
NSBLG Room 3004
735 Anderson Hill Road
Purchase NY 10577



Phone (914) 251 – 6940
Fax (914) 251 – 7926
Email: uup@purchase.edu

UNITED UNIVERSITY PROFESSIONS
Purchase College, SUNY Chapter
<http://www.purchaseuup.org>

UUP EXECUTIVE BOARD
MEETING MINUTES
2/19/2015

Present: Fern Becker, William Capowski, Glenda Davenport, Jon Esser, Mary Garcia, Paul Kaplan, Connie Lobur, Theresa McElwaine, Lorraine Miller, Richard Nassisi, Kirsten Nelson, Paula Rankine-Belgrave, Eric Wildrick

Absent: Joseph Ferry, Warren Lehrer (on sabbatical), Christopher Robbins, Sheryl Secor, John Taylor

The meeting was called to order at 12:09pm.

1. Approval of Minutes:

The minutes for the January 12 retreat will be distributed later this month.

2. Spring DA:

Theresa, Mary, Fern, possible Lorraine and Jon will attend. Eric will be going up for Health and Safety committed in Albany.

3. Higher Ed Advocacy Day:

The Higher Ed Advocacy Day is February 25, 2015. There is a contingent of students going. We discussed if there were additional options for support. It was mentioned that EOP typically writes a letter to the legislators about the successes of the students in that program. Perhaps UUP could send an additional letter of support given that not many can attend. Connie will draft a letter to be sent to George Latimer. It was noted that a Purchase alum, Latrine Walker, was recently elected to the Assembly and represents Brooklyn.

4. Upcoming Elections:

For the upcoming elections we are missing people for positions on the ballot. We need a VP for Professionals, an Officer for Contingents, and more Academic Delegates. For those missing, we can write in a name, five votes are required. Eric and Lorraine would like to be written in as delegates, they missed the earlier ballot to self-nominate. We discussed how to communicate to the campus at large about the open positions and write-in votes; Bill will check the rules on how to inform members. Mary volunteered to be a write-in vote for the open VP for Professionals. She is currently running for Affirmative Action officer as well.

5. Workshops Planned:

We discussed setting up a workshop presentation with Wendy Hord of NYSUT Health and Safety; Eric will be in touch with Bill to schedule. A Faculty Workload Workshop is scheduled for April 8 Wed 12:30 (fewer campus-wide meetings for faculty, only academic council). We discussed adding a Workload

Issues Workshop for professional staff; Eric will coordinate with Bill. Additional workshop ideas included; Financial planning for young professionals, Health Benefits and other changes for retired staff.

6. Discussion of possible Improper Practice

There has been a longstanding practice of compensating employees in a specific area of the campus with \$1000 towards a meal plan per semester. This year, it was changed to \$1000 for the year, but how and when this was communicated to the new employees is unclear at this time and is still being investigated. HR has said that they would grandfather in employees who have worked here for many years, but were changing the terms for new hires. UUP was alerted to the employees' concerns in January, at which point HR only agreed to add \$200 for this semester. The employees expected to receive \$1000 per semester as indicated by past practice and as defined in the handbook.

The board discussed whether to consider moving this issue forward by filing an improper practice charge. This would require the statewide president of UUP to consider whether or not to pursue. More research is required; we will look into what the posting said, what the hire letter said and what the employees understood, and common practice at other SUNY campuses. Our Labor Relations Specialist is drafting the language for an improper practice charge if needed, and the Grievance Officer will continue to discuss with HR and employees. We will consider raising this concern at the next LM meeting; why was the deal changed by the employer and how was it communicated? While not contractual, it is a change in terms and conditions of employment of a longstanding practice. The board prefers trying once again to resolve with the campus administration, before filing a charge.

7. Other Business

DSA list has been sent to the executive board, posted on website soon. Former administrators (deans) in LAS were not given any DSA. The amounts were determined by each supervisor.

Diane Ravitch will be speaking on March 12, 2015 at the PAC, Bill will try and get a few tickets.

The Labor Management meeting is on Monday February 23 at 9am. We will ask about having a public site on campus for salaries to be accessible, the roster was formally housed in the Library.

We need to set the date for the Membership meeting to allow for a budget vote, this will be sent by email.

Meeting ended 1:10pm

Respectfully submitted,
Kirsten Nelson
Chapter Secretary