



**UUP Stony Brook West Chapter  
Officer Reports to the Executive Board  
June 23, 2020**

Chapter President: Ed Quinn

**Ed Quinn – Chapter President  
Report to Executive Board  
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We continue to work on our members' issues through Labor/Management meetings, provide accurate information to our membership, stay connected with Statewide UUP and work with the HSC Chapter.

We have had several Officer Meetings and one executive board meeting and email vote since our May meeting. We also had a special executive board meeting with Fred Kowal and Jamie Dangler.

Our **Labor/Management meetings** have been continuing and dealing with individual issues, as well as some more global issues and concerns that members have expressed. We are scheduling these meetings on a monthly basis or as necessary to address a pressing issue. We have been pushing for more involvement, along with the other campus unions, on the planning groups for restarting the campus in the fall. So far, there has been no union representation on these planning groups. Both Carolyn Kube and myself sent a joint letter to the incoming President McInnis asking for that representation. We have not heard back as of yet.

The **Statewide Chapter President's calls** have provided a forum for discussion and to relay information to statewide leaders which can be used in talks with SUNY. As of late I have provided issues particular to our campus including the lack of communication from management, the effort by the CAS Dean to change

unilaterally performance evaluations, plans developed for restarting the campus in the fall (without union input), impact on professionals with online teaching, Residence Life issues, plans for teaching in the fall.

### **Providing Accurate Information**

Over the past several weeks there has been information sent to our members from both the Chapter and HR about different topics concerning benefits and options for our members. At times the items from HR were either inaccurate or incomplete. We at the chapter worked to correct the information and also send out what we understood to be the accurate information. We have also informed our membership of any agreements with SUNY that have a direct affect on our members' health and safety. Working with Statewide UUP we were able to get language in the tenure clock stop MOA (Memorandum of Agreement) and provide a copy of the MOA to members.

I have been talking and working with the **HSC Chapter** in order to tackle common issues for each of us. Carolyn and myself talk on a regular basis and plan strategies for labor/management and the statewide chapter president's calls. We had a separate call with Jamie and Fred to express the issues and concerns of our members on campus and relay what management has been doing or not doing. As mentioned previously Carolyn and myself sent a joint letter to McInnis after running by both officer groups with our concerns about items identified in the restart plans that really need to be negotiated.

### **Chapter Administrative Tasks**

I continue to stay in touch with Diana through phone calls, texts, and emails. For the foreseeable future she will continue to work from off campus answering the phones, members emails and scheduling meetings.

I signed off on seven "Labor Condition Applications for H-1B Nonimmigrants" from International Academic Programs & Services. These are notifications to UUP, as the collective bargaining representative for academic and professional positions, are required by the Immigration Act of 1990.

I will be meeting with the Statewide Finance Committee about our chapter's supplemental budget request on June 25th.

## VP for Academics: Jeff Heinz

I have continued to chair weekly meetings of the Academic Council. Over a period of more than 2 weeks, the council developed a petition calling for remote instruction in Fall 2020 because the proposed hybrid instructional model that was put out piecemeal this month, and which was developed with no meaningful employee or union input, disregards the deadly and contagious nature of the virus, is inequitable, and unworkable in practice. This petition was discussed by the executive board under the policy for time-sensitive issues and the executive board voted 11-3 in support of the petition.

I have continued to attend weekly VPA webinars led by Jaime Dangler and report on them to the Academic Council and chapter officers.

I have also helped arrange academic chairs in our chapter to attend a statewide chairs webinar led by Jaime Dangler on Thursday June 25 at 1pm.

I have helped arrange a webinar led by Jaime Dangler and Lisa Willis with east and west campus chapter officers and university senate executive committee members so that leaders of these institutions can better understand the role of the union, the role of governing bodies, and how they can work together effectively to accomplish shared goals. This meeting is scheduled for June 25 at 11am.

I attended the last labor management meeting and presented two critical faculty issues. The first one has been raised before multiple times and on which there has been no movement: this is the requirement for certain faculty to enroll in a 14 hour CELT course to certify their courses for online teaching during the summer without remuneration, monetary or not. This negatively impacts faculty with continuing and non-continuing appointments, though in different ways. Notably, per a NYS Dept of Education May 20 memo, this is not a state requirement.

The second issue regards the CAS Dean's request to faculty who are teaching classes in Fall 2020 with fewer than 45 students to teach in-person. Faculty who wish to teach remotely must call x25000 and provide a rationale (including medical documentation). The dean said to the chairs "The final determination regarding offsite work will be made by the Dean in consultation with the Chair and the Department of Human Resources or the Office of Equity & Access." On the other hand, at the labor management meeting, HR said course modality for Fall 2020 is a matter to be settled by the faculty, the chairs, and the deans, in apparent contradiction to the Dean's statement.

To follow up on this contradiction, with the grievance officer and chapter president, we reached out to the provost's office, and then the president's office. In an email on the afternoon of June 19, President McInnis indicated she would meet with us. This meeting is now being scheduled.

## VP for Professionals: Diane Bello

Your text here

## Academic Grievance Officer: Joshua Dubnau

My schedule continues to include responding to many inquiries that come in via the chapter office.

Over the past month, i have responded to several dozen of this sort.

Most notably, there have been a series of inquiries from members who have been told that they may not apply for federally mandated leave options to care for children whose schools or other care facilities are closed because of the pandemic.

During the past month, i have had a series of meetings with LR/LM about the child care leave issue. These included phone calls with Lisa and myself and representatives from LR, and LM meeting where we have raised this issue generally. What we learned from this is that SUNY attempted to redefine all employees at the three universities with medical centers as essential support to the hospital in order to deny us the right to apply for these federal leave options. We made it clear to them that this was in violation of federal law. They now have agreed to set up a process to allow our members to apply for federal leave, and have shared the forms with those who have inquired. We continue to follow this to see if they approve leave as they should.

I have participated in several officer meetings and in weekly Academic Council meetings and in Labor Council meetings. The Academic Council has resulted in formation of an open letter to admin from faculty, which was signed by many tenured faculty members. We also have generated a petition from the community to the administration. Both of the above have to do with lack of engagement of unions and other constituencies by the administration as they plan for reopening this fall.

## Professional Grievance Officer: Dominique Barone

### ★ Grievance Officer & Co-Chair of Grievances & Workplace Concerns Committee

#### Activities

- 2 Officer's Meetings
- 2 Executive Board Meeting
- 1 Grievance and Workplace Concerns Committee Meeting
- 1 Labor Management Meetings (both with Lynn Johnson)
- 1 Joint Labor Management Meetings with Larry Zacharese, HR & other unions on campus
- Bi/Weekly meetings with Labor Relations Specialist
- Reviewed & responded to 12 member inquiries via phone and email; liaising with LR/HR as needed

### ★ Other Activities

- Attended one Labor Council meeting
- Attended May University Senate Meetings as West Campus At-Large Senator

- Attended Statewide Grievance Committee Meeting
- Attended 1 Professional Council Meeting
- Attended 1 Department Rep Meetings

## Membership Development Officer: Andrew Solar-Greco

### 1) Chapter Membership Report

- a) Total active membership is 2,359, as per 6/10/20 payroll
- b) There are 316 non-members, which is the lowest figure for all 4 SUNY university centers.
- c) Overall, our membership rate is now 88%, which is the highest figure among all SUNY university centers, and higher than the median rate of other UUP chapters across the state.
- d) 95% membership rate for full-timers, which is greater than the statewide average of other UUP chapters across NYS.

### 2) Post-*Janus* figures (since 6/27/18)

- a) 85% full time new hires since the *Janus* ruling have joined our chapter as members, which exceeds the statewide UUP chapters median rate and is the highest figure among all university centers.
- b) 69% overall new hire join rate, among full timers and part timers, which is the highest figure among all university centers, as well as higher than the statewide median rate.

### 3) Ongoing Membership drive

- a) In conjunction with UUP staff organizer Richard Burton and our Membership Committee I continued our May Membership Drive into June to grow our membership and strengthen our union.
  - i) As reported at the 5/14 E-Board meeting, 10 non-members joined by 5/14
  - ii) Since then, as per 6/17 another 10 non-members have joined.
    - (1) Two tenure-track faculty members
    - (2) Five adjuncts
    - (3) One full-time professional
    - (4) One visiting professor
    - (5) One part-time professional

### 4) Membership Committee activities:

- a) Met weekly from 5/14 - 6/21 to coordinate the ongoing membership drive, organizing strategy, plan workshops and other meetings, etc.
- b) June Department Representatives meeting
  - i) Racial Justice & SUNY itself as a social justice project

- ii) Health, Safety, and campus reopening
- iii) Anti-austerity organizing
- iv) The importance of Department Reps and how they can remain active year-round and in the COVID-19 era
- c) May New Employee Orientation
  - i) 7/10 new hires (all full timers) joined our chapter as members
  - ii) The 3 non-members who did not join are graduate interns working part-time during the summer.

**5) SUNY Stony Brook Labor Council**

- a) Facilitated 4 meetings since the 5/14 E-board meeting
  - i) Representatives from Civil Service Employees Association (CSEA) Graduate Students Employees Union (GSEU), Research Assistants Union (RAU), UUP HSC/Hospital, and some of our chapter officers in attendance.
- b) Collaborated on re-opening issues, sharing updates from developments within our respective unions.

**6) Statewide UUP Membership Committee**

- a) Met 6/2 to discuss legislative updates, membership engagement and organizing tactics.

**7) Other Activities**

- a) 5/28 & 6/16 E-board meetings
- b) Two chapter officers meeting
- c) Met with 4 new department reps and onboarded them, discussed organizing in their area, members and non-members, etc.
- d) UUP University Centers Council
  - i) Facilitated an initial meeting featuring chapter officers from all 4 SUNY University Center UUP chapters.
  - ii) We discussed:
    - (1) Budgetary concerns
    - (2) Health and Safety regarding reopening
    - (3) Student/staff density
    - (4) Cross-campus organizing.
- e) Communication Committee
  - i) Guest edited the 5/20 Email newsletter since the editor was unavailable.

Diversity, Equity and Inclusion Officer: Joseph Pierce

Your text here

Officer for Contingents: Shoshana Hershkowitz

Your text here

Officer for Retirees: Charles Wrigley

Your text here

Secretary: Jackie Donnelly

Nothing to report.

Treasurer: Jennifer Jokinen

Bank Balances as of June 22nd:

Checking: \$10,548.89

Savings: \$85.62

Will be attending the Statewide Finance Committee webinar on June 23 and June 25th from 9-11 am to vote on all the SUNY campus's supplemental application's for funding that were previously submitted.

- As a reminder we submitted our application for \$26,632 and subsequently voted to reduce our application by \$10,000.

Working on a policy for the board to approve chapter expenditures. This will be ready for the next board meeting, or we may choose to circulate this by email for comments, and a vote prior to the next meeting.