

**UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER**  
**EXECUTIVE COMMITTEE MEETING**  
**Wednesday February 2025, 4:30 PM - 6:00 PM via zoom**

**Attendance:** Susan Orr, Sara DiDonato, Matt Althouse, Carl Dickinson, Danny Too, Ann Best, Kelly Cary, Michelle DeMonte, Allison Wright, Tamara Wilcox, Troy Norton, Tracy Feaster, Brittany Profit-Rheinwald, Jamie Guilian, Kara Corlett, Tom McDermott, Francis Dearing, Michael Ray, Bora Lee, Rachel Schultz, Garrett Roe, Tamala David, Anne Panning, Scott Haines, Oana Prajitura, Jay Hardwood, Elizabeth Morton, Mike Smith, Rob Trimarci, Matt Kotula, Milo Obourn, Brad Snyder, Shari Hardenbrook, Patrick Walter, Ning Yu, Joe Torre, Brigette Meskell, Jie Zhang

**I. Approval of Agenda**

- a. 1<sup>st</sup>: Brittany Profit-Rheinwald, 2<sup>nd</sup>: Tom McDermott, Majority Passed

**II. Old Business**

- a. Feedback on Holiday Party
  - i. Moved to the Ballroom as dates for ice skating did not work out. Well received, lots of fun. Massive thanks to Bridget for DJ'ing, Jen for coordinating and Garrett and Sara for helping set-up.
- b. New Hire Event
  - i. This will be at the Alumni House March 26<sup>th</sup> from 12-2pm. All new hires this year will be invited and department reps welcome to join. We will do an RSVP for numbers and cater similarly to last year.
- c. IDA Update
  - i. Many applications have been received and are currently under review. Once campus review is complete it goes to the state members of JLMC for approval and then letters of notification will be sent out.

**III. Reports**

- a. Officers
  - i. VP for Academics: Sara DiDonato
    - 1. Sara and five others are going to participate in Advocacy Day on 2/24, and she is planning on organizing some in-district visits to Steve Hawley's and Robert Ortt's offices, who represent our area in the NYS Legislature. when they are not in legislative session. We'd be doing the same kind of advocacy work that we'll be doing in Albany

on Feb 24, only it would be local. If people are interested in doing that type of advocacy, they should contact the chapter, or just email Sara directly.

- ii. VP for Professionals: Garrett Roe
    - 1. UUP Professional's Pulse coffee social started, and so far attendance has been good! Please feel free to bring a coffee and stop by Seymour Union Room 185 from 8:30-9:30am, held the second Friday of the month. The next social is set for February 13<sup>th</sup>.
  - iii. Membership Development: Kelly Cary /Brit Profit-Rheinwald
    - 1. The organizers did a blitz in December, myself, two other Reginal Membership Specialists, and three organizers. We did house visits of Brockport employees. We knocked on 65 doors, had 24 conversations, and 15 new members. In January, we did an email blitz campaign—data to come on this. For February I will be doing office and classroom visits and asking department reps to truly help getting their non-members to sign up.
  - iv. REOC: Sheryl Gonzalez- absent, but Chapter President shared that we have a social planned for Wednesday 25<sup>th</sup> 12-1.30pm.
  - v. Treasurer: Danny Too
    - 1. Danny just finished and sent in the latest audit. The Chapter is waiting for the allocation check, and for some information from UUP Statewide regarding our financial status for Danny to know if we need to request a supplemental allocation due to Chapter Assistant hour increase. More to report at the in-person meeting in March.
  - vi. VP for Contingents: Matt Kotula- Nothing to report
- b. LRS Jamie Guilian Report
- i. Jamie is working with members answering questions, navigating leaves, and helping members with Article 19.
  - ii. There is a chapter workshop coming up on 2/11 from 12pm-1:30pm on Privacy over zoom. Here is the registration link:  
<https://docs.google.com/forms/d/1sQRYx8IJr-IOX7nY2UHrhPvVshHspzZ8qLrQO1-i9Zl/edit>
- c. Chapter Assistant's Report
- i. The following are projects being worked on by Jen:
    - 1. Updating member non edu emails, Welcome Wednesdays with HR, Full time non members emails to department reps for a conversation, Monthly News Letter, and updates to our chapter website.
- d. Presidents Report
- i. **State Budget**  
The Executive Budget – early stage in the state budget process is mostly good. Some highlights include;

- Additional Operating Aid \$49.3M
- Additional Employee Fringe Benefits \$85.7M
- Full-time Faculty \$53M
- Downstate Operating Aid \$100M
- Hospitals Debt Service \$0

## ii. Legislative Agenda

Advocacy Day is February 23<sup>rd</sup>-24<sup>th</sup>; 7 Brockport Members participating  
The Legislative Agenda is attached

Please consider contributing to VOTE COPE – our voluntary political fund. NB none of our dues money goes to political advocacy.

<https://uupinfo.org/votecope/>

## iii. Bargaining/Negotiations

February 4<sup>th</sup> marks the first day of negotiations with the state; please consider the following steps to stay informed and encourage others to do so.

1. *[Log in to the UUP Members' Only](#) page to see our first Negotiations Bulletin. We'll post regular, detailed reports on progress at the table as well as actions members can take. Log in yourself, but better yet, talk to your colleagues to make sure everyone has login information. If you are having trouble signing on, please call 518-640-6624.*
2. *[Request a "Ready to Bargain" poster](#) for your door or window to show support for our union.*
3. *[Become a Rapid Responder](#) so that we can contact you about important updates, announcements, or actions.*

Highlights:

- On base salary increases for all members, that reflect the rising costs of living, as well as compensation targeted to the specific needs of our members.
- Increased job security for professionals and academics. For contingent employees this includes progressively longer-term appointments with pathways to permanency and conversion from part-time to full-time when desired.
- Protections against Artificial Intelligence as it affects terms and conditions of employment.
- Hospital and HSC provisions for compensation and worker protections.
- Protecting and expanding health benefits affordability, accessibility, and quality.
- Expanding professional development funding.
- Strengthening due process protections.

- Expanding opportunities for telecommuting and remote work.

#### iv. Protest Actions

1. Members have inquired about UUP position on General Strikes. As many know, public employees in NY are not prohibited to strike, so we would not support that as an organization. However UUP are engaged in multiple actions and UUP members are participating in ICE OUT rallies etc. See details here  
<https://uupinfo.org/communications/pressroom.php>

2. Additionally, there will be another No Kings Rally on March 28<sup>th</sup>, UUP will be sending out information and coordinating participation with allied organizations.

In preparation there is a training tomorrow 2/5

*The No Kings Coalition has launched rolling rapid-response trainings leading up to the next nationwide mobilization on March 28. As a partner, we're sharing opportunities to plug in immediately.*

*Join the next Eyes on ICE: Document and Record training on February 5th at 8 PM! This comprehensive training will provide concrete tools to protect our communities and push back against abuse. RSVP [HERE](#) for link.*

#### v. Title VI/Title VII/Title IX

1. Across higher ed and SUNY there is an increased focus on anti-discrimination compliance. Please let members in your departments know to reach out to the chapter for advice if they are requested to participate in a meeting regarding workplace discrimination.

#### vi. Brockport Theater Dept Play with Workplace Themes

*Skeleton Crew* Performances in the BlackBox Theatre, Tower Fine Arts, SUNY Brockport: March 5, 6, 7, 8. Thursday Friday Saturday night at 730pm Saturday and Sunday Matinee at 2pm. Post show discussion after Saturday matinee.:

##### **SUMMARY**

At the start of the Great Recession, one of the last auto stamping plants in Detroit is on shaky ground. Each of the workers have to make choices on how to move forward if their plant goes under. Shanita has to decide how she'll support herself and her unborn child, Faye has to decide how and where she'll live, and Dez has to figure out how to make his ambitious dreams a reality. Power dynamics shift as their manager Reggie is torn between doing

right by his work family, and by the red tape in his office. Powerful and tense, this is the third of Dominique Morisseau's Detroit cycle trilogy.

**vii. AI Protections**

*As you may be aware, UUP has strongly advocated for labor protections in instances where SUNY deploys artificial intelligence (AI) technologies. Legislation that UUP worked to have introduced and stewarded during the 2025 legislative session was recently signed into law by Governor Hochul which provides significant labor protections for UUP employees when AI technologies are introduced into our workplaces. Specifically, the new law provides that use of AI by SUNY shall not:*

- 1) affect existing collective bargaining rights or representation;*
- 2) result in an employee's discharge, displacement or loss of position; this includes partial displacement such as a reduction in the hours of non-overtime work, wages, or employment benefits; and*
- 3) permit the transfer of duties and functions currently performed by UUP members to an AI system.*
- 4) alter the rights, benefits or privileges of SUNY employees, including but not limited to terms and conditions of employment, civil service status, and collective bargaining unit membership status.*

*While this is a substantial victory for our members, this is just the beginning of what will be an ongoing fight to preserve our work as AI development continues and its utilization rapidly increases. We are aware, for instance, of a number of new AI technologies that SUNY is introducing that touch core areas of our work, including the SUNY AI tutor, the functions of which SUNY will be sharing with UUP leadership in the coming weeks. UUP is committed to remaining vigilant about the impacts of this and all of the AI programs that are making their way into our work.*

Reporting Form <https://www.surveymonkey.com/r/UUPAI>

**IV. New Business**

- a. What is happening in your area? How are things going – discussion.

**Notes:** Next LM meeting is 2/18/2026. All are welcome to attend; if you would like to be there, e-mail the chapter at Brockport@uupmail.org and you will be added to the e-mail distribution. Attendance is on an observer-only basis.