



**UUP Stony Brook West Chapter  
Officer Reports to the Executive Board  
April 29, 2020**

## Chapter President: Ed Quinn

**Ed Quinn – Chapter President  
Report to Executive Board  
April 29, 2020**

As you can imagine this report will be much different than previous ones as we continue to try and operate under the Governor's order to shelter at home and the telecommuting policy. My work for the most part since March 23 has been from home. This has taken the form of phone calls, conference calls, virtual meetings, zoom meetings and emails.

**Pre-Telecommuting I attended the following:**

- Stony Brook Council Meeting
- University Senate Meeting
- Labor/Management Meeting with President Bernstein
- Membership Meeting-Southampton campus with the HSC Chapter
- Chapter Officers Meeting
- General Membership Meeting\*

\*This meeting was canceled, however we still provided for a walkthrough for members to pick up a lunch and talk with them if they chose to do so. We did have statewide officers at the meeting and available to members.

**During Telecommuting period I participated in these activities:**

- Statewide Chapter President's conference calls – 10 to date
- Chapter Officer Meetings virtual meetings – 2 to date
- Special Executive Board Meeting via Zoom
- Labor/Management conference calls – 5 to date
- Campus Union President's calls with management – 5 to date

The **Statewide Chapter President's calls** were both informational and an opportunity to provide chapter feedback to the statewide officers and staff. Many topics and concerns were covered on these calls. To name a few: personal health and safety, overtime/extra-service pay, childcare needs, telecommuting, protecting appointments (reappointment, continuing, permanent) procedures, intellectual property rights, temporary nature of remote instruction and protecting exclusivity of our work.

Our **Labor/Management meetings** have been continuing and dealing with individual issues, as well as some more global issues and concerns that members have expressed. We are scheduling these meetings on a monthly basis or as necessary to address a pressing issue.

The **Campus Union President's calls** have been mostly on a weekly basis with management and Larry Zacaese, Assistant Chief of Police and Emergency Operations Director, to provide updates concerning COVID-19 and opportunities to ask questions and raise issues.

### **Chapter Administrative Tasks**

I'm in contact on a regular basis, sometimes twice a day, with Diana our chapter assistant to make sure chapter administrative tasks continue as smoothly as possible. Also, to make sure she has what she needs to work from home.

I also touch base on a regular basis with Lisa Willis our LRS to make sure that all of our members' questions, issues and concerns are being addressed in a timely manner.

Other chapter administrative tasks I have been working on since our February meeting are: performance evaluation for the chapter assistant, proposal for additional hours for the chapter assistant, and chapter president release time application for 2020-2021.

I was also successful in getting our chapter to participate in the Zoom presentation for New Employee Orientation instead of just sending a PowerPoint presentation. We were also able to secure an additional ten minutes for our segment of the presentation, so we now have 30 minutes instead of 20.

### **Additional Statewide Contacts**

Finally, I have made calls and sent emails as needed to our statewide officers to relay issues, problems and actions being taken on the campus. These calls are in addition to the regular weekly calls so that items could be addressed right away; to use the information for the ongoing negotiations with SUNY or to supplement what was covered during the chapter president's calls.

## VP for Academics: Jeff Heinz

The Academic Council has been meeting weekly on Friday afternoon at 3:30 or 4 since March 20 primarily to address faculty-related issues that arose from the pandemic.

1. Tenure-clock stoppage proposal developed in Provost's office
  - This proposal was a stronger proposal than what statewide was asking for.
  - Academic Council was an early supporter.
  - Senate resolution passed spearheaded by Fred Walter and FRRPC.
  - LM reported that admin supports too.
  - As of today (4/22) we are still waiting for SUNY's response
2. Some faculty in some departments were asked to give weekly health check-ins to supervisors in probable violation of HIPPA
  - In response, HR now replaced them with instructions instead to call the x25000 health line if someone is not feeling well.
3. Recommendations to Administration (have not heard back yet)
  - automatic renewal of contingent faculty appointments
  - the President invoke article §23.4.g.2 "Additional Sick Leave"
  - the development of Contingency Plans for courses without instructors
4. Support for graduate students
  - Resolution on stopping new graduate student fees is now before exec board
5. Developed sub-committees/working groups in three areas
  - Faculty Issues in the Crisis
  - Online Education and Pedagogy
  - Future of Public Higher Education
6. Current activities
  - Trying to get UUP representatives on task forces in the provost's office
  - Developing responses to coming budgetary concerns at all levels and directions (within SBU, SUNY, community and with elected officials, other unions)
  - Encouraging chapter to make contact with new President McGinnis
  -

As VPA, I have also participated in the VPA webinars run by Jaime Dangler (VPA statewide) and facilitated communication between our chapter and statewide.

## VP for Professionals: Diane Bello

Professional Council Check In scheduled for April 30th at Noon.

## Academic Grievance Officer: Joshua Dubnau

- Responded by email to multiple inquiries from members. Most of these are COVID-19 related. Issues of members needing permission to work from home. For essential employees, the main issues have been PPE availability, hot water availability in buildings on campus, hazard pay, clarification on need to use accruals, communication from management about possible exposure at work. Much of this back and forth with members has been by email.
- All of the above general issues have been brought to labor management meetings by the GOs, president, VPA.
- Phone follow up with about a dozen members on urgent issues. New issues for quite a few specific cases brought Labor Relations meetings with Tracy Haas, Lisa Willis (LRS) and Dominique.
- Continued efforts, with help from LRS, to resolve an older case of an improper practice against one faculty member regarding unilateral change in teaching and other demands.
- Follow up with labor relations on a mental health related issue for one member.
- Represented one faculty member, along with LRS, at a disciplinary hearing. Resolution was reached.
- Represented one member on a title IX case. Resolution was reached.
- Attended university senate meeting via zoom.
- Attended weekly academic council meetings and a member committee town hall. These have been forums where a tremendous amount of feedback has been received from faculty regarding fears and concerns about the future. Budget impacts, impacts of online only education on careers and on job security, concerns about SUNY capitalizing on the pandemic to create master courses that undermine higher education and our skilled job descriptions, fears of contingent faculty about reappointment in the fall, issues of how the pandemic impacts the tenure clock. Many of these issues are being driven forward by VPA, but they touch on grievance committee and GOs as well.

# Professional Grievance Officer: Dominique Barone

## ★ **Grievance Officer & Co-Chair of Grievances & Workplace Concerns Committee Activities**

- 4 Officer's Meetings
- 1 Executive Board Meeting
- 3 Labor Management Meetings (1 with Interim President Bernstein)
- 3 Joint Labor Management Meetings with Larry Zacharese & other unions on campus; 1 included HR as well
- 3 Meetings to Prepare for LM Meetings
- 1 Professional Council Meeting
- Weekly meetings with Labor Relations Specialist
- Reviewed & responded to ~60 members who responded to our survey with concerns related to COVID crisis
- Responded to 16 member's questions via phone and email
- Co-wrote piece on grievance and workplace concerns with Co-Chair & Academic Grievance Officer
- Provide update at General Membership Meeting

## ★ **Other Activities**

- Attended March & April University Senate Meetings as West Campus At-Large Senator
- Participated in on-line discussions as member of Senate's Administrative Review Committee
- Attended 2 UUP Happy Hours & 1 Solidari-Tea
- Co-wrote communications to members during COVID-crisis
- Attended Statewide Grievance Committee Meeting
- Attended Labor Notes virtual conference (5 hours on April 18th)
- Attended 2 Department Rep Meetings
- Attended General Membership Meeting
- Participated in Future of Higher Education discussion led by Membership Committee
- Attended Know Your Rights Workshop held by Membership Committee

# Membership Development Officer: Andrew Solar-Greco

## 1) Membership Report

- a) 2,331 members, 337 non-members
- b) 87.6% membership rate
  - i) This rate is rising - I have received reports from Department reps that non-members are joining on their own because they see UUP fighting for everyone.

## 2) Facilitated Department Representative Meetings

- a) 2/26 - Discussed:
  - i) Presented the New Employee Orientation to representatives in attendance for feedback and input on how to optimize it
- b) 3/27 & 4/6 - Two meetings held to discuss:
  - i) Major issues across units
    - (1) Concerns about forthcoming lay-offs/non-renewals
    - (2) Widespread frustration and confusion over "essential employee" designation
    - (3) Intensifying workloads for faculty and staff
    - (4) Lacking the skills, resources, and technology to properly do our jobs - especially when it comes to teaching, advising, mentoring, etc.
  - ii) How reps can keep their areas connected and organizing
  - iii) How members can get involved
  - iv) Community Resources we have developed

## 3) Led UUP New Employee Orientations (NEOs)

- a) 2/27 - Last in-person NEO held before the COVID-19 crisis.
- b) 3/19 - Held the first online NEO in the COVID-19 Era on a UUP represented campus.
- c) 4/16 - Collaborated with SB-HSC chapter president Carolyn Kube for another online NEO
- d) For all three NEOs over 90% of possible members joined.

## 4) Membership Committee activities:

- a) Welcome Back Member Meetup - 2/28
  - i) Social activity for members and new-hire members as the semester began.

- b) Mid-March the Membership Committee, led by co-chair Liz Montegary, began meeting twice weekly to reschedule events, organizing efforts, and coordinate activities for the rest of the semester.
  - i) As of Mid-april the committee is now meeting only once a week to coordinate a membership drive and other organizing activities.
- c) Solidari-teas! - 4/7 & 4/27
  - i) Virtual coffee and tea socials to bring members together in a relaxing atmosphere to check-in with each other and socialize.
- d) Happy Hours - 4/2 & 4/21
  - i) Virtual happy hour socials to unwind at the end of the workday and support each other.
- e) AFT Student Debt Clinic - 4/10
  - i) Discussed new policies and recent developments in student debt relief for members and their families.
- f) Discussion Group - Public Higher Education in a Time of Crisis - 4/17
  - i) Membership Committee Co-chair Liz Montegary led a discussion on what COVID-19 means for higher education, how our union is responding to this crisis and what members want to see addressed, and what we can do now to protect each other, the SUNY system, and public education.
- g) Know Your Rights Workshop - 4/24
  - i) Collaborated with Lisa Willis, UUP SBU's Labor Relations Specialist
  - ii) Lisa discussed the contractual protections we have as UUP members so we understand our rights and how our contract does and does not protect us in these uncertain times.
  - iii) A discussion was facilitated after with members in attendance.

#### **5) Executive Board Meeting - 3/8**

- a) Took Minutes for the meeting since the Secretary was facilitating the meeting

#### **6) Membership Meetings**

- a) 3/9 - Meeting was cancelled to COVID-19, but lunch was already ordered. Lunch was handed out to members, 1-1 discussions ensued.
- b) 4/15 - Planned the meeting with the Membership Committee.
  - i) Items discussed:
    - (1) UUP Meetings with Management
    - (2) Updates: Officer and Committee Co-chair reports
    - (3) Checking in with members on possible issues, remote working, etc.

#### **7) Statewide UUP Membership Committee**

- a) 3/3 meeting - Presented to other UUP chapter representatives on our pioneering New Employee Orientation presentation and new hire organizing approach.

- b) 3/13 - Met on Zoom with members at SUNY Geneseo to assist them in setting up a Department Representative system.
- c) 4/7 Meeting - Discussion on Statewide awards, NYS Budget, and organizing in a remote workplace.

**8) Other Activities**

- a) Serve on the Communication Committee and assist with content creation and email newsletter editing.
- b) Serve as an at-large University Senator and takes notes as a member of the Communication Committee at the University Senate meetings, which are published [here](#) and disseminated to members.
  - i) Attended the Senate meeting on 3/2 and 4/6
- c) Attended [Austerity University](#) at SUNY New Paltz on 3/7
- d) Attended 'Contingent Confab' on 4/22, facilitated by Officer for Contingents Shoshana Hershkowitz

## Diversity, Equity and Inclusion Officer: Joseph Pierce

The committee met on April 2, 2020. We discussed drafting a resolution in support of Asian and Asian-American colleagues who have been subjected to racist and xenophobic abuse in the context of COVID-19. We agreed to and subsequently drafted the resolution, which will be brought up at the next Executive Board meeting. We also drafted a resource sheet to go out as part of the April 15 Happy Pay Day and for publication on the UUP website.

## Officer for Contingents: Shoshana Hershkowitz

Your text here

## Officer for Retirees: Charles Wrigley

Your text here

## Secretary: Jeff Heinz

I have drafted, or am drafting, minutes for the LM meetings, the executive board meetings, and the membership meeting. I also helped facilitate the electronic discussion and voting on two resolutions brought before the board in March.

- Resolution on Military Spending to go to AFT convention through UUP
- Resolution to Endorse SBU Campus Closure and Distance Learning Until COVID-19 is Under Control

## Treasurer: Jennifer Jokinen

Bank Balance as of 4/22/20

Checking: \$11,454.96

Savings: \$85.62

- The Chapter budget was approved at the Zoom April membership meeting. (77 yes, 0 no, 0 ,abstention) and sent to Statewide UUP. Statewide is preparing the SW budget and Chapter supplemental applications for distribution to the SW Finance Committee (I am a member) so we can meet by Zoom and vote on the applications.
- We purchased our own UUP Zoom account. We paid for a yearly subscription for up to 100 participants, and paid for 1 month of large meeting capability. The total cost was \$339.90. We can pay monthly for the large meeting capability when we have the need
- I took UUP checks home when I left campus for the last time so I am able to pay bills from home to keep the Chapter functioning.