

Minutes
Plattsburgh UUP
Membership Meeting
Friday Sept. 13, 2024
12 noon, ACC Ballrooms

Attending: Michelle Toth, Gerianne Downs, Shawna Kelty, Sandra Rezac, Kim Hartshorn, Dan Gordon, Mark Richard, Matt Salvatore, Mila Su, Jesse Decosse, Christopher Picaro, Cecilia Gregoire, Brooke Layhee, Sarah Cunningham, Rich Schaefer, Gary Kroll, Wendy Gordon, Ray Carman, Dan Lake, Sarah McCarty, Megan McGreevy, Regan Levitte, Joanne McGovern, Chris Chamars, Tyler Hargraves, Marco Ayala, Jamie Dupell, Holly Heller-Ross, Levi Martinez, Gabrielle Dion, Nick Agoney, Karen Volkman, Sally Urban,

1. Treasurer's Report

- a. As of August 31st, 2024, we have \$11,015.93 in our UUP checking account.
Recent significant expenditures include: Spring mixer 5/15/2024 (\$1,125.97) and the Annual phone bill 6/18/24 (\$427.46)
- b. Our Good & Welfare Fund is currently at \$2,209.11, including \$235 raised at the Spring mixer in May 2024.
- c. Responses to questions:
Explained the impact on release time on the chapter budget. We may be eligible to apply for a supplemental allocation for the coming year.

2. Chapter Committees. Looking for volunteers for:

- a. Event Coordination Committee,
 - b. Outreach & Visibility Committee,
 - c. Membership Committee,
 - d. Communications Committee,
 - e. Political Action Committee.
- Sign up sheets are in the back of the room

3. Chapter Elections

- a. Timeline:
 - i. Must be a member by Jan. 10, 2025 to be eligible to vote in the election
 - ii. Nominations mid-Jan to mid-Feb
 - iii. Voting in March/April
- b. Voting for:
 - i. Chapter Officers: Pres, VPA, VPP, Contingent, Sec, Treas, Retiree
(exec board and L/M meetings on Wed afternoons)
 - ii. Delegates - Academics and Professionals (DAs once a semester Fri-Sat)
Bylaw change: top vote getters (not already an officer) serve as the at-large Academic and Professional on the chapter executive board

iii. Appointed positions on exec board: Membership, Political Outreach, DEI, and Grievance and workplace concerns

c. Responses to questions:

Grievance and workplace concerns position not currently filled. Our bylaws were recently changed so that it is now appointed rather than elected, so someone could be appointed to this position now if necessary and if someone is interested in serving. Currently we primarily rely on our Labor Relations Specialist to clarify if something is a contract concern and could be a grievance. Adding workplace concerns to this position in the recent bylaws change may expand the need for this role.

4. Chapter and UUP Events this Semester

- a. Battle of Plattsburgh Cannonball Run (and walk) Saturday Sept. 14th
- b. UUP Fall Apple-Picking Social, Rulfs Orchard, 10 a.m. Saturday, Sept. 21
- c. UUP Breakfast Bites, Thursdays 8:30am - 10am in the Faculty/ Staff Lounge, October 3, November 7, and December 5
- d. 2nd Tuesday at 2pm North Country Webinar Series
October 8, November 12, and December 10,
- e. UUP Legislative Town Halls (zoom)
Thursday, October 10th at 12 pm and Wednesday, October 16th at 6 pm
- f. Academic Performance Review Workshop
Oct. 9th, 12pm, Yokum 203 or zoom
- g. Reviewer Role in the Academic Evaluation Process Workshop
Nov. 20th, 12pm, 110 Ward
- h. Responses to questions:
Can the Tuesday webinars be recorded for those who can't attend? Answer: For the most recent one, the speaker said no, that it's meant to be a conversation. We can ask future speakers.
Can the academic performance review workshop be done in spring? We do schedule the workshops annually, usually in fall for the new hires. The best timing for new reviewer workshops is trickier and we will look into it.

5. Extra Service

- a. For teaching a course - you should get no less than you previously got, and at a minimum you should get the current adjunct rate which is \$4,000 for a 3 credit course.
- b. For other types of extra service, the amount offered by management may not reflect the value of the work, you can ask for more.
- c. Do not start the work until the paperwork has been approved or you risk not getting paid at all. Also double check that the amount has not changed in the approval process.
- d. Responses to questions:
The statement was made that we should not be getting paid less than in the past

for extra service. Does this apply to retirees? Answer: Yes.

Do extra service minimums for teaching apply to summer and winter? No, this is separate from the contract, but we are asking Management to review and update the summer/winter pay memo.

6. Contingent Reminders

a. Lecturers and Service Memo (Feb. 2024)

“There are no “required” ways in which the obligation might be met.”

“the expectation for meeting performance review criteria is that a lecturer’s service would involve participation in one service activity per semester, extending through the academic year depending on contract length”

b. Adjunct Review Waiver (Form in Watermark)

“...In cases where a term-appointed part-time Academic Employee has established a clear and long-standing* record of good teaching, Management may, with the consent of the part-time Academic Employee scheduled to undergo review, waive the review process for a single review cycle and reappoint the employee. When this process is invoked, the candidate must undergo evaluation once before it can be invoked again. *1 positive review post term appointment

7. Political Action and VOTE-COPE

a. Sign up for UUP Legislative Town Halls October 10th and/or 16th

b. Report from NYSUT and AFL-CIO Endorsement Conference

c. Voter Registration Tabling

d. Political Advocacy

i. NYSUT Higher Education Day - February 4th

ii. UUP Advocacy Day -February 25th

iii. EOP Day - TBD

iv. In-District Lobbying - TBD- contact Kim Hartshorn

e. Direct Involvement In Support of NYSUT/AFL-CIO Endorsed Candidates- 2024 General Election

f. VOTE-COPE

i. No union dues are used for political action. All funds for legislative goals are donated by members.

ii. VOTE-COPE funds give members and students opportunities to deliver UUP's message to legislators by attending advocacy days, in-district meetings/events, and fundraisers.

g. Responses to questions:

How much do you have to donate to be invited to the special reception at the DA for VOTE-COPE? Answer- There are some problems with how this is tracked if it's not taken directly from your paycheck, but one executive board member reported that it's \$5 per paycheck.

8. Benefits Reminders

Enrollment Period: Nov. 1 - Dec. 9

- a. Flex Spending Account (FSA) - pay dependent care or health care expenses with pre-tax dollars
- b. Productivity Enhancement Program (PEP) - exchange vacation time for credit applied to NYSHIP healthcare premium
- c. Pre-Tax Contribution Program (PTCP) Your share of the health insurance premiums is deducted before taxes.
- d. Responses to questions:

How will DSI be approached this year? Answer: Michelle has asked Management, but doesn't have an answer yet.

When will negotiations for the next contract start? Answer: UUP starts working on it a year out, but the State doesn't usually want to start discussions until a couple months before the contract ends.

Have the criteria for the Drescher Leave Program changed? Answer: Yes, it has been expanding in the last few years to be more inclusive.