

Minutes for SUNY Plattsburgh UUP Board

Call to Order

A regular meeting of the SUNY Plattsburgh UUP Executive Board was held on Friday, 1 Sep 23, in the Amnesty Room at the College Angell Center. The meeting began at 2:04 pm and was presided over by Michelle Toth.

Attendees

Chapter President: Michelle Toth

V.P. for Academics/Assembly Delegate: Shawna Mefferd-Kelty

Secretary: Wanda Carroll

Officer for Retirees: Raymond Guydosh

Academic At-Large Chapter Executive Board Member: Dan Gordon

Professional At-Large Chapter Executive Board Member: Erin Campbell

Outreach Chapter Political Coordinator: Kim Hartshorn

Members Absent:

V.P. for Professionals/Assembly Delegate: Gerianne Downs

Treasurer: Sandra Rezac

Officer for Contingents: Sarah Hackett

Labor Relations Specialist: Kathy Briggs Renadette

1. Kim moved to approve an expenditure of \$300 to Chartwells for the purchase of 8 dozen baked goods, coffee/tea, and fruit-infused water for the September 18th UUP Benefits Meeting. The motion was seconded by Shawna. The motion passed with 7 ayes in favor and 0 nays. There were 0 abstentions.
 - a. **Action Item:** As a result of this motion, an expenditure of \$300 will be made to Chartwells for the purchase of 8 dozen baked goods, coffee/tea, and fruit-infused water for the September 18th UUP Benefits Meeting.
2. Kim moved to approve an increased budget from \$470 to \$650 for wooden nickels for the October 20th Membership Meeting. The motion was seconded by Shawna. The motion passed with 7 ayes in favor and 0 nays. There were 0 abstentions.
 - a. **Action Item:** As a result of this motion, an allocation of \$650 will be made for the wooden nickels for the October 20th Membership Meeting.
3. Kim moved to approve an expenditure of \$30 to cover the chapter office assistant's vehicle and parking fees for the FA23/SP24 year. The motion was seconded by Shawna. The motion passed with 7 ayes in favor and 0 nays. There were 0 abstentions.
 - a. **Action Item:** As a result of this motion, an allocation of \$30 will be made for the chapter office assistant's parking fees for FA23/SP24.

4. Kim moved to approve a \$100 financial contribution from the UUP Good and Welfare account for the State Employees Federated Appeal (SEFA). The motion was seconded by Dan. The motion passed with 6 ayes in favor and 0 nays. There was 1 abstention.
 - a. **Action Item:** As a result of this motion, \$100 will be allocated from the Good and Welfare account to SEFA % the United Way of the Adirondack Region, Inc.
5. We reviewed the agenda for the upcoming September labor management meeting, scheduled for Wednesday, September 20, 2023, at 1:30 pm in Ward Rm 103. During this review, we identified the following key discussion points:
 - a. Presidential Designees
 - b. On-call/Recall eligible positions on campus and contract
 - c. Clarification on who is writing and sending out employment review letters
 - d. Joint Labor-Management processes for grants
 - e. Retention of International/immigrant faculty
 - f. Search Waivers
 - g. Appointment Letters, focus on part-timers and adjuncts
 - h. Telecommuting for Professionals
6. Reviewed agenda items for an expanded Exec Board Meeting to include delegates and department representatives. The focus will be on the following:
 - a. Create a Membership Development Committee (Shawna)
 - b. Build up department representatives (Shawna)
 - c. Political Action (Kim)
 - d. Ideas for the 50th Anniversary (Wanda)
 - e. Social Event Ideas
7. We deliberated on various committees where there is a need to enlist new members to occupy vacant positions.
 - a. Campus EAP. We need two committee members and will recommend Faith Leach and Wanda Carroll.
 - b. Professional Optional Review. Michelle has received inquiries and is waiting to hear back from more candidates.
 - c. State-wide committees, NYSUT committees, and NERCTA. Michelle will review our involvement in state-wide committees. She will verify which state committees lack our representation so that we can recruit and assign individuals to those positions.
 - d. Membership Development Committee. Shawna is actively involved in two campaigns aimed at expanding the committee's membership by recruiting delegates, exec, and representatives.
8. We had a discussion about the noticeable increase in administrative turnover from May 2023 to the present. We also talked about the need for clarity regarding the currently undefined procedure or practice for reviewing GEO employees. It is recommended that this matter be escalated to the Human Resources department for further attention. Article 28 was referenced pertaining to the continuing appointments and tenure of faculty and employees.
9. A situation was brought to UUP's attention regarding an individual circumstance and Visa renewal: This situation is creating a sense of vulnerability because the individuals' employment is tied to their

visa status. If the visa is not renewed, their employment may be terminated. The employee is tenured, generally protected from arbitrary dismissal and the expectation is to have more stable employment. While tenure provides job security, it doesn't necessarily protect against Visa non-renewal. There are concerns the program the faculty member teaches in is at risk. Perhaps a review by the Labor Relations Specialist (LRS) or Human Resources (HR) department to understand their rights, the institution's policies, and the specific implications of their visa status and tenure.

Adjournment

The meeting was adjourned at 3:15 pm.

<u>Wanda J Carroll</u>	<u>Fri, 1 Sep 23</u>
Secretary	Submitted