

Plattsburgh Chapter Executive Board Meeting

Feb. 22, 2023 — 12:30 p.m.

Amnesty Room

Attending: Gerianne Downs, Michelle Toth, Dan Gordon, Matt Salvatore, Kim Hartshorn, Kathy Briggs, Shawna Mefferd-Kelty, Ray Guydosh

1. Funding for workshop lunch

Vote last semester for workshop on Monday. Above what we estimated. 42 people have signed up. Budget for lunch has gone up. Taco bar, beverages and cookies: \$856.92

Move to up from \$500 to \$900 to cover: Shawna; Kim. Passed. Chartwells will bring it in and set it up.

2. United Healthcare no contract with UVM Health Network

Discussion of the memo that went out yesterday. Our contract isn't with United Healthcare; it's with BC/BS. Decision was made to ask HR to send a letter out to but for us to send a letter out to say we became aware of this letter. Kim said he half-suspects UVM sent it out to scare people. Every NYSHIP employee concerned that they're going to lose coverage, yes. Have them clarify whether it affects retirees.

3. Back-up plan for chapter elections where we have no candidates — write-ins

Open positions:

a. VP for Professionals

b. At-Large Professional

We can do a special election newsletter and say the following candidates are willing to be write-in candidates. Need someone who would be willing. At-large members have a place at the table of exec board. Matt has a meeting next Thursday where he can bring up the topic of professional vp and at-large positions for write-in candidacy. VP for professionals largely deals with concerns by members who have received counseling memos, performance plan issues, etc. Michelle said they're not alone in helping professionals. She's helped some as well. Shawna said to say if you're willing to be a write-in, send your name in. Want them to know we're really hurting for leadership on this campus and let us know if they're willing to be write-in candidates. Ballots go out in March; election is in April.

Kim and Matt mentioned both professionals meeting and workload meeting would be good places to mention it.

4. 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...)

General idea that we need to open these documents; maybe include people from outside this group, including people who have had issues

a. Professionals:

Gerianne

Matt

Suggested:

Karin Killough

Regan Levitte

Brian Savard

Jake Avery

b. Academics:

Dan

Suggested:

Erica

Wendy Gordon

Vincent Carey

Nithya Shankar

Gary Kroll

Discussion on what the committees are going to do. Michelle said the main purpose is for members to go over the individual documents, clean up language, determine what is suggested be removed or remain. For professionals, it may be only the agreement to drop the required annual activity report. The documents are grossly outdated. Detailed conversation ensued, discussing troubles members are having uploading to Watermark, documents not being included, etc. Kim said realistically our processes have been based on good faith. Michelle said the main purpose is for the committees to say, "Here's what we believe needs to be in these documents."

5. [Draft](#): UUP Plattsburgh Chapter Position Paper on Workplace Safety, Maintenance of Order, and Disruptive Conduct (finalize and put on L/M agenda)
Michelle asked everyone to read draft and send suggested changes. Kim suggested adding wording for providing a designated space.
Matt wants to know if it'll be shared along with agenda or release to members after being notified of its existence. Michelle said we can share with both at the same time. Kathy said bring it to L/M, let them respond and then update and send to membership. Her recommendation go to L/M and then the chapter can do an update with the management response.
6. Labor/Management Agenda items for March. 22. (4th Wed. due to spring break)
 - a. Status of VP searches with emphasis on fact these seem to be dragging.
 - b. Who is responsible for irregularities in evaluation process and who's responsible?
Serving on PRGs irregularity, change of dates, waiving of deadlines, rehiring without having submitted evaluation file, etc. Someone saying we're willing to hire people without them having submitted an evaluation file.
7. Workload workshop — Feb. 27 at noon in Cardinal Lounge