) devised with the goal of acknowledging the value of the employees who devote their careers to SUNY Plattsburgh.**

Dan asked about the email that went out as it applies to professionals. Wants to know why they don't do the same/why it shouldn't apply to academics as well. He said he suspects they'll say

they need to maintain quality of our academic programs. Have to find a way to say you seem to be willing to do for professionals and we maintain the quality. They don't consider that as important (national search) for professional positions. They should be rewarded just like the document says.

#### **4. Member engagement and outreach campaigns**

Shawna: discussed some plans for next get-involved. UUP starts with door hangers asking what are you willing to do as members; also working on getting a plan of going building by building looking at our as-yet-to-be members. Doing outreach that way. Nice thing about door hangers, QR code, on back, standing in solidarity with following demands. Can be used for new or almost new as well as current members to get active. Some of what's happening on this campus might be a chance for more engagement. Working on that; have two in this building hope to reach out to.

#### **5. Updates on member issues**

Kim reported having a talk with Michael Cashman, who is on the College Council. Cashman shared that there have been two promotions in administration recently accompanied by hefty pay raises. Provost promoted to Sr. VP with \$18,000 pay raise; understand Ken Knelly promoted to chief of staff; got \$10,000 raise. Kim said if word gets around campus that \$18,000 and \$10,000 raises gets around campus, it's not going to help anything, especially since they cut philosophy under the guise of cost savings. Also said it would be good to know what senior VP means. Does she have veto over finances VP.

Dan: Campus deserves to know promotions and in name of transparency an openness, changes in administration, promotions and other management changes in personnel through a campus-wide email. Leave it at that, do our homework, investigate whether telling everything there is to tell; then say excuse me, why did you tell me this? He said in previous L/M meetings we've asked why administration positions are filled immediately but faculty and staff positions are left open.

Michelle said the provost and Knelly raises may come with additional work attached to the title. Dan said they should just tell us, let us know what's going on, otherwise that's how rumors start. Michelle said another question is whether it's added on salary or "also receives," not extra service. If it doesn't get tied to salary, it may not show up.

Dan said it all speaks to transparency.

#### **6. Labor/Management Agenda items**

1. Discuss handling of email sent to Troy Joseph, which should have been an HR/personnel investigation, not faculty or student investigation. Emails should not have been shared by VP for ESS. Concerns confidentiality.

Shawna: I feel what we have heard from administration seems far more concerned about email rather than context.

Michelle: Surprised the administration has made this so public. Clearly don't seem to be in control of this.

Shawna: First step wasn't Troy are you OK.

Michelle: He shared with me. Did he give his consent to share name? Said he had; wanted union to know what was going on. Where we are now. As far as we know, no new information.

2. Clarification on the heads-up about positions and why it's not applied to academics since the title of the document includes faculty in the [Internal Professional Promotion Plan for Faculty & Staff](#)
3. Question regarding speech language pathologists being contracted out/hired by SUNY Plattsburgh, are professionals but spend no time on campus; work at CVPH. Also of concern because of the number. They're not getting sick time, vacation accruals, looking into rules. Is the campus allowed to do this?  
Kathy said she brainstormed with a colleague who deals with health science centers; both feel there's a solid claim to the accruals for these individuals. Bring this to L/M with contract language and say they should be getting accruals. Can file a class action grievance. Can only go back 45 days; would like to get accruals. HR can give people the wrong information. Employees are asking.
4. Budget Update

## **7. Update on Bylaws revision**

Michelle reported that she, Gerianne and Wanda (Haby) Carroll are working on this. UUP has a template; we're trying to merge between the two. Hope to have this done before the spring semester. It's still in progress and will share draft with exec board before we take it to the full membership.