



UUP - West Campus Retreat

August 21, 2007

Attendees: Ed O'Connell, Jason Torre, Daniel Kinney, Charles Wrigley, Joe Feliciano, Dick Laskawski, John Shackelford, John Madonia, Warran Randall, Corinne Burns, Willa Smith, Dawn Svoboda-Pappas, Troy Wolfskill, Dave Maynard, Sal Lentini, Ed Quinn, Judy Wishnia, Arnold Wishnia, Willa Smith, Gary Marker, Charlie Mcateer, Pam Wolfskill, Diane Baldwin-Bello, Bushra Butt, Mary Bernero, Fred Gardaphe, Bill Scheuerman, Fred Floss, John Schmidt (presiding), David V. Ecker (minutes)

Meeting commenced at at 9:18am, August 21, 2007

John Schmidt – Intro to retreat

- Minutes will be taken today
- Orientation of UUP

Objectives of Today

- Basic Orientation
- Executive Board Meeting
- Setting a plan for the next 2 years
- John Schmidt will be term limited we will need to elect a new president in 2 years.

Introductions by everyone

Team Building – Jeopardy – Willa Smith

UUP Statewide President

Statewide Budget

- Berger Commission
- Governor and Legislature added money for SUNY in statewide Budget
- He is on the Higher Ed commission

Berger Commission

- Described the Commission and closing of the SUNY Hospitals or Privatization
- They are waiting for a letter from Governor stating that Upstate Medical Center will be saved.

ORP – Optional Retirement Program

- Described how they gave benefit to guarantee pension holders that more then 10 years of service the state would pick up the 3% of the employees contribution.
- The inequity has been in NY State since 2001 for all ORP participants.
- The Legislature passed by both houses.
- The Governor signed the ORP bill.
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Research Foundation

- Almost impossible to organize Research foundation employees based on Kentucky River ruling
- Joe Bruno passed a bill that makes Research foundation civil service employees (this would make them UUP and Civil Service employees)
- Working on the senate to pass a similar the bill.
- Higher Ed Commission
 - Preliminary report Dec., mostly Private presidents at Commission
 - TAP issue
 - Tuition at Higher Ed institutions
 - Cut Costs at Higher Ed
 - SUNY/CUNY needs more public dollars
 - Quality
 - Raising admission standards
 - Number of Grants generated by Faculty (what about SUNY colleges)
 - - Cornell 6-1 (Faculty/Student Ratio)
 - SUNY 23-1 (Faculty/Student Ratio)
 - CUNY 27-1 (Faculty/Student Ratio)
- UUP on National Radar
 - AFL/CIO approached Bill to help make Pro-labor
 - Possibility that Bill Schuerman will be leaving UUP by the end of the year to help AFL/CIO (National Labor College)
- Questions
 - Aaron Godfrey – Question on Higher Ed Commission restructure Public institutions?
 - Tier out SUNY to eliminate the California System.
 - Judy – Why are the statuarally colleges at Cornell not part of UUP?
 - This was a PERB ruling.

President Report

- Review of Packet
- NEA Grant Application
- Chapter Statistics
- Chapter Calendar
- Chapter EB Meetings
- Chapter Committees
- L/M Meetings
- Chapter Matter/Issues

Chapter Matter/Issues

- Dept. Rep Structure
- Affirmative Action – Jose Feliciano
- Chapter Communications – Dawn Svoboda-Pappas
- Social Program – Willa Smith
- SB Athletics Program -
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- Retiree Chapter - Judy Wishnia – Retiree’s
How many are active and how many would continue to be active?
Only a few would continue to be active at Stony Brook.
- Retiree issues.
 - Should we develop a retiree chapter or keep them in their chapter? Currently 3000 retiree’s in UUP.
- At the DA they will consider a motion to form a Retiree Chapter at the Winter DA
- There will be some opposition to this at the DA.

Pam Wolfskill – Membership Development Officer

- New Employee Orientation changed to 20 people at Orientation.
- The Orientation is only 8:30 – 1:00pm and is very short.
- Pam is looking for assistance from Faculty and Professionals to help with the presentations.
- Pam handed out presentation
- Small sessions only 10 out of 20 are showing up, membership in UUP is may suffer.
- New Members who don’t show up at HR orientation can go through On-line presentations.
- HR is having a Lunch and Learn sessions but UUP was not invited to participate.
- Pam will email us when the next sessions will be held.

John Schmidt

Reviewed the packet

SB Athletics Program

- John introduced the SB Athletics issue. Employees were told to leave and turn in their keys.
- Without consideration of UUP Contract, this still exists.
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- Dick Laskowski
 - Hired as Dean of Athletics originally,
 - Division I coaches are hired to win. If they don't win they are out. (This is how the big schools work with Division I coaches through-out the country.)
 - Athletics was never challenged when employees are moved from Permanent Appt positions to non-tenured situations.
 - All coaches and assistant coaches were brought in and then let go when the Head Coach left. They were all threatened by the Athletic Administration.
 - Arty – Athletic Administration is violating the contract.

Dept. Rep Structure

- NEA Grant is getting reviewed.
- Our future needs a Dept. Rep Structure

Salary Equity and Compression

- Ed O'Connell – Find how equity or promotion issues are addressed.
- HR has said that Prof. can get review when ever needed.
- This would help the membership organize dates.
- John has sample forms and presented in L/M meeting

Bridges to HSC Chapter – Charlie Mcateer

- Arty and Charlie are attending the UUP East Campus Exec Board Mtgs.
- Similar committee's on east and west sides of the campus
- Legislature visits working together
- Collaboration between the two campuses is a good idea and the next step in the growth of our organization.
- 5500 total employees between West and East Chapters.
- Judy – suggested Joint Exec. Board Meeting

Agency Fee Payers

- ORP and advising them on what the benefit of the UUP gives them.
- Attracting Full Timers to UUP Members.
- Part-Time Faculty are difficult to reach but Dept Rep system will help.
- Ed – recommended Dept Rep system to help bring Agency Fee payers down.
- Discussion on Dept. Rep structure and how to setup one, there are 50 Dept reps already setup.
- Troy Wolfskill – Volunteered Dept rep for Chemistry

Part Time Concerns

- UUP is sending out a survey of Part-time Faculty. To find out the experience and services the University provides, office, campus email, copy machine, etc. (from contract)

- 222 Academic Fee Payers
- All responses will be sent to Albany and computed the results to bring these issues up at the next L/M meeting with HR.
- Sent a Vote/Cope card with all surveys for members, non-members sent a sign up card.
- Sal – suggested evening hours for UUP Office. – maybe use of copier machine, phone, etc in the office.
- Arty – send Insight to home addresses.
- Designing a Part Time Council
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Campus Safety

- UUP Health and Safety issues (should we setup a committee) – Ed O’Connell
- We should setup a committee in a campus Safety committee – Ed Chair
- Perfect collaboration between East and West Chapters

VP for Professionals

- Fast Track for Professionals at SBU
- Fall calendar of programming - What it takes to be a professional? This Fall – was very successful

I was out of the office during this time..

Fred Fross – Negotiation Team

- Exchanged proposals
- Made changes in the proposals with updates.
- Presentations to the state of New York are almost done.
- They are following the negotiation time schedule.
- All state unions had a meeting to come up with a plan to talk to the Governor.
- Dept of Budget very concerned about Health Care.
 - It has appeared in negotiations.
- They are interested in a good contract then a fast contract.
- DSI – will be given out by Dec, 2007
- Warren – UUP contract has more provisions than other State unions?
 - Is there a push to make across the board raises among all unions. UUP looks at different aspects and extra benefits through negotiations with the governor.
 - Trying to negotiate free tuition for dependents and members families. (Proposal)

Direction of the West Campus Chapter for the next 2 years

- What we need to do?
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VP Reports

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- 2
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Treasure Report

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Note: Email John to volunteer to communicate Dept Rep program.

The Direction of UUP Chapter

- Dept Rep concept and coordinator (fix the click concept)
- UUP West campus chapter provide good institutional memory.
- Southampton and plans for the future
- Broadcast email system with Dept Rep
- Universal title's
- Creating a Sick bank or list for members
- Credibility of UUP West campus chapter is lacking

Adjournment 4:08pm.