

United University Professions News

SUNY Polytechnic Institute Chapter Newsletter

Volume 6, Issue 2 • Spring 2019

Letter from the President

*Letter from the President: A Couple Things I have Learned in My Six Years as Union President – Some Highlights and Lowlights**

"If you get tired, learn to rest, not to quit."

— Banksy

(* My rhetorical strategy is taken from US Representative Adam Schiff's "You May Think It 's OK. I Don't." speech.)

1. You may think that's okay to run the Institute using fear and intimidation as a tool for success. I do not, neither does UUP. As a Sociologist, I well understand that there are two main forms of control – force and belief. Essentially, authority derives from the belief that the one who has the power has the right to it and that one should oblige. However, power corrupts, and, for this reason those who attempt to lead are forever needing the constraints posed by good advisors and watchdogs. Good advisors are not just "yes" men and women, but also those who are trusted and who are not afraid to disagree for disagreements that are well-founded frequently lead to rethinking one's leadership strategy and result in better decisions. In the absence of those good advisors, whether because of leaders who surround themselves with the "yes" men and women due to insecurity, vanity, or desire to consolidate power, bad decision-making reigns as the seat of power starts fraying. For this reason, the Union provides a needed check on the balance of power that will assist in keeping SUNY strong. I have worked with Bob Geer, Alain Kalojeros, Bahgat Sammakia, and Grace Wang, (and someone whose name I can-



President Weber

not remember in-between). Each has had their own leadership style with the latter two being more open to the consideration that workers have rights that should be addressed in making workplace policies. The contract is an agreement between the boss of all bosses, the Governor of the State of New York and the UUP that should be honored. When the administration starts bringing new policies or procedures to the Labor-Management table prior to enactment for discussion, it will be a breath of fresh air. Most of the goals and objectives that the administration wants to achieve can be achieved as long as the procedures or policies do not violate the contract. This is what a good discussion is all about. Respectful treatment and discourse is the key - & -

respect goes both ways.

2. You may think that one vote does not count – I do not, neither does UUP. This past summer, Janus v. AFSCME was decided in a 5-4 decision by the Supreme Court of the United States. One vote resulted in a landmark decision that public employees do not have to pay fees to unions to cover the costs of collective bargaining. The court, split along partisan lines, overruled 41 years of precedent in deciding that requiring employees to pay fees violates their First Amendment rights. Our Chapter has remained strong, our FT numbers are stable. Our part-time academic membership rates have always been significantly lower – and have dropped even lower. See the following



Contact President Weber via her Union email address:
lweber@uupmail.org

We're on the Web!

<http://uuphost.org/uticarome/>



Newsletter Editor
Patricia Murphy, D.A.

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DISCLAIMER:

This represents the views of the Polytechnic Institute Chapter and not necessarily the views of the statewide UUP

(Letter from the President continued from page 1)

table:

Membership Rates	2017 (Pre-JANUS)	2019 (Post-JANUS)
Total Bargaining Unit Members	362	405
Overall Membership Rate	79% (n = 286)	74% (n = 301)
Full-Time Prof. & Academics	94% (n = 218)	94% (n = 233)
Part-time Academics	52% (n = 59)	46% (n = 59)

No matter how big or little, participation at any level in the Union is key to its success and a key to workplace success. Voting, whether in the national, local or union elections is important. Voting is only as good as its electorate is informed. So stay informed on those issues important for the survival and thriving of public higher education.

The key to democracy is an informed electorate – stay informed! And then go vote!

3. You may think you can do it alone – I do not, neither does UUP

Having a good team by your side is an important asset for any collective endeavor. This does not happen overnight, and your team requires cultivation. Your team includes the following:

- A. The Executive Committee of the local chapter
- B. The Labor Relations Specialist (LRS)
- C. The Statewide UUP

When you have been contractually wronged, file a grievance! When you are charged with a disciplinary action – call the union! One benefit that members have over non-members is the right to UUP representation during an interrogation or disciplinary action. You don't want to walk in by yourself – walk in with the union by your side. A good leader has a strong and wide-reaching team. Join the team!

4. You may think that the union really doesn't make a difference – I do not, neither does UUP. What are some major accomplishments?

- A. The "merger agreement" – the language of the agreement was changed to that of transfer – so your contractual rights were protected.
- B. The compressed work week – an IP was filed and the compressed work week is still here.

C. Two year contracts for academics - the administration tried to turn two year contracts to one year contracts – the union pushed back and academics on the way to continuing appointment kept the right to two year contracts. We are still working this issue for professionals.

D. An Increase in salary for adjuncts - adjuncts had not received a raise since 2003, in 2018 the minimum salary of \$750 was increased to \$875.

E. A good new contract - the Governor's Office of Employee Relations and the Statewide UUP negotiated for two years to create a solid new contract.

F. The provision of representation for countless disciplinary hearings and interrogations - whereas the UUP could not successfully resolve all disputes, almost everyone was better off after the union was called for representation.

You may think things are bad now, but imagine if the union was not here.

5. *When things get difficult, you may want to quit – do not!*

"If you get tired, learn to rest, not to quit."
— Banksy

I find the quote from Banksy fitting as I step down from six years of service as your local UUP President. I will not be abandoning the union, but stepping into the V.P. of Academics seat for a while to assist in the transition. I will never give up the fight to improve the work environment at SUNY Polytechnic, and I hope neither will you.

It's been an honor and a privilege working with all of you.

In Solidarity,
Linda

Labor Management Meeting Notes

February 26, 2019 * Utica

Present for Management: Grace Wang, Interim President; Rhonda Haines, Associate VP, HR; Mark Lemire, SUNY Counsel, Steve Schneider, Interim Provost

Present for Labor: Linda Weber, Union President; Maarten Heyboer, VP of Academics; Mike Durr, V of Professionals; Brian Taylor, CNSE Professionals Representative; Susan DeCarlo, LRS

*Note: These are notes and not minutes and as such represent Labor’s view of the proceedings.

Unfinished/Old Business

1. Update on use of field house facilities by faculty and staff (Mark Lemire was to draft agreement).

Context: The agreement has been drafted and the UUP President and SUNY Counsel met to discuss the agreement. The agreement was not finalized. The initial agreement was all-inclusive of all unions on the campus and M/Cs.

Labor:

The agreement for members to use the athletic facilities was to be in place Jan 1. What happened? Labor expressed its concern that the agreement was becoming too big and that UUP

could not negotiate for the other unions. UUP was supportive of all employees having the same privileges, but did not think that everyone had to sign off on the same document. Whereas Labor in its previous conversation with counsel were in agreement that if it were to be the same agreement, the wording would have to explicitly indicate that no union was taking responsibility for members of other bargaining units. The final concern was the all-or-none nature of the remaining item to be discussed. If counsel could not come to agreement with one union, did that mean the deal was off? The time to come to agreement with all the unions was not indicative of a timely process; for this reason, a timeline is requested.

Management: Management understands the concerns of Labor but feels that it is important that the language and agreement be the same for all participants. Counsel feels that it is possible to carve out an agreement that does

not imply that UUP is responsible for other participants to the agreement. Counsel will also discuss with the UUP President the all-or-none stipulation and try to find a common ground. Whereas a strict timeline is agreed to, once Labor and Management have an agreement Counsel does not believe he needs more than 2-3 weeks to come to agreement with the other unions. If so, he will work to initiate the agreement with those so as to be able to sign at that time.

TO DO: President Weber and SUNY Counsel Lemire will meet and finalize the agreement ASAP.

2. Lecturer promotion policy and promotion

Submitted by Rhonda Haines on 2/25 – the charge was amended to the following during discussion:

"The purpose of this working group is to develop and recommend a policy and procedures for a promotional pathway for lecturers. The group will recommend eligibility and criteria for promotion that includes metrics including but not limited to student success, excellence in teaching, and service to SUNY Poly. The group will also outline the process by which a lecturer may apply for a promotion. Any salary decisions will be evaluated on a case by case basis at management's discretion".

The composition of the working group is: 1) the Interim Provost, 2) the UUP President, 3) the Chair of FA Personnel, 4) the VP of HR, 5) two lecturers, 6) one faculty member, and 7) Dean."

Labor: Labor is pleased that the charge has been developed for this important working group. Who is chairing this group? Since the union does not allow dry promotions, why has a minimum salary recommendation for promotion not been included in the charge? This would be similar to the 3k and 5k minimum salary increase agreement for the promotion of assistant to associate and associate to full, respectively. Also, who does the "one faculty member" represent?



Labor Management Meeting Notes of February 26 continued from page 3)

Management: Rhonda Haines the VP of HR will chair the committee. Management does not believe a minimum salary increase should be part of the charge; however, this does not mean that those being promoted would receive no raise. The faculty member will represent governance. Governance on both campuses will be consulted.

3. Update on Faculty Handbook Committee and Composition

Summary of the Update: The Interim Provost has initiated the process, starting with the 2005 handbook which was the last approved version. The Administrative Vice-Presidents and faculty governance leaders from both campuses and the governance council will be involved in the review of the academic portions. The Interim Provost would like it to be a college handbook and not just a faculty handbook. He envisions a July 1, 2019 target and will focus on approved policies and procedures for the first iteration.

4. Consensual Relationship Policy Update

Summary of the Update: The Statewide UUP has finalized its negotiations with GOER with respect to the Consensual Relationship Policy mandated by the state to be implemented by March 1, 2019. GOER is negotiating the other unions also affected. This suggests that they are negotiating the same policy for all those affected. March 1 does not look feasible at this point; therefore, implementation shall not occur until negotiations are complete.

New Business

1. The Lecturer and Instructor Position: See, for SUNY HR description of Academic Rank and Qualified Academic Rank titles: <https://www.suny.edu/hr/compensation/unclassified/other/qualified-academic-rank-titles/>

The Lecturer Position

Labor: Labor has a number of concerns with the Lecturer position, most notably the role of research. As the SUNY HR description of qualified academic rank positions so indicates:

"Appointees to Qualified Academic Rank are generally Lecturers who fulfill basic curricular needs but may not be assigned the full range of duties normally associated with academic rank employees, particularly with regard to scholarship."

Whereas the previous President of SUNY Polytechnic and the President of the Chapter UUP were in agreement that there should not be a blanket exclusion of Lecturers from research if there was an agreement between the administration and the employee as to the nature and extent of

such research and the role it would play as part of his or her work obligations and such an agreement was recorded in the letter of appointment.

There appears to be a great deal of confusion and inconsistency about whether or not particular Lecturers are being asked to do research and how that should be evaluated at the time of reappointment. Labor requests that Management review the Lecturer appointment and reappointment letters and remove the mention of research if there is not an explicit agreement to do so between the employee and administration. This step is important in order to reduce confusion and anxiety at the time of reappointment. In addition, if those individuals are so qualified, and research is desired, the Visiting Assistant, Visiting Associate, and Visiting Professor titles are available.

TO DO: Mark Lemire and Rhonda Haines will review the appointment and reappointment letters and make adjustments.

The Instructor Position

Labor - The Instructor position has historically been underutilized on this campus. When it was used, it was used for those who had not completed the terminal degree but whose teaching area of specialization was well-needed on the campus. Currently, there are a few instructors in Nursing and one in Engineering. The Engineering faculty member, who has given us permission to talk about his situation, is PhD qualified, has been asked to teach a full load, has had a number of research publications, and has also been asked to oversee a major center initiative on campus. The issue has to do with the role of research in the Instructor's position and with the relationship of the Instructor's position to the Assistant Professor's position. Just as with the Lecturer position, the requirement for research should be explicitly stated and, as with the Lecturer position, teaching not research should be the primary obligation of the Instructor.

Management - The Provost did not believe that there were any distinctions between the Instructor and Assistant Professor position with respect to scholarship, terminal degree, or teaching requirements. No resolution.

TO DO: UUP will deliberate further.

Labor Management Meeting Notes of February 26 continued from page 4)

2. Teaching Development

Labor – The problem or concern is that faculty who are having difficulty in the classroom or those who just want to improve their teaching have not had access to opportunities to develop their teaching. Frequently, it is assumed that professors just know how to teach and this is an especially problematic for those who are just out of graduate school or those who are new to higher education teaching. Previously, Provost Durgin and the UUP Chapter President had been working together to identify and develop some teaching resources for those faculty who desired to improve their teaching for whatever reason.

a. One UUP resource that is currently available is the one SUNY class each semester as a free benefit; here is an example of education courses available in an online format: <https://open.suny.edu/courses/search?s=Education%20Theory%20and%20Practice>.

Not all of the courses are appropriate, but the aforementioned is an example of what's available.

b. Another opportunity is through the GOER campus grants program: <https://goer.ny.gov/grant-opportunities>. This is a joint Labor and Management grants program and can be used to develop a campus-specific workshop in higher education pedagogy.

Management - Management welcomes opportunities for teaching development and will gladly work together and support initiatives to do so.

TO DO: The UUP President will work with the Interim Provost to develop this opportunity.

3. Inappropriate Use of State Titles Upon Hiring

Labor: Labor has tried to get administrative attention to this issue over the last five years, to no avail. The practice of hiring people in the wrong state titles in a perceived effort to save money is inappropriate and is vehemently opposed by Labor. The problem is that the current promotion process is not being used by administration to correct problems at hire, and, as such, has left unhappy employees with no choice but to leave employ-

ment for other more viable opportunities and has resulted significant problems with morale. New hires are frequently not aware of the proper SL level and title for the job qualifications specified until after they are on board. This problem is especially compounded when the campus title is misleading and implies a higher state title. The UUP Chapter President and the VP of HR have met on specific cases and on the overall issue a number of times, with limited success. Currently, there are two cases wherein two professional employees have applied for promotion and salary increases through the approved Institute

procedures and both of these cases have been denied. One of these individuals (who has given permission to discuss this issue in this venue) had job duties taken away during this process that, in effect, is a perceived demotion. Labor wants this process to end and in so doing, we have two cases moving forward through the College Review Panel for appeal wherein the local UUP President has added the charge to examine whether or not the two employees were in the appropriate job title upon hire. This issue will be used to push for change at the state level if it cannot be achieved at the campus level. The problem with title assignment of Lecturer, Instructor, or Assistant Professorship is a similar problem. Is the Interim President willing to sit down with the local UUP President and review the problem so that it may be resolved informally?

Management - Management indicates that it is not aware of the issue, especially with re-

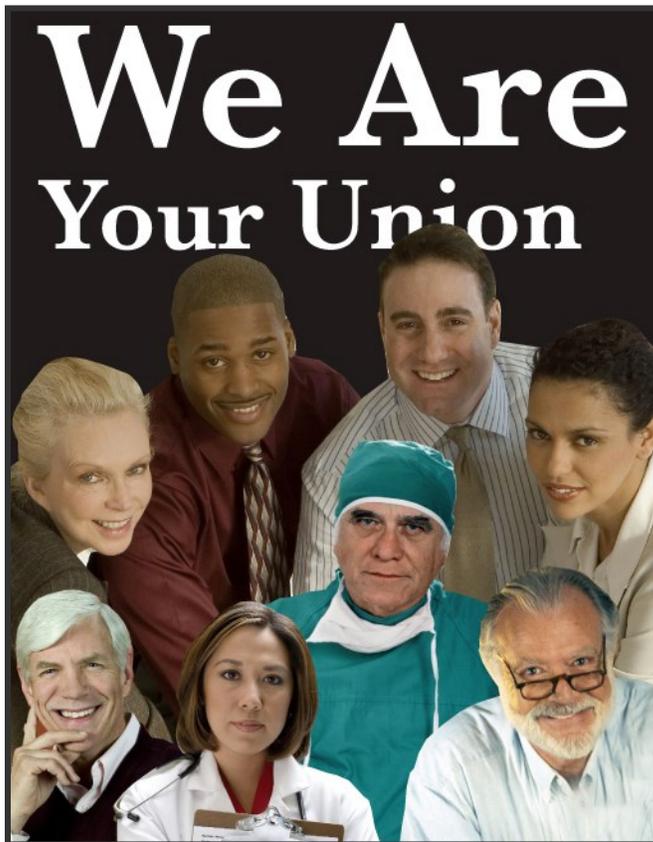
spect to the two cases moving forward and would like the UUP President to meet with the VP of HR to discuss the two cases.

TO DO: The local UUP President and the VP of HR should meet.

4. Individual Development Awards

Labor - This is really just an announcement: IDA monies have been allocated and SUNY Poly has 6k for the 2017-2018 academic year and 14k for 2018-2019 academic year. The committee composition is set with management nominating three deans and labor adding two professionals and one faculty. The applications notice will go out shortly.

TO DO: Labor send out notice of application.



Labor Management Meeting Notes of February 26 continued from page 5)

5. SBDC

Labor - What happened to the SBDC? What is the relationship to SUNY Poly? What happened to our 3 employees?

Management – The Small Business Development Center is a federally funded grant managed by SUNY that has resulted in 22 centers being established across the state, one of which has been at SUNY Poly until recently. The Institute determined it was in the best interest of the center and the community to move it to MVCC thINcubator–another grant funded (by whom?) initiative. The three SUNY Poly professionals resigned and were hired by MVCC.

TO DO: Statewide UUP has been asked to look into this matter.

6. Two-year Contracts for Professionals Working Toward Permanency

Labor - This should have been in unfinished business and is just a request for an update. At this last LM there was an agreement that HR would inform supervisors about the option. Has this happened? Labor will proceed to notify those in its bargaining unit.

Management - HR has informed supervisors on a case-by-case basis. Management still supports the option of a two year contract for those performing at an exceptional level on a case-by-case basis.

7. Student Complaint Initiative

Labor – Labor has become aware of an online initiative to collect student complaints, including complaints about faculty and professionals by Student Government Association. Administrative facilitation of alternative means of evaluation for faculty (and professionals) than those agreed upon is a violation of the contract. What is the administration doing about this initiative? There are agreed upon procedures for complaints to be levied that should be promoted and upheld.

Management - Management has become aware of the initiative and the website has been taken down. There was not facilitation by administration of this endeavor.

8. IDEA – Student Teaching Evaluations

Labor - The student teaching evaluations have been undergoing a change in both procedure and content. The last iteration of change moved the IDEA form into an electronic format. Currently, the actual assessment tool is being changed because IDEA no longer supports

the previous tool. A number of vendors were contacted and IDEA was the only one that had a valid and reliable instrument – a requirement established by the last working group. Where are we with the transition to a new instrument, and what training is being put into place so that faculty members (especially junior faculty) are familiar with the instrument and ways to improve response rates? If the tool is to be used in the evaluation of faculty, appropriate training and administrative support to improve participation rates are essential.

Administration – This semester the old IDEA form will be used. Training will be initiated by IDEA as soon as the form choice is finalized and after the current semester's administration of the old tool.

9. SUNY Empowerment Survey Results

Labor – Labor is interested in seeing the results of the SUNY Empowerment survey. Is Management willing to share the results?

Management – At this point there are no results.

Respectfully Submitted,
Linda R. Weber, March 23, 2019
President



Labor Management Meeting Notes

May 21, 2019 * Utica

Present for Management: Grace Wang, Interim President; Rhonda Haines, Associate VP, HR; Mark Lemire, SUNY Counsel; Steve Schneider, Interim Provost, Michael Frame, COO

Present for Labor: Linda Weber, UUP Chapter President; Maarten Heyboer, VP of Academics; Scott Tenenbaum, CNSE Academics Representative; Brian Taylor, CNSE Professionals Representative; Susan DeCarlo, LRS

*Note: These are notes and not minutes and as such represent Labor's view of the proceedings.

Announcements -

Labor Elections - Welcoming Maarten Heyboer as President Elect and Linda Weber as VP of Academics. Scott Tenenbaum will be stepping down as CNSE Academics Representative (with no elected replacement) and Brian Taylor is officially elected as CNSE Professionals Representative.

IDA - Approximately \$11,000 has been allocated, with \$3,000 still available for a new round of applications to be announced soon.

Unfinished Business

1. Update requested: Field House facilities – To do from last LM: President Weber and SUNY Counsel Lemire will meet and finalize the agreement ASAP.

Labor - Linda has contacted Mark twice since the last LM to finalize the agreement. No response.

Management - Mark has not worked on the agreement, but will prioritize with a hoped for start date of the Fall 2019 semester.

TO DO: Mark will contact Maarten to finalize.

2. Finalization of the Procedures for Evaluation of Lecturers. Rhonda Haines - addition to the agenda.

Management - Management is interested in finalizing this process. Linda and Rhonda have reviewed and agreed to addition of the language from the BoT, but this must be reviewed by legal. Expected to be completed in time to be on the appointment letters for fall lecturer appointments.

Labor - The finalization of the procedures for reappointment is also important to Labor. The language is agreed upon that reminds those implementing the policy that nothing in the policy usurps the Provost's and the Presi-

dent's authority to review and that the President is the sole final authority in this matter.

TO DO: Rhonda will facilitate the review by legal and confer back with Maarten before the policy is implemented.

3. Update requested: Lecturer promotion policy: Rhonda Haines, the VP of HR, is chair of the committee.

Labor - To date, there has been no progress on working toward the Lecturer promotion policy. This is an important issue for lecturer retention and morale building. What is the problem?

Management - Management also believes this is an important initiative. Rhonda sent out an email invite to the working group for a meeting to be held soon. An attempt has been made to include CNSE and balance out the Lecturer representation.

TO DO: Rhonda will hold a meeting of the working group in the next two weeks.

4. Update requested: Faculty Handbook

From the last LM Meeting - The Interim Provost has initiated the process, starting with the 2005 handbook, which was the last approved version. The Administrative Vice Presidents and faculty governance leaders from both campuses and the Governance Council will be involved in the review of the academic portions. The Interim Provost would like it to be a college handbook and not just a faculty handbook. He envisions a July 1, 2019, target, and will focus on approved policies and procedures for the first iteration.

Labor - Where are we at? A July 1 date does not look feasible. Labor reiterates its concern that the project has become too big and that if it is to be a college-wide handbook, that one portion be focused on at a time. Since we have always had a faculty handbook, perhaps this is the best one to finalize first.

Management - Steve indicated that the policies are being indexed and that the Campus Governance Leaders will review relevant portions soon. A July 1 date is still feasible. The agreed format is for the first iteration of the handbook to be the last version of the policies and procedures that have gone through the appropriate approval processes. If the policy needs minor, not substantive modification, these changes will be made. If the policy is just "out-of-date" or needs major revision, it will be included as a placeholder with a notation of such.

Labor Management Meeting Notes of May 21 continued from page 7)

5. Update: Status of Consensual Relations Policy

Labor - Any Updates? Statewide UUP has indicated that the UUP negotiations process is finalized and that it is with the other unions.

Management - It is still in the process of being finalized. No news available.

6. Update: Teaching Development

From the Last LM Meeting - To do: The UUP President will work with the Interim Provost to develop this opportunity.

Labor - Linda has consulted with the Statewide UUP about the development of a college pedagogy workshop with a special emphasis on STEM pedagogy and they were very receptive about submitting a proposal for joint LM funding. She has since contacted the Dean of Engineering who has indicated that a few of his faculty in Civil Engineering have been certified after taking some specialized pedagogy training, so perhaps we have some campus talent to rely on. Linda is willing to take this on as a special project of the VP of Academics for the next academic year if the new President of the UUP Chapter is so willing. Maarten indicated his approval. As this is a joint Labor-Management initiative, the University President has to also be supportive and provide a proportional (40%) cost-sharing.

Labor - Linda has consulted with the Statewide UUP about the development of a college pedagogy workshop with a special emphasis on STEM pedagogy and they were very receptive about submitting a proposal for joint LM funding. She has since contacted the Dean of Engineering who has indicated that a few of his faculty in Civil Engineering have been certified after taking some specialized pedagogy training, so perhaps we have some campus talent to rely on. Linda is willing to take this on as a special project of the VP of Academics for the next academic year if the new President of the UUP Chapter is so willing. Maarten indicated his approval. As this is a joint Labor-Management initiative, the University President has to also be supportive and provide a proportional (40%) cost-sharing.

Management - This is an exciting opportunity and Management is supportive. The Provost will work with Linda to develop this initiative.

TO DO: Linda will start gathering resources and ideas for this workshop in the fall.

7. Update requested: Inappropriate use of state titles upon hiring

To do from the last LM: The local UUP President and the VP of HR should meet to discuss this issue.

Labor - Labor is still concerned about the inappropriate use of state titles upon hiring and bring these issues forward to the table as they occur as meetings with Rhonda have been unsuccessful in addressing this issue. Whereas there are other cases about which our concern has been expressed, the most recent concern is of the hiring at an SL1 level of someone wherein the position was previously SL2. Linda is awaiting more information but will follow up with Rhonda such information.

TO DO: The UUP President will follow-up with V.P. of HR when information is available.

8. Update requested: Two-year contracts for Professionals working toward Permanency

From the last LM: At the last LM meeting, management indicated that HR has informed supervisors that consideration will be given on a case-by-case basis and that management still supports the option of a two-year contract for those performing at an exceptional level on a case-by-case basis.

Labor - Professionals have expressed concerns that supervisors are apparently not aware of that possibility. Perhaps HR can send out a message to all supervisors? Supervisors cannot recommend a two year contract if they are unaware of that possibility. Longer contracts are important for retention and morale.

Management - As indicated previously, Management wants to examine contract length on a case-by-case basis and does not want to formalize this policy. Management sees no reason to let its supervisors know. They can contact HR if they have a concern.

TO DO: UUP will inform its membership of the possibility of two-year contracts.

9. Update requested: Faculty Teaching Evaluation Instrument

Labor - The IDEA form was chosen as the instrument after a previous RFP resulted in no other company being able to meet the criteria as outlined by the IDEA working group - including national norms by discipline and suc

Labor Management Meeting Notes of May 21 continued from page 8)

cessful reliability and validity testing of the measures and faculty ability to adapt the instrument to the course being evaluated. Labor's understanding is that the use of this instrument is now in question. What is going on with the teaching evaluation choice?

Management - Because of government procurement policies the contract must be put up for bid. An RFQ went out, and four quotes have been received and will be reviewed according to the criteria established by the working group. If the IDEA form is not the top choice, the Interim Provost will consult back with the committee.

10. Request for an update: SUNY Empowerment Survey results

Labor - When will the results of the survey be available to the SUNY Poly community?

Management - Results are in, but Management has not reviewed them and hopes to do so soon.

New Business

1. Communication between Labor and Management – Rhonda Haines added to agenda

Management - Management recognizes that everyone holds multiple positions and believe it's important to be clear in communications from which office/position the UUP person is communicating. More so, this would be clarified if the communication came from the UUP email address. In addition, communications from UUP should go to the Labor Relations Designee - Rhonda Haines, as best practice.

Labor - Regarding the former issue, the UUP President believes this source of confusion is temporary as the current President who is the Chair of the Faculty Assembly will not be the President come June 1. The UUP President will be Maarten Heyboer and he will not be acting in a significant governance capacity. Beyond this technical distinction, the UUP President believes that the she has

been clear by topic or by subject header in which capacity she has been communicating, but this may be difficult if the issues overlap and there are many issues that are both contractually and governance related. The use of Union email for all communications will hinder communication.

Regarding the latter issue, a designee has the power to make decisions, and as the current VP HR does not have decision-making capacity, this mode of relationship and communication is problematic as it results in a circuitous communication flow that is non-productive. Labor understands that this is

considered best practice and will certainly cc' the Labor relations designee and will take this request under advisement; however, Labor will use the path and mode of communication that facilitates response and is most productive. The path of communication from the UUP President on critical issues is the University President. For example, a recent class action grievance was filed and hard copy submitted to the designee via certified mail as per protocol, and there was no response as the dedicated response time was closing. Labor, however, decided to reach out with a phone call and schedule a Step 1 hearing as the deadline was quickly approaching.

TO DO: Official emails to Management will come from the UUP address. The Employee Relations Designee will be the primary, but not sole form of contact.



President Weber is recognized for her six years of service as UUP Chapter President.

Labor Management Meeting Notes of May 21 continued from page 9)

2. Update requested on the status of the President's search and the Interim Presidents

Management - An RFP for the presidential search firm was submitted, and Management is currently in the process of selecting a search firm. This selection is expected to be completed by the end of the summer. The current interim is "fully committed" to staying on until a new president is onboard.

Labor - Labor is concerned that the search process has seemed to stall. Does the selection need further approval from SUNY to officially begin the search?

Management - No response.

3. Update requested on search for Chief Diversity Officer position:

Management - Interviews have started. There will be a total of two.

4. Use of volunteers at various campus events and by various campus groups, including student clubs -

Labor - What is the status of Volunteers at SUNY Polytechnic events? Do they receive the appropriate training? Are they screened – e.g., background checks? Do they receive any compensation/benefits –e.g., email account, access to library, etc.? Any potential liability issues?

Management - Volunteers are on boarded the same way that compensated employees are with background checks, etc. Liability issues are covered by Section 17

and Section 18 of Public Officer's Law: https://www.suny.edu/sunypp/documents.cfm?doc_id=529

5. Update on the Framework for a Sustainable Future

Labor - the original plan was that the work on the Framework would be completed by March 1– update?

Management - the update was given during the April town hall meeting. Each of the committees is still working and it is a work in progress. Work is expected to continue through the fall. The links are on the President's SUNY Poly webpage.

TO DO: The UUP President will request the link. Linda checked the page and it's not there. (Maarten, will have to request the link be added to the page).

6. Provost Office Hiring

Labor - Recently, two new, part-time special assistants to the Interim Provost – Deb Tyksinski and Magenta Ward – Status? Search? No one was aware of any search process in place and the absence of an open search process is counter to inclusive hiring practices.

Management - Both are UUP hires and there is no need to hold an open search for part-time personnel.

Respectfully Submitted,
Linda R. Weber, May 31, 2019
President, UUP Chapter of SUNY Polytechnic Institute



Executive Board Meeting Minutes

April 23, 2019 * Utica

Attendees: Marteen Heyborer, Sean Clive, Steve Perta, Brian Taylor, Beth Tolman, Susan DeCarlo

Not in Attendance: Mike Durr, Rafael Romero, Linda Weber, Donald Thomas, Jayne Baran, Amos Confer, Scott Tenenbaum

Approval of Minutes

Motion made to approve the agenda for the meeting.
Motion approved

Reports

Treasurer's Report

The Budget for next year was approved at the 4/5/2019 Chapter meeting.

Request for the Presidents salary reimbursement was approved at the 4/5/2019 Chapter meeting.

Motion to approve payment of the following invoices.

Payment of invoices:

Sodexo Inc & Affiliates-Labor Management meeting
2-26-19 \$144.90

Chartwells-Albany Professionals Workshop 3-22-19
approx \$150.00

Sodexo Inc & Affiliates- Utica Professionals Workshop
3-26-19 approx \$125.00

Sodexo Inc & Affiliates- Utica membership Meeting
4-5-19 approx \$975.00

Sodexo Inc & Affiliates- Utica Student Debt Clinic
Workshop 4-11-19 \$110.00

SUNY Poly Print Shop- Printing of IDA Application Packets
\$57.00

Sodexo Inc & Affiliates- Executive Board Meeting Lunch 4-
23-1019 approx \$110.00

Motion Approved.

Unfinished Business

Update on Use of Field House Facilities Finalizing agreement.

Update on Lecturer Promotion Policy—Waiting for an update from Rhonda.

Update on Faculty Handbook—Provost is working on it, waiting on an update.

Status of Consensual Relationship Policy—No updates at this time.

Clarification of the Lecturer and Instructor Positions—There is some confusion as to the requirement for research in this position, it should be consistent for all lectures. Mark Lemire and Rhonda Haines will review.

Update on Teaching Development—We need an update on the progress of this.

Update on Inappropriate Use of State Titles upon Hiring—Maarten will be talking to people over the summer to get a better awareness of this issue for both staff and faculty.

Update on SBDC—Statewide UUP has been asked to look into this.

Update on Faculty Teaching Evaluation Instrument—The IDEA survey will be phased out. Any new tool should be vetted.

Update on SUNY Empowerment Survey Results—there are no results?

Update on 2-year contracts for professionals—We need an update as to what is that happening with this.

(Executive Board Meeting Minutes of April 23 continued from page 11)

New Business

Administration is making use of Courtesy appointments, which are not paid positions. The thought is to maximize our connections with outside experts and entities. More information regarding this is needed.

We need an update on the sustainable future incentive.

Rafael will continue looking at increasing diversity.

Need more information on possible changes in the college calendar.

Announcements

We would like to take this time to thank Linda Weber for her service over the last 5 years as President of the SUNY Poly chapter of the United University Professionals union. During her tenure as president, we have experienced a lot of changes and she has been there with us through them all. She has been integral part of the important advances we have made, particularly in the areas of protecting the rights of the union members.

We would also like to take time to remember Carol Torok-Huxtable who passed away on April 18, 2019. Carole was very involved with UUP both at the campus level as well as the state level for many years. She made a difference in so many lives and it was a pleasure to work and serve with her. She will be missed dearly.

Adjournment

Motion to adjourn meeting, motion approved. Meeting adjourned at 1:20PM

Submitted,
Elizabeth J. Tolman, Secretary



*Thank you,
Linda!*

Chapter Breakfast Meeting Minutes

April 5, 2019 * Utica

Welcome & Opening Remarks

Linda gave opening remarks and introduced Susan DeCarlo, LRS. Thanks was given to Sodexo, Maureen, Chapter Assistant; Pat Murphy, Newsletter Editor, and Lynne Browne, Webmaster.

Elections

Linda reminded members to mail their ballots by April 10. Your vote DOES matter!

Productivity Enhancement Program (PEP)

Be sure to submit your PEP application. Guidelines are available at <https://www.suny.edu/benefits/news/2018announcements/pepuup2018/>

Professional Evaluation Committee

There will be an electronic election to fill three seats on the Professional Evaluation Committee. Please consider nominating a professional or self-nominating.

Remarks from Susan Decarlo

Susan gave an overview of workshops that have occurred at both campuses, including a Retirement Workshop presented by Walter Apple, a Benefits and Rights Workshop for part-time academic faculty, and Professionals Performance Programs and Evaluations.

Based on Article 19, members have the right to be represented in any disciplinary action. Contact Linda or Susan immediately and request representation if you receive notice of an interrogation. This is a serious issue so don't delay.

Article 19

Regarding discipline, there's been a trend in employees being terminated based on Facebook posts. Susan gave a fictitious example and reminded employees not to put themselves in harm's way.

Union Dues Deduction

April 15 is tax day! Employees may deduct union dues from taxes; this can mean a savings of up to \$70 per return.

Scholarship Program

Based on the collective bargaining agreement, there's a new benefit of \$500 per semester for tuition assistance. Forms are available at www.uupinfo.org.

Protecting Faculty Course Materials

The Union continues to work on the cease to assist order so faculty materials aren't stolen. If you feel your materials have been stolen, refer to the informational flyer at <http://uupinfo.org/communications/uupdate/2019/190215.php>

In closing, this is Linda's final chapter breakfast meeting. Linda works incredibly hard, is a rare find, and has put in lengthy hours as your union president. It's been a pleasure working with her.

Project Plan 2019-2020

Linda discussed the project plan; the same plan is being put forth because the goals are still relevant, and progress is being made toward each goal. The project plan will be refined for next year and will be presented at the fall chapter meeting. A motion was made to approve the Project Plan and was seconded; all were in favor. The project plan was approved.

Question: Are there any specific issues associated with our campus in comparison to other SUNY campuses?

Response: The problem is that the campuses are 90 miles apart. Meetings and workshops are rotated at each campus. The culture is different, and the union is new to the Albany campus. Our efforts continue to get more employees involved in the union.

Question: What is our identity?

Response: When the merger first happened, Albany wanted its own chapter. The statewide president refused the request, and that's why we have a federated structure. Linda stated that it's important to be involved in elections. There are two seats on the Executive Board, one for a professional and one an academic representative.

Treasurer's Report

Steve Perta presented the Treasurer's Report. The Individual Development Awards allocations and guidelines were discussed. The IDA Committee will review the applications and will determine the funding for each. Two applications were received after the April 1 deadline and may be considered if all funds aren't expended in the first round.

All chapter expenditures must be approved by the Executive Committee. The chapter budget is then sent to UUP Central, which projects the monies for the upcoming year. Expenditures are based on trends presented over the past few years. The president's release time is paid for by union dues that cover approximately 90% of the release time. Release time for faculty is typically one course per semester, and usually an adjunct is hired to teach that course. A motion was made to approve the treasurer's report, and it was seconded. The treasurer's report approved.

President Weber's Closing Remarks

Linda presented an overview of her three terms as chapter president.

Your Vote Makes a Difference

Remember, your vote does matter! Based on JANUS vs. AFSCME 31, public employees do not have to pay for the cost of collective bargaining if they choose not to. This decision was based on a one-vote difference. Voting is one form of participation, but is not the only form.

(Chapter Meeting & Luncheon Minutes of April 5 continued from page 13)

Contract Rally

One highlight was the first ever contract rally held on campus. It's important to stand firm on important issues, get involved, and be respectful. Know the contract, the issues, and your rights that are the key to democracy and to making your vote count. The chapter website is also a useful tool for staying informed.

Merger Discussion

When the discussion to merge occurred, the original agreement referred to it as a merger which was problematic because our contract doesn't protect employees in a merger; rather, it protects a transfer.

Compressed Work Week

The summer work schedule/compressed work week was another discussion with Albany in which they didn't support. Thanks to the union, the compressed work week hasn't been abolished.

Employee Contracts

There was discussion about changing faculty and professional contracts to one-year contracts while those employees were approaching tenure. Contracts were pushed back to two years for academics. There's one exception: For professionals, administration will be open to giving two-year contracts for permanency if employees demonstrate excellence and receive approval from their supervisors.

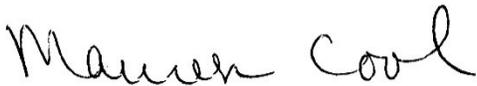
Salary Increase for Adjuncts

Adjuncts haven't received a salary increase since 2003, and the base minimum is a new contract item. Adjunct salaries will increase yearly, which is above the amount that was negotiated.

In conclusion, Linda stated that she will assist the newly elected president with the transition and thanked members for electing her. "If you get tired, learn to rest not to quit." It's been an honor and privilege serving three terms as your chapter president.

Editor's Note: Nobody can win all the battles, but Linda has been an effective change agent for our institution. If you see her around you should give her a high five. P.M.

Submitted,



Maureen Cool
Chapter Assistant

Edited – PEM 4/18/19



Chapter Meeting Minutes

May 21, 2019 * Albany

Officers Present - Linda Weber, Chapter President; Maarten Heyboer, V.P. of Academics; Brian Taylor, Albany/CNSE Professionals Representative; Scott Tenenbaum, Albany/CNSE Academics Representative; Susan DeCarlo, LRS.

Guests – Jeri Bryan-Losee, Statewide UUP Treasurer/Secretary; Rob Trimarchi, Statewide Organizer.

Announcements

Election results are in! Maarten Heyboer is the incoming President of the Chapter; Linda Weber will be the V.P. of Academics; Brian Taylor is an elected Albany/CNSE Representative; Scott Tenenbaum will no longer be serving as Albany/CNSE Academics Representative (thank you Scott).

Business

Approximately 10 members present.

Discussion of the preceding Labor-Management meeting was the main item of business. See LM Notes for May 21, 2019 for details.

General Q & A followed.

Linda Weber was recognized for her six years of service as the Chapter President.

Respectfully submitted,

Linda R. Weber, June 20, 2019
President, Polytechnic Institute Chapter of UUP 6/20/19

Patricia Murphy PM
Edited



Good discussion at the Polytechnic - Albany Chapter Meeting

Treasurer's Report to Executive Board

April 5, 2019

A. Report for FY 2019: 1 September 2018 to 5 April 2019

Beginning Balance as of September 1, 2018 **\$21,834.11**

Receipts

September 2018 Allocation \$1,689.00

Total Receipts \$1,689.00

Total \$ 23,523.11

Expenditures

Sodexo Inc & Affiliates- 9-21-18 Utica Chapter Membership Meeting \$1,620.00

Sodexo Inc & Affiliates- 9-25-18 Executive Board Meeting \$27.95

Sodexo Inc & Affiliates- 10-15-18 Utica Benefits Workshop \$49.75

Sodexo Inc & Affiliates- 10-18-18 Utica Benefits Workshop \$49.75

Sodexo Inc & Affiliates- 10-30-18 Labor Management Mtg Refreshments \$39.00

Sodexo Inc & Affiliates- 11-27-18 Executive Board Mtg Lunch \$117.90

Chartwells- Albany Campus Retirement Workshop 12-12-18 \$82.31

Chartwells- Albany Campus Member & Labor Mgt Meeting 12-14-18 \$144.08

Sodexo Inc & Affiliates- 1-22-19 Executive Board Mtg Lunch \$97.92

Sodexo Inc & Affiliates- Membership Welcome & carding event \$219.00

Total Expenditures to date: \$2,447.66

Balance as of April 5, 2019 **\$21,075.45**

(Treasurer's Report to Executive Board of April 5 continued from page 15)**B. Motions to be voted this meeting**

Payment of invoices:

Sodexo Inc & Affiliates-Labor Management meeting 2-26-19	\$144.90
Chartwells- Albany Professionals Workshop 3-22-19 approx	\$150.00
Sodexo Inc & Affiliates- Utica Professionals Workshop 3-26-19 approx	\$125.00
Sodexo Inc & Affiliates- Utica membership Meeting 4-5-19 aprox	\$975.00
Sodexo Inc & Affiliates- Utica Student Debt Clinic Workshop 4-11-19	\$110.00

C. Individual Development Award (IDA) applications are now being accepted for two time periods:

April 1, 2017 to July 1, 2018 (The Retroactive Period)

July 2, 2018 to July 1, 2019 (The Current Academic Year)

The amount allocations have been apportioned as to the number of those represented by the UUP at each campus.

For 2017 - 2018, the apportionment of the \$6,629.51 is as follows:

Utica FT allocation - \$4525.82

Albany FT allocation - \$1109.27

Utica PT allocation - \$981.51

Albany PT allocation - \$12.91

For 2017-2018, the apportionment of the \$14,242.24 is as follows:

Utica FT allocation - \$9722.85

Albany FT allocation - \$2383.05

Utica PT allocation - \$2108.59

Albany PT allocation - \$27.74

These awards are competitive and given for professional development activities for both full and part-time academics and professionals. The maximum award amount is \$1,000. If the activity has already occurred, you may only apply for the portion of activities for which you have not been reimbursed.

Submitted by Steve Perta, Chapter Treasurer – April 5, 2019

Treasurer's Report to Executive Board

April 23, 2019

A. Report for FY 2019: 1 September 2018 to 23 April 2019

Beginning Balance as of September 1, 2018 **\$21,834.11**

Receipts

September 2018 Allocation \$1,689.00

Total Receipts \$1,689.00

Total **\$23,523.11**

Expenditures

Sodexo Inc & Affiliates- 9-21-18 Utica Chapter Membership Meeting \$1,620.00

Sodexo Inc & Affiliates- 9-25-18 Executive Board Meeting \$27.95

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Sodexo Inc & Affiliates- 1-22-19 Executive Board Mtg Lunch \$97.92

Sodexo Inc & Affiliates- Membership Welcome & carding event \$219.00

Total Expenditures to date: \$2,447.66

Balance as of April 23, 2019 \$21,075.45

(Treasurer's Report to Executive Board from April 23 continued from page 17)**B. Motions to be Voted this meeting (also presented at 5 April meeting)**

Payment of invoices:

Sodexo Inc & Affiliates-Labor Management meeting 2-26-19	\$144.90
Chartwells- Albany Professionals Workshop 3-22-19 approximately	\$150.00
Sodexo Inc & Affiliates- Utica Professionals Workshop 3-26-19 approx	\$125.00
Sodexo Inc & Affiliates- Utica membership Meeting 4-5-19 aprox	\$975.00
Sodexo Inc & Affiliates- Utica Student Debt Clinic Workshop 4-11-19	\$110.00
SUNY Poly Print Shop- Printing of IDA Application Packets	\$57.00
Sodexo Inc & Affiliates- Executive Board Meeting Lunch 4-23-1019 appx	\$110.00

C. Individual Development Award (IDA) applications received for committee review:

April 1, 2017 to July 1, 2018 (The Retroactive Period)

July 2, 2018 to July 1, 2019 (The Current Academic Year)

The amount allocations have been apportioned as to the number of those represented by the UUP at each campus.

For 2017-2018, the apportionment of the \$ 6,629.51 is as follows:

Utica FT allocation - \$4,525.82
 Albany FT allocation - \$1,109.27
 Utica PT allocation - \$981.51
 Albany PT allocation - \$2.91

For 2017-2018, the apportionment of the \$14,242.24 is as follows:

Utica FT allocation - \$9,722.85
 Albany FT allocation - \$2,383.05
 Utica PT allocation - \$2,108.59
 Albany PT allocation - \$27.74

These awards are competitive and given for professional development activities for both full and part-time academics and professionals. The maximum award amount is \$1,000. If the activity has already occurred, you may only apply for the portion of activities for which you have not been reimbursed.

Submitted by Steve Perta, Chapter Treasurer – April 23, 2019

IN MEMORIAM

Thank you, Carole,
for all of your hard work and dedication
to the union cause over the years!



Carole Torok-Huxtable
1940-2019
Officer for Retirees



MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs



Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.



UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Surviving spouses of UUP members
- Members' aged-out dependents (until age 29)
- Part-time employees who are UUP members
- Surviving domestic partners of UUP members



Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

Verizon Wireless—19% off your monthly bill, plus 25% off accessories

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall



Dawn M. Banga, Director,
Member Benefits & Services

UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516 | WWW.UUPINFO.ORG | BENEFITS@UUPMAIL.ORG

Family Leave and Work-Life Services

What you need to know



UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)



The guide can be found under REPORTS at
www.uupinfo.org

United University Professions

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 Secretary-Treasurer Jeri O'Bryan-Losee
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Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		<table border="1"> <tr> <td>Current</td> <td>3456.78</td> <td>1234.56</td> </tr> <tr> <td>YTD</td> <td>45,678.90</td> <td>34,567.89</td> </tr> </table>		Current	3456.78	1234.56	YTD	45,678.90	34,567.89
Current	3456.78	1234.56									
YTD	45,678.90	34,567.89									
Advice #	123456789	Pay Start Date	11/10/2019	Net Pay 1,234.56							
Advice Date	11/10/2019	Pay End Date	11/24/2019								
Department ID	1234			Pay Rate 56,789.10							
EARNINGS		Current	YTD	TAX DATA							
Rate	Days	Earnings	YTD	Federal	State						
Regular Pay Salary Employee	21	3456.78	45,678.90	2	2						
Location Pay	21	89.10	1,870.00	2	0						
		Current	YTD	DEDUCTIONS							
Regular Pay Tax Health		89.10	1,870.00								
Supplemental Plan Annually Prep		89.10	1,870.00								
Total Deductions of Regular Pay		178.20	3,740.00	34.00	89.10						

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck *must* say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.