



**UUP Stony Brook West Chapter
Officer Reports to the Executive Board
OCTOBER 8, 2019**

Chapter President: Ed Quinn

Officer Activities

1. Meetings
 - a. Members - 8
 - b. Officers – 6
 - c. Committees – 2
 - d. Legislators – 1
 - e. University Senate – 2
 - f. Events – 7
 - g. Other - 2
2. Stony Brook Council Meeting
3. Attended 1 New Employee Orientations
4. Greeted 6 walk-in members

Labor Management

1. Attended 5 Informal Labor Management meetings
2. Attended 1 formal Labor Relations meeting

Conferences

1. None in September

Statewide Activities

1. Phone conversations with three Statewide Officers
2. Submitted names for appointment to Statewide Committees
3. Met with two Statewide Officers

Other Activities

1. Secured and opened new office space on the Southampton Campus
2. Continued conversation with HSC Chapter on working together

VP for Academics: Eugene Hammond

VP for Professionals: Diane Bello

Academic Grievance Officer: Joshua Dubnau

Officer Activities

1. The committee met with Ed Quinn for further discussions of work-flow for intake of grievances. It was agreed that we would make further revisions to the intake form. It was agreed that all intake would work as follows:

members may contact the union by walk in, call, or email to any officer. But members are encouraged to reach out to grievance officers.

Any member issues will be sent to the two grievance officers, who then will be responsible for establishing follow up. By default, academics will be handled by academic grievance officer and professionals by professional grievance officer.

Grievance officer will reach out to committee members to arrange a meeting between member and two committee members. There was explicit agreement that this does not need to be segregated along lines of professional vs academic. But it may help to have one of the committee members from the same division.

2. Committee revised the intake form to reflect current needs.
3. Committee created a handout with information about how member concerns will be handled and who to contact for help.
4. It was agreed that cases that do not rise to the definition of a grievance also will all be referred to committee for follow up.
5. Met with Lisa to discuss several ongoing grievances that have been elevated to Albany.
6. Met with several members who brought issues to the committee.
7. One common theme that is emerging among academics is course load being increased without additional compensation.

The committee is a great group of people. We are ready to deal aggressively to defend our members. Our approach is already having an impact on the number of academics who come forward. This is a measure of success.

Professional Grievance Officer: Dominique Barone

There were several members referred to me over the course of the last week. Both share a theme of workload creep and lack of compensation for those duties. I think our committee has worked hard to establish a procedure and resources for our members, and moving forward, my goal is to establish a good working relationship with Labor Relations that will encourage and support the follow up and answers our members deserve in a timely fashion.

Membership Development Officer: Andrew Solar-Greco

1) Membership Report

- 2,276 Members, 357 non-members
- Non-members are not paying dues, and are not typically involved in our chapter.
- Join the Membership Committee to help us reach out to members and non-members, learn what issues are important to them, and discuss with them how our chapter can meet their needs.
- Email mdo@uupsbu.org to learn more about how you can get involved as a Department Representative or member-organizer. There is a role for everyone!

2) New Employee Orientation (NEO)

- We have continued to refine our NEO presentation, which has led to a higher rate of people electing to join UUP from day one.
- By having a rotating bench of members to aid in passing out new hire kits, introduce themselves, and speak, we present the diversity of our union to potential members.
- 20 minutes has proven insufficient to successfully present the benefits UUP has negotiated for our bargaining unit, as well as answer questions.
 - Our chapter leadership is in negotiations with HR to increase our NEO presentation time since new employees have many questions regarding benefits enrollment & membership and the Taylor Law Reform of 2018 increased our rights to access new members of the bargaining unit.

3) Member Organizing and Outreach

- Our member organizers and Department Representatives have been engaging in organizing conversations in the workplace to learn about issues important to our members.
- We have taken care to organize [events to bring members together](#) and cultivate solidarity. Some of these over the last few weeks are:
 - An exciting new [collaboration with the University Senate](#) and our chapter initiated by our Communication Committee.
 - The first of many [Happy Hour](#) social events.
 - The SBU [Climate Strike](#)

- The first meeting of the [Professional Council](#) in recent years.
- The first [Department Representative meeting](#) of semester.
- [Tabling with UUP SBU HSC](#) at CommUniversity.
- [LI Political Action Forum](#)
- [Welcome Back BBQ](#)

4) Membership Drive 9/17 & 9/19

- Due to our time constraints with NEO, we developed the first in a recurring series of membership drives to reach non-members in the workplace.
- Our goal was to speak to non-members about the importance of joining UUP, services and non-contractual benefits provided to members-only, and how they can get involved in UUP to have a voice in our workplace.
- Results:
 - 18 members [walked campus](#) to engage non-members.
 - 69 contacts were made with non-members.
 - 44 [conversations were had](#).
 - 10 non-members joined UUP.
- Thank you to all of our member organizers for taking you lunch break and time between teaching/office hours to strengthen our union and reach out to non-members.

Diversity, Equity and Inclusion Officer: Joseph Pierce

Had an interaction with one member by email, but did not pursue further. Would like to see how to best handle in the future. Perhaps lowering stakes, and meeting in my office rather than UUP office. Worked with Joshua Dubnau on a statement condemning Trump's racist rhetoric. The draft is ready for approval. Also, have a meeting with Interim Chief Diversity Officer, Jarvis Watson scheduled for next Monday (10/7) about possible collaborations. Not sure what will happen, but open to ideas/suggestions. I'd like to know what the membership wants in a diversity officer. Perhaps we could craft a survey?

Officer for Contingents: Shoshana Hershkowitz

Officer for Retirees: Charles Wrigley

Secretary: Jeff Heinz

The office of the secretary is posting draft and revised minutes of executive board meetings. As the workflow becomes established, I expect this to happen more timely than in the past, and hope that by the end of the semester we are consistently reaching our goal of having draft minutes posted within 48 hours of meetings.

As the officer liaison to the communication committee (co chairs: Jacqueline Donnelly and Jason Torre), I want to thank them again for continuing to do an excellent job. In addition to producing Happy Pay Days every other week, they have:

- Revived the Insight Newsletter which was printed and distributed the week of September 23, 2019
- Taken a leading role in developing a new website for UUP SBU West to be unveiled very soon
- Maintained an active presence on social media like Twitter and Facebook
- Produced flyers for upcoming events
- Are planning the development of a member database in coordination with SBU East
- Been coordinating with the membership committee and the New Employment Orientations to help get the word out.

Treasurer: Jennifer Jokinen

Received an advance of our Supplemental Allocation in the amount of \$12,267.00. This was deposited into the checking account on 10/2/19. We will receive the remainder of the supplemental allocation in late October after the audit has been conducted.

The Account balances (as of the date of this report) are as follows:

Checking: \$15,720.16

Savings: \$85.58

UUP Annual Audit:

Dermody, Burke and Brown LLC conducts an external audit of UUP's financial records each year. The audit is conducted on the financial records of the statewide organization as well as all UUP Chapters. An internal audit is conducted prior to the external audit. Chapter audit packets are due to Albany for internal auditing on 10/11. If anyone is interested in looking over our Chapter's audit before it goes to Albany please email me at treasurer@uupsbu.org to arrange a time to review.