



**UUP Stony Brook West Chapter
Officer Reports to the Executive Board
December 5, 2019**

Chapter President: Ed Quinn

Officer Activities

1. Meetings
 - a. Members - 3
 - b. Officers – 1
 - c. Committees – 3
 - d. Legislators – 1
 - e. Events – 2
 - f. Other - 2
2. Greeted 5 walk-in members

Labor Management

1. Attended 2 Informal Labor Management meetings

Conferences

1. None attended

Statewide Activities

1. Phone conversations with two Statewide Officers
2. Send additional committee recommendations

Other Activities

1. Presentation at University Senate meeting

2. Met with Alan Inkles to discuss collaboration with the Staller Center and Southampton campus events.

VP for Academics: Eugene Hammond

Gene Hammond sent a letter of resignation to the Chapter President.

VP for Professionals: Diane Bello

Academic Grievance Officer: Joshua Dubnau

1 meeting with the Grievance and Workplace Concerns Committee, plus Ed Quinn

1 meeting with the committee

2 officer's meetings

1 University Senate meeting at which both GOs presented issues

Met with 7 faculty members.

One issue that has arisen is that management is tethering continuing appointment to immigration status. Research into this topic by a member of the committee, and discussions with lead to the conclusion that this is an issue to bring to Labor Management (LM) meetings.

Many additional faculty members are coming forward. Issues include denial of sabbatical- which we cannot solve, but also potentially denial of sabbatical as retaliation.

Salary inequity is another issue. We learned that the CAS dean is using the salary compression redress negotiated by UUP as an attempt to put all DSI raises on hold. Need to bring this to LM.

Work load creep, increased class size also is an issue that keeps coming up.

Meetings with faculty members revealed issues that contingent faculty deal with all the time: last minute changes to teaching schedule just days before the courses start. Preferred courses with lower workload being taken from contingents and handed to tenure track faculty in exchange for heavier workload courses of the same credit number. These sort of issues are a constant in the lives of many contingent faculty

Met with the Professional Grievance Officer (PGO) and a prospective additional professional who wants to join the committee. She is really needed because the workload, especially for the PGO is too high. Great meeting. I support her addition to the committee.

Conducted research, which continues, into the issues surrounding distribution of IDC (facilities and administrative costs) from external grant support. Faculty are being put in the position where they need to spend direct costs from their grants for categories that should be supported by IDC. This may have legal ramifications for both the faculty and the institution. Need to gather more data about how our distribution compares to peer institutions.

Reached out to all new hire STEM faculty members who have not joined UUP. Received just 4 replies. One said they were not interested in the union and wanted to be left alone. One said that he had lost the card and was happy to join! I followed up with the link to join, and answered questions about how to fill it out. I will follow up with our chapter organizer Brett to make sure this person signed. One other faculty member was on the fence, and I will follow up. One other wants to meet to explain why they feel the union has not stood for faculty. I will listen to concerns and try to show how we are now trying to improve this.

Met with Brett Wise to walk through the Simon's Center to knock on doors of non-members. Most were not in their offices, one was there but was tutoring students. We will be developing a better method for outreach.

Dominique and I are in discussions with Ed about items that will need to be brought to the next Labor Management meeting. We are also anxious to get monthly Labor Management meetings back on track.

Professional Grievance Officer: Dominique Barone

★ Grievance Officer & Co-Chair of Grievances & Workplace Concerns Committee Activites

- 1 meeting with Grievance & Workplace Concerns Committee
- 1 Officer's Meeting
- 1 Executive Board Meeting
- 1 University Senate meeting at which both Grievance Officers presented issues
- 1 Professional Council meeting where I spoke about the new grievance / workplace concerns process
- 1 meeting with aspiring committee member
- 6 meeting with members (professionals)
- 2 meetings with Labor Relations Specialist
- 8 members corresponded with on phone / email (professionals)
- 1 interrogation with member and Labor Relations
- 1 improper practice filed

- Created flow chart for agreed upon process for intake

★ **Other Activities**

- Attended both Senate Administrative Review Committee & Professional Employees Governance Board, to which grievance / workplace concerns process was mentioned to members of these groups
- Attended UUP Happy Hour

The Chapter President, Labor Relations Specialist, Grievance Officers, and Vice Presidents came to consensus on a process to siphon member inquiries through the Grievance Officers and Grievances & Workplace Concerns Committee, to which we developed a flowchart to illustrate the agreed upon process. We also previously revamped the Member Intake Form to make it more concise and inclusive. The Grievances & Workplace Concerns Committee also worked together to create a trifold explaining our services to our members, as well as a flyer to recruit additional committee members.

Josh and I met with a professional who is interested in joining the Grievances & Workplace Concerns Committee; we are recommending her to the Executive Board. We could still use one or two more professional committee members. Training is provided!

Josh & I presented at the University Senate meeting on December 2nd. We discussed the major issues that members have discussed with us and the impact it creates. Workload creep is an issue for both academics and professionals, and 39% of cases that I have received on the professional side are related to both that and class and comp issues relating to transparency, process and financial support.

We've had some "wins" by working with Labor Relations and Human Resources and keeping up with any necessary follow up. Josh & I are in discussions with Ed about items that will need to be brought to the next Labor Management meeting. We are also anxious to get monthly Labor Management meetings back on track.

Membership Development Officer: Andrew Solar-Greco

1. Membership Report
 - a. 2,315 members, 351 non-members
 - b. 87% membership rate for our chapter.
2. November Membership Drive
 - a. Led to a 1% increase in our membership rate, connections in new areas, and dozens of assessments on why non-members have not joined UUP.
3. Membership Committee Activity

- a. Planning events for next semester, please let us know what you would like to see.
- b. Events conducted by the Membership Committee:
 - i. Student Debt Clinic - 11/19
 - 1. 20 attendees
 - ii. New Employee Orientation - 11/21
 - iii. UUP Happy Hour - 11/25
 - 1. 18 attendees
- 4. Statewide UUP Membership Committee
 - a. Attended two web meetings discussing best practices, sharing ideas, plans for next semester, and workshopping issues together with other chapter Membership Development Officers.
- 5. Upcoming Membership Committee Events
 - a. Rally for Public Higher Education - 12/9 @ 12:30 PM - fountain by the Admin Building - be there!
 - b. New Employee Orientation - 12/12, 12/19
 - c. Member Meetup Lunch Social - 12/17 - 12-2, Hilton Garden Inn Bar
- 6. Other activities
 - a. Serve on Communication Committee and assist with content creation and Happy Pay Day editing.
 - b. Attended the University Senate Meeting on 12/2 and collaborated with the Communication Committee on live-streaming and taking notes for UUP members.

Diversity, Equity and Inclusion Officer: Joseph Pierce

Officer for Contingents: Shoshana Hershkowitz

Officer for Retirees: Charles Wrigley

Secretary: Jeff Heinz

The draft minutes to the November 13 executive board meeting were posted to the uupsbu.org website by November 16.

Draft minutes from the 9/27 Labor Management meeting were sent to management for their comment and/or approval.

Treasurer: Jennifer Jokinen

Bank Balance as of 12/4/19

Checking: \$4,743.34

Savings: \$85.58

Will be depositing the September allocation check this week. Waiting on the supplemental allocation check pending the auditors final reviews of all Chapter audits.

Update on President's Release Time: The cost to the Chapter is approximately \$9,100 for the year for the 50% release time. I do not have any information at this time on the additional 10% release time approved by the Governor's Office of Employee Relations.

I have scheduled a meeting on 1/13/20 from 12-2pm to put together the Chapter budget for 20/21. If you are interested in working on the budget please email me at treasurer@uupsbu.org

Other Activities:

Attended Communications committee meetings. Working on revamping website, and other initiatives to improve Chapter communication and accessibility for meetings.

Met with several members that came to the Grievance and Workplace Concerns Committee with issues. See Grievance Officer's updates for details.

Assisted with the November organizing blitz details, member meet-ups, rally prep, Spring 2020 planning meeting etc.