

**UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER
EXECUTIVE COMMITTEE MEETING
Wednesday April 8th, 4:30 PM - 6:00 PM via Zoom**

Attendance: Michael Smith, Garrett Roe, Michael Ray, Kelly Cary, Bora Lee, Tamala David, Karen Underwood, Allison Wright, Danny Too, Tamara Wilcox, Hunter Lincoln, Scott Haines, Brittany Profit-Rheinwald, Sara DiDonato, Tracy Feaster, Oana Prajitura, Troy Norton, Jay Harwood, Tom McDermott, John Perevich, Anne Panning, Shari Hardenbrook, Rachel Schultz, Bret Benjamin, Michelle DeMonte, Jamie Guilian, Ning Yu, Elizabeth Morton, Susan Orr, Rob Schnieder, Patrick Walter, Danielle Judge, Francis Dearing, Joe Torre, Jie Zhang

- I. Presentation - updates from the statewide negotiations team.
 - a. Bret Benjamin from the Statewide negotiations team shares his update on contract negotiations.
 - i. UUP is trying their best to make an on-time agreement
 - ii. Realistically the goal is to get a tentative agreement by the end of May so they can get the pay bill passed by legislation in time for this academic year before the legislature leaves.
 - iii. The UUP negotiations team went in with a full package of what UUP wants.
 - iv. The state budget is late, so it has held some things up in negotiations, it means the state doesn't want to talk about pay rates until they know their budget.
 - v. The state has presented its proposal on health benefits – there is not a proposal to raise premium share, most focus on out of network costs. UUP is attempting to enhance job security provisions, and entrenchment protections, shorten term to permanency for professionals and create promotional ladders and job security for contingent academic - UUP is trying to protect members.
 - vi. There is bargaining about AI protection.
 - vii. For complete update sign into “Members Only” page on the Statewide website for negotiations bulletin: uupunion.org/myuup/MembersOnly/
- II. Approval of Minutes from March
 - a. Motions: 1st Sara DiDonato, 2nd Garrett Roe, Majority passed
- III. Approval of Agenda
 - a. Motions: 1st Sara DiDonato, 2nd Garrett Roe, Majority Passed

IV. Old Business

a. Feedback from LM

- i. UUP Chapter President shared information about the new state legislation that protects work from encroachment by AI, asked about AI plans for Brockport – requesting information about any introduction of AI and whether use would be
 - Is use voluntary or directed?
 - What existing work would be impacted?
 - How much does it cost?
 - Who is responsible when the application doesn't work as planned?
 - Given new labor protections for state employees in the law, what is the long-term objective of bringing on this application?

Campus administration shared that currently the only AI implementation planned is related to advising. It is a system that will be integrated into the advising portals (Banner and Degree Works) to assist students/advisors with course selection that fulfills degree requirements; and also flag students who are "off-track."

Use of this application will be voluntary – though it seems it will be embedded into the advising portals – it aims to assist with advising but not replace the role of the advisor.

Campus administration estimated the cost at \$80,000

With respect to responsibility if any errors result from AI – campus administration indicated that they did not feel this would be an issue as the AI platform was really just providing guidance and information.

- ii. UUP Chapter President shared that members were appreciative of the assurance that the incident whereby e-mails were sent out on behalf of advisors without their knowledge was an error and would not be repeated. Further, members were glad to receive notifications about the error. That said, members asked about other systems on campus that might send out e-mails on behalf of employees without their direct involvement. Specifically, several members expressed concern that the new system used by search committees may send out rejection letters to unqualified candidates in the name of the search chair even though at that stage there has been no contact between the search committee and the applicant. Is it possible to change this option so that in the initial stages e-mails come from HR and only later in the process after search committee members have met candidates that communication come from the search chair? Additionally, are there other systems on campus that auto generate e-mails on behalf of employees?

Campus administration said that they will explore options with the new portal used by search committees and that it should not be an issue to make the requested change. HR will look into the concern.

Campus administration said they were unaware of any other systems that generate e-mails automatically.

- iii. UUP Chapter President raised concerns about staff safety in the face of student behavior concerns. The issue was prompted by a specific circumstance wherein a member felt unsafe, but the broad question is important for all members. Specifically, UUP asked what process were in place, and whether there was any “pro-active” processes to remove students.

Campus administrators provided information regarding the specific member concerns.

Campus administration also provided helpful information regarding the broad issue – importantly, members should contact campus police directly at 2222 if they feel their safety is threatened. That number is quicker than 911 which would have to channel a call to campus police. Campus police also have a mechanism to remove students from classes in extreme circumstances if they feel student behavior is sufficiently concerning to warrant such. That said, the campus seeks to balance faculty/staff safety and student’s rights so in less severe cases campus police should be notified and would assist, as should faculty/staff supervisors, office of student conduct and possibly bias reporting process (dependent on the nature of any behavior concern). Relevant parties work together to resolve concerns.

Campus police also let us know they can help faculty/staff obtain orders of protection and also assist with enforcement of such if they are notified. They have a few on record in their department.

- iv. UUP Chapter President followed up on last month’s discussion about emergency plans – more specifically, while members are heartened that this is an awareness/educative exercise, there are still concerns about members being designated to lock doors or perform other task per an “emergency plan.” While members appreciate the education and importance of the issue, they are uncomfortable with designating peers to undertake tasks, worried that employees may not be present to perform tasks, concerned about lack of ability to secure doors without keys, locate colleagues etc.

Campus administrators acknowledged these concerns and recognized them as challenges. They reiterated that the purpose of the planning is primarily education/awareness and that departments need not be compelled to assign tasks to specific individuals. For example stating – the colleague “closest to the door” could be listed as responsible for locking it. Campus administrators

are also aware of the limitations related to tracking all employees whereabouts at any given time and also securing all doors. These are the kinds of issues that the exercise is useful for, in that it raises awareness of potential weaknesses.

b. New Hire Event

- i. We hosted the New Hire event with about 30 attendees. Thanks to those who attended and for EB members who joined us. We recruited new members and informed other new members about all UUP membership has to offer. The event was well received – a big thanks to Jen Osborne for excellent organization and to other officers for their assistance.

V. Reports

a. Officers

- i. VP for Academics: Sara DiDonato
 1. Sara is making appointments with representative to advocate for the UUP legislative agenda, an email was sent out requesting volunteers to join. Here is a google doc to sign if anyone is interested in joining Sara: [Volunteers for In district lobbying.docx - Google Docs](#)
- ii. VP for Professionals: Garrett Roe
 1. UUP Professionals Pulse- the last pulse was Friday 3/13 and we had nine members attend in the Seymour Union. The next meeting was held on Friday 4/10, and the May Professionals Pulse is on May 8th 8:30-9:30am in Seymour Union Room 185.
- iii. Membership Development: Kelly Cary /Brit Profit-Rheinwald
 1. Update report: Brockport's Full Time Faculty Membership is at 96%
 2. 217 Part-Time Faculty are not members, and Brittany is going to be doing visits in the coming weeks, as well as targeting Assistant Coaches in athletics. If anyone wants to join Brittany please send her an email to coordinate: brheinwald@uupmail.org.
 3. Point of Discussion: Brittany suggested possibly doing a competition with the athletics department to try and build membership.
- iv. REOC: Sheryl Gonzalez: Absent
- v. Treasurer: Danny Too
 1. At the Delegate Assembly Danny will be presenting the supplemental allocation.
 2. He is currently working on the January-March Audit.
- vi. VP for Contingents: Matt Kotula: Absent
- vii. Statewide Organizer: Danielle Judge
 1. Danielle will be in Rochester doing House visits April 27-28th

- b. LRS Jamie Guilian Report
 - i. The Chapter held a workshop on Performance Programs and Evaluations in March, and coming up in April on Wednesday 4/15 is the Leaves workshop.
 - ii. Jamie has also been helping members with issues and guidance.

- c. Chapter Assistant's Report
 - i. The April Newsletter will be out soon! Thanks for your patience, and Thanks to Jay Harwood for helping with accessibility for the newsletter.
 - ii. In the envelopes the board members received through campus mail, please read the paperwork included with the post cards. There are directions on how to participate in the video and social media campaign with Statewide. If anyone needs more postcards, please contact the chapter office!
 - iii. Please encourage signed cards to be sent back to the office: Cooper Hall Suite B4G

- d. Presidents Report
 - i. IDA Update – IDA awards are still awaiting state approval. We heard that we should expect that next week. We apologize for the delay and plan to move up the submission date for applications next year. That will mean review and notification will come earlier in the award cycle.

 - ii. Legislative Agenda – still no state budget, but things look fairly positive with increased funding for SUNY. We anticipate needing to campaign once the budget has passed to ensure that SUNY distributes the funds in ways that are equitable to different campus types and ensure funds are directed to campuses that are in significant deficits.
Thanks to the Brockport members who participated in Advocacy Day

 - iii. Delegate Assembly will be held from April 24-25th. There will be elections for President, Secretary/Treasurer, MDO and Exec Board.
Brockport delegates will be representing the chapter.
Next year there will be elections for Brockport delegates and officers – please ask if you would like information about what the role entails and how to run.

VI. New Business

- a. May Day Event – we sought, and gained, approval to combine our end of the semester celebration with a May Day action to support contract negotiations. May Day is international workers day and chapters across the state are putting on actions and events in support of the contract negotiations. Combining this event with our end of semester celebration will save money and increase turnout. Further information about the event, and invitation/sign-up is forthcoming.

- b. Post-Card Campaign – all department reps will receive an envelope of contract post-cards. These post-cards are aimed at educating members about key contract demands. Please have members take, and share, a short video highlighting their “number one demand” as per the instructions. Members can also sign as many postcards as they would like. Please return postcards to the chapter office and ask if you would like more. We will also have post-cards available at our May 1st campus celebration – please encourage members to attend.

NOTES: There is not a Labor Management Meeting in April, the next will be Tuesday May 12th 1pm-2pm over zoom. All are welcome to attend on an observer only basis. Email brockport@uupmail.org to be added the email contribution.