



## July 11 - Minutes

### UUP Purchase Ambassadors Meeting

#### **In Attendance:**

Olga Seham, Candace White, Anastasia Knapp, Rafael Gomez, Kate Hageman, Joe Germani, Jeffrey Arroyo, Lisa Hockstein, Lorraine Miller, Di Yu, Greta Silva, Shirley Williams, Christina Cipriano, Richard Burton

Meeting called to order by Joe Germani at 12:03 PM

It was moved by Kate and seconded by Anastasia that both the minutes from the June 20 meeting and the July 11 meeting agenda be approved. The motion was approved unanimously.

#### **Outreach to members and not-yet members:**

- Joe reported on his own membership card delivery activities. He delivered UUP membership cards to all five of his assigned colleagues.
- Shirley reported that she's also delivered the cards to three of her assigned colleagues, but the fourth one is no longer working at Purchase.
- Richard reported that Murielle Smith discovered that a newly hired employee in her area – who is not yet a member – works there as a stagehand. Joe suggested the name of another stagehand who is UUP member to recruit this new employee.
- Lorraine reported that she is working on recruiting a colleague to join the union.
- Di reported that the two colleagues in her department for whom she has UUP membership cards are both away from the office for the next few weeks.
- Jeffrey took two cards for colleagues in his department to deliver.

#### **Policies and Professionals:**

- Joe led a good discussion about three campus policies pertaining to everyday working conditions, and then also shared some insights regarding Professionals.
- The campus rules we discussed had to do with smoking on campus, whether and where pets can be brought to work, and whether employees can bring their children to work. Joe pointed out that, in many ways, the campus policies on these issues are not as restrictive as some might believe.
- Joe also provided information about the process by which Professionals can request a raise and clarified the meaning of signing formal documents. When a Professional signs a document pertaining to their work, it does NOT mean that they agree with the content of the document; it merely means that they've received it.

#### **Residence Hall Directors Push for New Direction:**

- Kate, Anastasia, Rafael and Candace – who each work as Residence Hall Directors in the Community Engagement Department – explained their work and employment conditions. They are “timed out” after 5 years of employment and unable to continue working in their capacity at Purchase past that point. In other words, they are Professionals who are not eligible for Permanence. Many of them consequently start seeking new employment in their 3<sup>rd</sup> or 4<sup>th</sup> year.
- This insecure employment status is perhaps one factor in another issue – they are often unilaterally given new work assignments that seem outside of their job description, such as moving bins around the campus, and feel somewhat powerless as to whether to reject such assignments.
- Lorraine and Joe discussed these issues, and resolved that they would bring them up at the next Labor/Management meeting.
- After further discussion, we all decided to engage in some sort of supportive action, later this August when they will likely be required once again to move the bins.

#### **Lisa’s Cautionary Tale:**

- Lisa Hockstein shared a very powerful but frustrating personal story from her employment history at Purchase. She told it and urged that PT Professionals learn from her experience.
- She’d been working PT as a Professional at Purchase, while also teaching as an Adjunct faculty member at another institution. She was told that she’d be given a FT Professional job at Purchase, and so, with some reluctance, gave up her Adjunct job to focus on the expected FT duties.
- But the administrators who’d told her she’d have the FT job failed in the end to come up with money to pay her for this job (!). Since she’d already given up her Adjunct faculty job, and was now left with only the PT Professional job she’d had previously, she is out a considerable amount of money and also feels disrespected.
- There was considerable supportive discussion about this.

#### **Training Suggestions:**

- Olga proposed that we plan trainings this Fall semester regarding Constructive Retirement and the new Paid Family Leave provisions in the contract.
- Lorraine proposed that we also plan a training focusing on younger workers and retirement (even though some of them often think – and sometimes are wrongly encouraged to think – that it’s too early to think about retirement)

The meeting was adjourned at 1:09, but there were a lot of informal conversations that continued.

Respectfully submitted, Richard Burton, Organizer