

Plattsburgh Chapter Executive Board Meeting

March 29, 2023

12:30 p.m.

Attending: Gerianne Downs, Michelle Toth, Dan Gordon, Matt Salvatore, Kim Hartshorn, Oscar Flores, Ray Guydosh, Shawna Mefferd Kelty, Rob Trimarchi (organizer)

1. Planning for Contract Negotiation Action — week of April 24—28

- a. Proposed — member walk/march through campus (Sibley/Hawkins) with signs, swag, brief stops at major intersection
UUP wants every chapter to have activity, public and visible. Asked to ID date and time our action will take place. Push message, “We need you to show up.”
Rob: visibility and participation the biggest thing to show solidarity around the negotiating team around this contract, put pressure on state’s team and governor’s office.
Michelle: March? Still have to check with UP. As long as stay on sidewalks, make us visible start by Sibley, come down Rugar, Kehoe, cross street, wind up around pond. Want to pick best time of day, give people heads-up.
Kim: lunchtime can get on evening news
Michelle: UUP doing publicity. Fred adamant we should not be speaking to press
Rob: UUP doing press release to speak with one voice
Michelle: Wednesday, noon-1 p.m. April 26.
Rob: could table week before, department reps get the word out. Signs: Fair Contract now, Contingents Need Fair Contract now, etc. 10-15 of each way to go. Students welcome; their working conditions are our learning conditions. More campus communities that can join us the better. He’s working on social media kit; will have a press kit.
Michelle: Might encourage people to wear swag that day, put sign in windows
Rob: could wear tee shirts one day a week as it builds up to that day if folks are willing. Get a save the date out, department reps can talk about it. If we can get 50 people walking for an hour, that would be a huge showing and really impactful.
Kim suggested food truck. He’ll look into it.
Rob: at end or gathering place could be incentive
Shawna: More we have wearing union stuff the better.

2. Year-round onboarding and orientations for new hires

Michelle: In August when new academics are hired, we get invited for little time, but no good system for people hired outside that time frame. Working with Patricia to track down who are, when, etc., it’s a mess. We get bi-weekly lists from HR, but it doesn’t separate out our members from others. Appointment letters, but have to find out what the details are of that hire. Who is reaching out when, how document, would love for us to have a consistent messaging so we don’t have to keep coming up with this stuff. HR not putting out those orientation booklets. In next year, we need to start coordinating.

Rob: Are doing new hire kits; can request through me. Can be a tool, lot of stuff in there, UUP negotiates or a unique UUP thing. Some campuses do it; others by UUP. Some chapters like to go through forms with members to engage them a little, stressing the importance can be a way to get members thinking of UUP and the benefits we author.

3. Continued from last meeting:

Committees to review our performance review agreements before meeting with management to talk about possible changes

(ID key issues, ongoing questions/problems, ID language updates, etc...)

Those confirmed so far for these committees:

- a. Professionals: Gerianne Downs, Matt Salvatore, Michelle Toth, Regan Levitte, Michelle Howland, Walter Early

- b. Academics: Dan Gordan, Michelle Toth, (in process of recruiting)

4. Chapter president release time request for next year

- a. Reduce to 40%?
Suggestion from all was for Michelle to request the full 50 percent. Michelle said she will go with that recommendation
- b. Ideas for projects — onboarding/orientations, continue to update/improve website, ID and host no/low cost member activities
Last year was the bylaws, a few other things. One of her plans is to come up with new, low or no cost events for mixers because the budget won't withstand the more expensive events.
- c.

5. Labor/Management Agenda items for April 19

- a. Continuing — Position Paper
Dan: They were very uncomfortable about the video we showed; they attacked the video, how got out, etc., and did not focus on the paper.
Michelle: I sent the paper out two full weeks before we met. Clear management didn't the draft before the meeting. President asked what we wanted. I said steps to take to prevent things like this in the future. Allison jumped right in, treating like an assignment, grade, change things, treating more like a resolution to be edited.
Ray: They're telling us what our position should be; edit our paper for us.
Kim: what we're suggesting is you need to write your own policy. UP?
Michelle: Video said it was so crowded you couldn't get off the elevator. Chief was there. Management indicated it would have made it worse if he had asked them to leave. But clearly in violation of fire code.
Shawna: students on Insta said night before they were going to storm Kehoe, etc. Michelle; at least Allison said it was extremely disturbing physically. Still on agenda carried over from last time.
Shawna: this is still our position; what can we expect from you to effect good change?
Kim: Sometimes good to just drop something and leave them to come up with solution. This is our position, what we're suggesting is you need to do something about it; please

report back. If don't come back with solutions? This is your problem. Could do the same thing with the adjunct files. We are willing to discuss eliminating need to evaluate.

6. Coming Up

- a. Professionals Workshop Zoom — Thursday, April 6. Will be working with Kathy, grievances, improper practices and Taylor Law.
- b. DA (Albany) — April 20-22
- c. Chapter Mixer — May 12, 4:30 p.m. at Merons

7. **Michelle:** Dan and I had a meeting with provost's office staff, JoAnn had an entire agenda which was not shared with us. With online system for Performance reviews, discovered adjuncts who never submitted anything. Problem was, before chairs wouldn't have a file to share about. Now, have an empty file. Questions, what should I do in this case. Our problem is way JoAnn responded; she did not consult us. Increasingly having different ideas about "spirit" of agreement. Key elements is that it's based on criteria and evidence about that criteria. With adjuncts hiring decisions are separate. But your review based on the evidence. If is no evidence how ca you vote. Their argument is they can do whatever. Hearing different things from JoAnn and provost. Frustrating.

Shawna: We owe it to our students is Anne's defense mechanism; what JoAnn threw at us is cover your ass. Failed to do training on watermark; failed to notify me that adjuncts were on cycle for evaluation; failed to notify adjuncts were missing material. I've reviewed them before; don't imagine much as changed. JoAnn's email was well, doesn't matter.

Michelle: JoAnn and I, done workshops, I built those videos. Fear is professionals start this summer and we haven't resolved issues having with academics.

Shawna: they realize f-ups with this, that they said they will have a long lead time with professionals.

Dan: when mentioned that not all adjuncts and chairs got emails files were due. Anne's response was Diane Merkel is not longer here and those days are done.

Kim: Basically an approval or a non-approval, and it's not an approval to hire. Really is no point to doing adjunct evaluation.

Dan: part of argument is they're overwhelmed by how many cycles there are. We can simplify them by eliminating review of part-timers.

Michelle: at least evidence they're doing their job and doing it well. If decisions going to be made, have three adjuncts and one submits and two don't, are you more likely hire those doing jobs well. Or is it just a personal decision.

Dan: going to have to discuss when committee meets, find out just how vulnerable and subject to capricious decisions adjuncts are. I agree, if you have to make a decision and you have documentation on one but not the other, then make it optional. I can guarantee you, vast majority find this to be an obligation rather than a protection.

Michelle: I've been approached by number of adjuncts, going to affirmative action officer, filing discrimination complaints, shockingly frequent.

Kim: What JoAnn needs to clarify is what is the problem.

Michelle: JoAnn is not the provost. Clear they're saying two different things.

Discussion of IBAC and involvement of president's wife

Michelle will address with Kathy.