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UNITED UNIVERSITY PROFESSIONS
Purchase College, SUNY Chapter
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Greetings!

As we approach a new year, I'd like to take the opportunity to wish all of you happy and healthy holidays and a good year to come.

We on the Executive Board of the UUP chapter here at Purchase have been devoting ourselves to a variety of projects that we hope will improve our ability to serve all of our members and make the Union a more visible and relevant part of your worklife on the campus. We have resumed regular Labor-Management meetings after a long hiatus and we believe this effort shows some promise for improved communications and relations between the campus administration and our members. In order to give you some sense of the discussions that take place in those meetings, I am attaching the notes of our last Labor-Management meeting.

One of the more important items on our list of concerns has been the lack of up to date performance programs and timely annual performance evaluations in many College units. NYS and UUP have agreed, on a state-wide level, that annual performance programs and evaluations are required.

Many UUP bargaining unit members among our professional ranks have complained that tardy performance evaluations and performance programs have hampered them in a variety of respects (slowing down consideration for permanent appointment, interfering with receipt of discretionary award, interfering with their ability to pursue salary increases/promotions, interfering with their ability to avoid workload creep, etc.). Therefore UUP has brought this issue to the attention of the Administration for the last three Labor-Management meetings. At the December L-M meeting, HR said they were going to do something about it but did not reveal specific details at that meeting. We are hopeful that they will choose a process that is endorsed by both the Union and the Employer. However, should the means selected be controversial in any way, we again invite the Administration to discuss the matter with UUP in advance.

We hope to have a "live" website in the near future and will regularly post information we think will be informative and helpful to our members. I'll keep you posted!

Finally, while we have had to scale back on the use of union funds for campus events, it is our commitment to you that we are here to support and improve the quality of life on our campus. We are planning a second general membership gathering in February to appreciate and recognize our members and to celebrate the spirit of activism in the union movement. More workshops are also being scheduled.

I look forward to working with and for you as your Chapter President.

In Solidarity,

Connie