

## **UUP New Paltz Chapter – Executive Committee Meeting Minutes**

11:00 am November 30, 2011

### **Attendees:**

*Executive Committee:* Peter Brown, Linda Smith, Jeff Miller, Rachel Rigolino, Glenn McNitt, Richard Kelder, Susan Lehrer, Maryann Fallek, John Hain, A.J. Williams-Meyers, Jerry Persaud, Alan Dunefsky, Donna Goodman, Maryalice Citera, LRS William Capowski, Chapter Assistant Mary Thompson, Ed Hanley

*Chapter members/guests:* Amy Kesselman, Susan Lewis, Kathleen Dowley, Abigail Robin, Corinne Nyquist, Joan Connolly

Proposed agenda adopted as submitted. Minutes of the 111611 Executive Committee meeting approved as amended.

**Officers' Reports:** (distributed via email before the meeting)

**President Brown:** no questions about his report.

**VP Smith:** responding to a concern raised by Connolly (item 3 in Smith's report), Kelder pointed out that the recent increase in employee contributions for health care have nothing to do with either the status of our contract or the ongoing contract negotiations.

**VP Miller:** following up on Miller's recent meeting with librarians, Nyquist noted that workloads and professional obligations of the various positions and functions within the library remain poorly defined. Kelder observed that answers needed to address many of the problems affecting librarians must come from SUNY Central, though he did indicate that librarian issues are also being discussed in UUP's contract talks with the state.

**VP Felton:** not present; no report provided as information about the recent presentation of petitions was already reflected in Brown's report.

**Treasurer Roddy:** not present; no report available.

**Grievance Officer Rigolino:** nothing new to report.

**Secretary Hanley:** nothing to report.

### **Committee Reports:**

**Affirmative Action:** Persaud reminded everyone about the campus community forum to discuss race and racial equity scheduled for later that evening.

**Legislation/Political Action:** Per McNitt, the committee is planning an organizational meeting for Friday Dec 2<sup>nd</sup>. Brown asked McNitt to email details about the meeting when finalized.

**Membership Development:** Beth Thomas has resigned as committee chair. Brown has asked Alan Dunefsky and Spencer Salend to co-chair the committee; they have agreed. Motion to appoint Dunefsky and Salend as co-chairs made by Fallek; seconded by Kelder. Motion voted on and approved unanimously.

**Women's Rights and Concerns:** Citra reported the committee has now met twice. After reviewing the committee's previous work over the past several years, three major areas were chosen to guide the present committee's efforts: family leave; examination of recent budget cuts to determine if they disproportionately affected women; staffing issues in the Women's Studies program.

**Old Business:** none

**New Business:**

Several issues were discussed before the committee turned its attention to the items on the formal agenda. Fallek offered observations on the workload problem. Though the administration states that members can say "no" when asked to perform tasks that can no longer be supported by current staffing levels, Fallek suggested it is not enough to simply tell people they can say no. We need to help them learn how to respond appropriately when they find themselves in these situations. Kelder concurred, noting that saying "no" may indeed work sometimes, but not necessarily all the time. However, he also noted that being asked to do more can represent an opportunity to advance. Brown then asked Fallek to write an article on this topic for "The Bullhorn." LRS Capowski indicated he'd be willing to present a workshop on the "just say no" option. However, to increase the workshop's effectiveness, he envisioned giving it in conjunction with a senior member of the administration so as to reinforce the message.

Hain voiced concern over a recent situation wherein the importance of union service appears to have been minimized relative to a member's other work-related obligations. He speculated as to whether this might be indicative of a climate being fostered by the administration with respect to participation in/value of union activities. Fallek suggested clarifying the administration position on union service at a Labor-Management meeting.

Fallek asked about the consequences of receiving a ".99" appointment. Capowski elaborated on the negative personnel-related aspects of such an appointment.

Fallek observed that Secretary Hanley's Labor-Management notes do not reflect strong union responses to positions taken/comments made by the administration on the matters discussed. Based solely on a reading of the notes, members might conclude the union's primary role at these meetings is one of information gathering rather than advocacy on our members' behalf. Hanley explained the perceived lack of advocacy is intentional. By design the notes reflect only the issues addressed, not the personal interactions that take place during the meetings. Lehrer suggested the notes should give members some sense that the union is active in pushing our views when dealing with the administration.

**Women's Studies staffing:** Citera gave some background on the proposed elimination of the only full time staff position in Women's Studies. Brown then introduced Professor Amy Kesselman and several other members of the program's faculty. Kesselman provided a detailed overview of the current situation in Women's Studies, outlined a proposed campaign to save the program's only full time position, and distributed a prepared statement on the issue for the committee's review. After an extensive discussion of the issues presently affecting the Women's Studies program, Brown asked the Women's Rights & Concerns committee to draft a statement regarding the union's position on the matter for the Executive Committee's review and approval. Once approved, we will inform the administration of our position at the next Labor-Management meeting.

**Agenda items for the 12/16 Labor-Management meeting:** staffing of the Women's Studies Program; voluntary work reduction for professionals; administration position on union service; administration response to the Campus Equity Week petitions; "double contingency" provision in appointment letters.

**Spring meeting schedule:** all meetings can be held in JFT 1010, but not at the regularly scheduled (11:00 – 12:30) time. Four meetings will either have to be scheduled for later in the day (12:30 – 2:00) or held elsewhere (JFT6a). Action on this item was deferred; Mary Thompson will finalize the meeting schedule via email.

**Upcoming events:**

Dec 7 Contingent Concerns Committee meeting, 11:00 am.  
Dec 13 End of year gathering, 4:30 pm @ Bacchus Restaurant  
Dec 16 Labor Management meeting, 4:00 pm in HAB  
Dec 14 Executive Committee meeting, 11:00 am in LC6A.  
Feb 3–4 Winter Delegate Assembly, Albany, NY.

The meeting was adjourned at 1:00 pm.

Respectfully submitted,

Ed Hanley  
Chapter Secretary