

Plattsburgh Chapter Executive Board Meeting

Jan. 25, 2023

12:30 p.m.

Amnesty Room

Attending: Gerianne Downs, Michelle Toth, Kim Hartshorn, Dan Gordon, Matt Salvatore, Oscar Flores, Wendy Gorton, Shawna Mefferd-Kelty, Kathy Briggs via Zoom??

1. **Vote for mixer funding — Meron's — Friday May 12.**

Move to spend \$1,500 for mixer.

Ray moved; Shawna seconded. Approved

2. **UUP Chapter Elections**

a. Nomination forms must be postmarked by Feb. 17.

b. What positions do we need to find candidates for?

VP Professionals

Contingent

Delegates

VP Academics

Wendy suggests tabling at Einstein's, Sibley and ACC during lunchtime next week. Michelle said to hold on to the nomination forms. Ray said that you can copy them. Michelle said Jeri said running an election is expensive; more expensive if you don't fill your slate. Goal is to get a full slate first time out. Dan said to think about who has attended DAs in the past; Michelle mentioned mixers. Other mentions include Rohit Rampal as a delegate.

3. **Revised Chapter Bylaws**

Changes: Use the UUP bylaws template, remove term limits, update appointed positions, update officer duties

Michelle said if we can approve here and share, we can discuss at our large membership meeting. Two weeks after meeting, ballots go out. Under old bylaws, has to go through them. New bylaws, we can do at a meeting.

4. **Draft Chapter Budget for 2023-2024**

Highlights: UUP had come up with a template that we largely used. Made things easier. Some language from old one; Kim and Ray worked on old version. UUP constitution asks for DEI officer, which we included in appointees. We wanted to keep at a minimum those that need to be elected. At large will be academic elected with highest votes and professional with highest votes. Other positions, legislative outreach, grievance chair reworked grievance and workplace concerns; removed term limits piece. We're one of only five with term limits.

Everyone who is an officer got a list of responsibilities: we specified that the VP is the primary contact for Performance Review process since ours is unique among SUNY.

Matt: point out concern, if something happens to president, responsibility goes to alternate VP, professional. Can't understand how that would be possible. Michelle said it can be done, but it's also a temporary thing. We could hold a special election. Kim said a lot of responsibility can get delegated. Kathy said the LRRS can help out significantly. Ray said it would not be the first time. Or, a successor is appointed.

Michelle said, special elections can happen.

Matt: No release time; that's why if suddenly took over as president.

Michelle: When I came in, Kim had already done paperwork for release time. I assume if someone steps in, that's already done. Yes, harder for professionals to do. It's been done. Other questions or issues to bylaws?

Ray move to approve

Second by Wendy.

Approved.

Still waiting to hear back from Jeri, but barring any edits needed, we anticipate presenting at membership meeting.

Wendy said can mention at tabling that there's going to be a meeting and need to approve bylaws.

5. Membership Meeting — Thurs. Feb. 9

Michelle will see about booking a room, ID time, format/location, other agenda items.

Oscar: In previous budget, before anticipated \$10,000; what we've anticipated for 2023 is \$15,000. Income from Albany, they kept almost the same, \$100 down. Our expenses, whether we have membership meeting, increased to \$1,000 because food is going up. Projection of different meeting size. We reduced some of our expenses for chapter meeting. Projection is \$15,610; \$14,605 previous year. So far, we're OK. We're in good shape. Only thing we have to change, typo from Albany. So far I think we're in good shape. We spend almost 40 percent, so we're in good shape.

Michelle: As much as we like mixers, they're pricy and we get the same people. Maybe we want to do more targeted meetings, like by building, subject, etc. Matt said they seem to be attended by 90 percent academics; not professionals.

Michelle said same thing for contingents. I'm open to going to more targeted things, reaching out to people we don't see. Wendy also suggested affiliated groups like LGBTQ.

Michelle: we need a DEI officer so can include.

Shawna said Buffalo has smaller meetings with coffee and donuts. Rights in a crisis, bring child to work day 27 of April; department reps meeting on 4/18 day of action, go out and get membership cards signed.

Ray moved budget, Shawna seconded, approved.

Shawna: Should open doors at noon for tokens; meeting starts at 12:30.

Ray moved all; Kim seconded all. Approved.

Gerianne will sit at desk out front to hand out tokens, explain, get people to sign.

6. Professionals and Annual Activity Report

No info on a SUNY requirement. OK to remove from Professionals' review agreement?

Matt: It's requirement, have to finagle language so we can get around it and not make it required.

Michelle: was it required? History of annual activities reports here or across SUNY?

Kim: only apocryphal.

Michelle: we can't find it.

Kim: My understanding. Campus is responsible for generating a yearly report. That responsibility delegated down through the ranks for info purposes. As a result, we were required to supply information to our supervisors. Not sure where the language is?

Michelle: we found it. They're willing to let us drop it for professionals.

Matt: HR said professionals can drop because it's duplicative to what they do in annual report.

Kim: my understanding it started from supervisors so they could do their reports. From academic point of view, it makes sense. The annual review for professionals more important.

6. Labor/Management Agenda items for Feb. 15.

1. The student protest on Nov. 18, 2022 in Kehoe (Matt and I are meeting on position paper — to present to admin and members) Clear administration do not want to have conflict with students. Trying not to make about particular instance;
 - a. Exception to the items in the report response from HRS - ID individual points. Overcrowding on 6th floor, entered empty offices, Fire code issues, HRS consulted with the two parties that are accused of not doing their jobs in this situation (UP and Cori).
 - b. SUNY Maintenance of Order — not maintained (#7 and #8)
 - c. Accountability for how the admin handled the students' intentional intimidation of staff members.
 - d. Were students told that such action would be against the student code of conduct? "Disruptive Conduct: Impairing, interfering with or obstructing the orderly conduct, processes, and functions of the College or surrounding community."
 - e. What is in place to prevent this sort of thing from happening again?
Not looking for response; pointing out that they could do better.

Matt: not happy with how they responded, no accountability. Last L/M meeting, like the fox guarding the henhouse. Clearly violations student code of conduct, b above, they were more like nothing to see here.

Michelle: violence incident report, HR said we talked to so and so, but those were the two who violated the rules.

Matt: students should never have been allowed to enter Kehoe.

Kim: nobody should be trapped in a room. That's the primary thing. You should be able to leave a situation that's uncomfortable. If somebody has to leave their work location because they feel in danger, should be granted liberal leave.

Matt: students said they were not going to go to Kehoe; realized certain person wasn't there. So they went to Kehoe. Provided assurances they were not going, but they went anyway. Michelle matt and I working on position paper and will share out before L/M meeting

2. Budget

3. Recruitment numbers to what extent the increase in acceptances and applications real number or because of the ease in changes to application process. Using these numbers: if expand the numbers of increase enrollment of all campuses, somewhere in the area of 15,000 needed system wide in order to straighten budgets out.

Oscar: There's concern, students are struggling, don't know how to encourage, student attitudes are they don't care. Sometime you have to beg to come to class; don't complete homework, administration wants to keep in class.

Michelle: we brought up retention in the past, and they didn't respond. Faculty largely have that immediate what the hell's going on. We don't have a lot of resources to point to someone else

Shawna: you can't make them come to class or do their homework. Almost resentment to be here.

Michelle: EHHS is hiring student success coach. Got time to ask about resources and tools. If my reminding people you have to be here tomorrow, and they don't.

L/M meeting, Feb. 15.

Kim: ask how different Plattsburgh Next is from Fredonia, Oswego, Oneonta, etc., next plan. If want to scare them into political action, they have to give them the real news.

Michelle: This is the first time I've been around for this is the first president to say we're advocating for ourselves. He is clearly in that email saying campus, counselors, admin needs to advocate for our campus and SUNY in general. He's meeting regularly with Billy Jones.

Kim: there is nothing more that can be done on campus that can fix anything

Michelle: UUP has identified 19 campus with structural deficits. Lot of them are comprehensive

Kim: shared that with political outreach committee. Alex's this is what happens if we do nothing, etc., with numbers on it. We need to get this information from every campus. If every needs to increase enrollment by 500 students, that's not going to happen

Michelle: if never raise tuition raise funding, every one redlines. We are one of those 19. Delhi, Potsdam, Buff State,

Matt: SUNY is contemplating consolidating all the fees into one lump sum.

Other Business:

Workload workshop — Feb. 27 at 12 p.m.

UUP coming up, going to provide lunch, for both academics and professionals. Alyssa and Carolyn, the two VPs. Cardinal Lounge.

Report from UUP Leadership Training — Jan 13-15 in Cooperstown

Good workshop, Shawna and I talked a bit. Our target now, FT employees who are not yet members.

Need to do better with our professionals. Part is staggered ways they join us. Academics usually in fall. Professionals as far as I can tell get squat. Going to work on orientation and outreach materials for professionals.

Kim asked about Vote-Cope contributions. Vote-Cope changes. UUP always got 40 percent; now they can control that 40 percent. Tracking all the contributions like the mileage contributions from DAs, plus identifying them member-specific swag.

Report on Meeting with Rob T. and Tom H. on organizing — Jan 20

Talked about working on assessment — reaching out to all who need to get more information, those who want no information, etc. Solidarity awards, if your office 100 percent membership, you'd be awarded.

If we can build up department and building reps, can acknowledge them in some way.

Ethel's Retirement party this afternoon at 3 p.m. in the Faculty/Staff lounge.

Kim: we're eligible for multiple delegate Northeast Central Labor Council.

Realistically only about 10 people have been going. Regular meetings tend to be third Wednesday of the month.

NERCTA valuable to attend, we are pretty small component of NYSUT. Couple dozen NYSUT chapters in north country. They have the ear of the legislature. Going to NERCTA meeting gets us involve with NYSUT advocacy.

Matt: Negotiations update for general meeting?

Michelle: Said not sure because of holidays break, and Ben, negotiator, had a family emergency over break.