

Minutes for the
Expanded Executive Board Meeting
Friday Sept. 29, 2023
Alumni Room

Attending in-person: Michelle Toth, Erin Campbell, Bernie Grabczewski, John Locke, Oscar Flores, Wendy Gordon, Ben Wright, Ray Guydosh, Gerianne Downs, Sandra Rezac, Sarah Hackett, Shawna Kelty, Don Maier, and via Zoom: David Curry, Kim Hartshorn, Kathy Briggs Renadette, Cody Dulaney, Cecilia Gregoire, TerrenceVance.

1. Welcome and introductions
2. Round up of your questions/issues
 - a. Question about whether a faculty member who was approved for tenure (recommendation letter sent to SUNY Chancellor) can serve on a PRG. Previous communication with the Provost office indicated it was allowed but in this most recent cycle we were told it was not. [Michelle will follow up on this]
 - b. Watermark and the performance review processes. Need to follow up on a number of issues. Need the president's letter included in Watermark. There appears to be some confusion on how to send the file forward and picking the appropriate step. Some PRG info did not get included when it had been submitted. Adjustments in Watermark have been made, we will need to see if that fixes the problem.
 - c. A new hire from last year is reporting that their department is conducting a search with a starting salary that is \$10,000 higher than her salary. This would be a significant compression issue that needs to be addressed. [Shawna is following up on this]
 - d. Due to the leap year in 2024 there has been a change to members paychecks. A decrease. There are questions about why the amounts have gone down. Information provided by the campus payroll office has not been clear in explaining this change. [LRS will follow up on this for us]
 - e. Healthcare in the North Country. This is also being looked at through NYSUT. We have lost many specialists (maternity, orthopedics, neurology, pediatrics, etc..). NYSUT is looking to start an informational campaign to raise this issue. If all specialized care is in VT, then bad weather can close off access (roads closed, ferries not running). Possible speaker on this for the membership meeting in Oct.
 - f. Still unclear about the changes happening with dental coverage and the Boule-Spears Dentist office. Getting conflicting info from the dentist and UUP Trust Fund.
 - g. New mandatory ethics training. This is required for all state employees. There are concerns that since it is live/synchronous training and only a couple have been offered so far that it will be difficult to meet the deadline with various other scheduled work (teaching, meetings, etc.). If a decision has to be made between teaching your class or attending a training, which should be done?

LRS suggested that members check with their supervisors.

What are the penalties/consequences if the training requirement is not met?

[Michelle will follow up and ask about the number and frequency of training options]

- h. Regarding the longer terms for contingents in the new contract - if you were a long-time adjunct before becoming a lecturer does any of that time count toward your 7 years to get a 3-year contract? [Put this forward on L/M agenda]
 - i. Follow up on the change from President reappointment letters to Provost reappointment letters. At the last L/M meeting HR said that the Provost letters have been in place for years. That is not the case. We have letters from this past year and the previous year where lecturers received their letters from the President. (In line with our performance review agreement). [Also need to follow up and ensure those letters are included in Watermark files]
3. Chapter Membership Development Committee (Shawna)
- a. We are looking for about six members to help with outreach to new hires and those who have not yet signed a union card.
4. Making sure everyone has a department/office representative (Shawna)
- a. We will be working to identify more reps so that we have coverage for all departments and offices.
5. Political Action (Kim)
- a. Kim and Dave are active with the North East Labor Council and encourage others to attend if they are interested.
 - b. A reminder of the importance of the VOTE-COPE campaign and the need to encourage members to donate through payroll deduction.
 - c. UUP is monitoring how SUNY and administration are handling the budget situation at SUNY Potsdam. There may be some UUP solidarity actions in the future in response.
6. Membership Event Ideas
- a. Ideas for the 50th Anniversary (Wanda)
A list of possible ideas was provided. The following generated some interest:
 - i. Anniversary Gala: Host a grand gala event, inviting current and former members, teachers, students, and supporters.
 - ii. Fundraising Campaign: Launch a fundraising campaign to support a special project or scholarship fund.
 - iii. Community Service Day
 - iv. Videos documenting chapter history, interviews.
7. Info we have so far on new contract roll out (Handouts)
- a. The handouts will be shared out via the chapter UUP email list next week.

- b. Questions particularly about the 1 and 3 year contracts for contingents are generating questions. Word from the contract negotiator is that this is not a retroactive item. The start date is listed as 9/12/23. This is after the appointment letters went out in the spring and after the start date of the fall semester.