

UUP Executive Board - Meeting Minutes

Meeting Information

Meeting Date/Time: 12.2.20 at 11:30 - 12:30 p.m.

Meeting Purpose: Meeting of the Executive Board UUP SB West Chapter

Meeting Location: Virtually via Statewide Platform

Note Taker(s): Jackie Donnelly

Chapter Attendees (voting members*): Diane Bello*, Alissa Betz, Richard Burton, Paula Di-Pasquale-Alvarez*, Jennifer Carter, Jackie Donnelly*, Josh Dubnau, David Ecker, Stacey Finkelstein, Amanda Flanigan, Nancy Gaugler Shoshana Hershkowitz*, Odaliz Hernandez, Jennifer Jokinen*, Chris Lazauskas, John Leone, Sophie Leroy, Ken Lindblom, Pam Matzner, Charles McAteer*, Liz Montegary*, Gerald Moore, Laura Pellizzi, Joseph Pierce, Ed Quinn*, Joseph Simonetti, Andrew Solar-Greco, Francesca Spedalieri*, Diana Tischler, Frederick Walter, Lisa, Willis, Judith Wishnia*, Pam Wolfskill*, Charles Wrigley*, Martha Zadok, Michael Zweig

Prior to Agenda Adoption: Josh Dubnau expresses concern over the current online platform being used. Can't see each other, can't unmute, and can't use chat.

Ed Quinn acknowledges this - states chat is distracting, but will see if people can unmute themselves. He doesn't want to run the meeting with the chat. Asks to wait until everyone is here and then we can call the meeting to order and discuss further.

1. Call to Order

Ed Quinn (EQ) reads UUP Code of Conduct - Statement of Values

2. Adopt the Agenda

EQ makes a motion to adopt the agenda. Explains that you can raise your hand since we are not using the chat function. You can unmute yourself.

Josh Dubnau (JD) - I would like to make a suggestion that the SC report details of the next step (item #7) be moved up, just the logistics of the meeting and working out those details should be moved up since we have a full agenda and it's important that we have enough time to discuss.

EQ - Let's see how it goes and we can move it up if needed.

JD agrees and then motions to adopt the agenda, Judy Wishnia - seconded.

Andrew (ASG) - We have an upcoming deadline for the chapter. By Dec 7th, we need to notify the SW Constitutional and Governance committee as to whether or not we want them to run our local chapter election.

EQ - Yes, I know this deadline. Let's put this at Item #5. Okay by you.

ASG - Yes.

EQ - Any other amendments? Let it go to a vote. Statewide meeting facilitator administers an anonymous vote, 100% of voting members present vote in favor of adopting the amended agenda. Let's also make sure we can see each other, EQ asks SW facilitator to enable this.

3. Approve E-Board Minutes - October 5th

Motion to approve minutes. Judy motions, Charlie seconds. Any discussion? Any additions, amendments, etc.? Statewide meeting facilitator administers an anonymous vote, all voting members present vote in favor unanimously

EQ - Any concerns Josh about how the meeting is set up now? JD - No, thank you we are good.

4. Professional Grievance Officer Appointment - Louise Melious

EQ presents Louise Melious as newly appointed PGO. Charlie motions to bring to the floor for discussion, Diane seconds. Any discussion? None. Voting members presented with an anonymous vote to approve the appointment of PGO. All voting members present vote in favor 100%. EQ states that Lisa will be working with Louise on doing some training, and we can get things up and running quickly.

5. Chapter Elections -

EQ - By Dec 7th we have to let SW C&G committee that we are officially requesting that SW would run the full election - and this comes at no cost to the chapter. Otherwise it falls on the Chapter Secretary and/or a committee. Any discussion?

Mike Zweig (MZ) - I motion that we do this. Charlie McAteer (CM) - Second Any discussion.

Ken Lindblom (KL) - Can I ask Mike why he made that motion?

MZ - It's an enormous amount of work, SW does a great job. I think we would be best served by them, especially since it wouldn't cost us anything. This is regular practice,

EQ- Almost every chapter does this.

CM - Especially with our chapter being so large.

ASG - This is how it's been done historically to keep it fair and done by an impartial body.

EQ - So the motion is for the Secretary to notify SW of this decision to let them run the election. Motion for Albany to run the chapter elections. We don't have a vote set up for this.

Jackie Donnelly - I think it will be unanimous, so I think we can call it as any objections.

EQ - Calls for objections - No objections voiced - motion passes.

Draft of Standing Rules

Ed - Sent this out ahead of time hope you reviewed. Can I have a motion to review the Draft.

Charlie - Motion to discuss, Judy - Second.

Charlie - IF the future we want to make any amendments, we can bring up in a future e-board and done by majority vote, correct?

Ed - Yes. Voting members receive an anonymous vote to adopt draft of standing rules. All voting members present - all in favor raise your hand. 9 in favor, 0 against. Unanimously passes. I did send out a version of Robert's Rules, shortened to make it easier to refer to.

6. Draft of proposal for Executive Board email vote

EQ - I sent this proposal out ahead of time, and it mirrors what is done at the SW level. Given that we will most likely be meeting remotely for a while, we need to have something official adopted. Taking the liberty to this on behalf of the membership. Motion to accept the draft?

CM - motions that we bring this out for discussion. Jackie D. seconds.

EQ - Good part of doing it this way is that if we adopt this we can change in the future at an E-board and not have to go through amending the bylaws.

MZ - In other settings when we do email votes, those need to be officially confirmed in the next regular meeting of the body. There would need to be an agenda item confirming email vote would need to be reaffirmed by another vote at the next meeting. MZ proposes this as a friendly amendment.

CM - seconds the amendment. It makes sense. We do that at statewide - the secretary adds it to the agenda to make it the official record of the chapter.

MZ - Just to be clear, this is not just an announcement, it's a vote in person to confirm.

CM - It also serves to keep the entire membership in the loop.

EQ - Vote on Mike's amendment. Just voting members with a show of hands. 100% in favor.

Back to main motion.

JD - Friendly amendment. Expresses concern about turnaround time. The way it's currently written it takes a whole week for it to pass. Can we shorten the turnaround time? Each period can be 24hours, does that work?

EQ- Yes, let's take 72 hours and make it 24 hours. I think that makes sense,

CM - What if we say 48 maximum and 24 hour minimum? Not everyone logs on every day. Get rid of 72 and make it either 24 or 48 - give people some ability to check their email. How about that Josh?

JD - How do we decide then if people are not checking email regularly?

EQ - Running it through the chapter secretary we can let the board decide if it's urgent or not. We don't want to be rigid and stick to one thing. Even if we have this here, we can change this over email. We can adopt it as the issues arise.

JD - I'd like to put forth the 24 hours amendment for a vote. CM - seconds. Any other discussion?

EQ calls for a vote on Josh's amendment - All in favor, voting members by show of hands. Passes unanimously. We now have two amendments - reaffirm vote at next executive board meeting as per Mike and 24 hours of discussion in place of 72 hours as per Josh.

Francesca Spadlieri - Is there a fallback if the secretary is not available, who is the second person?

Ed - That would fall to me Do we need to put that in there? Initial email would be sent to the Secretary with a cc to the chapter president.

JW - Sent to SBU address, or to our personal?

EQ - WE try to use non .edu emails at all times.

Ed - Ready for vote. And keep in mind if this is not working well we can change. Voting members vote by show of hands - passes unanimously.

7. Select Committee Report

EQ - The SC report was posted late on Monday, everyone should have received a link. It is password protected and if you have trouble accessing, you can contact Josh Sprague at SW.

MZ - Did it go to all e-board, or only voting members?

EQ - Went to all e-board. It will give us enough time, and the results of the poll point to December 15th at 12 noon for the next meeting to just discuss the report. An invitation will go out after this meeting.

KL - Report does not include the slides that were presented to us. They should be included. If I can make a motion I'd like to ask that the report be amended to include the slides. Seconded. Discussion?

CM- There is already an addendum at the end of the report, so it would just be another addendum.

MZ - The report also outlines recommendations, can we have those?

EQ - Those were part of the slides, so that would be included as well.

Stacey Finkelstein - (Member of the SC) We are certainly happy to share the slides, we left the recommendations out as it was not relevant to the report itself and not strictly within the charge. If you would like that in a separate report, that can be done.

CM - An executive summary of the recommendations can be put in as a stand alone along with the slide show. Easier to access.

EQ - Call it to a vote. All in favor, raise your hand. Passes unanimously, 100% in favor of requesting this from the Select Committee.

JD - I'd like to address the organization of the logistics of that Dec 15th meeting, parliamentary, setting up the meeting, etc. In terms of presiding over the meeting, this should not be you, Ed. According to Robert's Rule, and as stated in our by-laws, it would go to Jeff, and then to either Jackie or Diane. I make motion that whoever is next in line should coordinate logistics.

MZ - I object to this idea that it goes to Jeff as he is one of the complainants. I think it needs to be done by someone outside of the chapter, someone from SW. Maybe Jami since she is our liaison to the Exec Board. Someone outside needs to do this.

JD - I accept this as a friendly amendment.

KL - Who chaired the meeting where the select committee was chosen?

EQ - I did that. It was initially over email - we had no procedure, and I chaired the meeting.

KL - Then why appropriate now if not appropriate then?

EQ - I will be part of the discussion this time around, so it's different. I will be a member of the meeting rather than chairing the meeting. I agree with Mike about having someone outside the chapter. We can work with Abany. It can be staff or Jamie, I will talk with Jamie about this. I can start the meeting off, and then turn the meeting over. I am supposed to chair every meeting according to our bylaws. But then I will turn it over.

CM - When the SC presented, Fred Walter was the facilitator and moderated the Q&A. Asking Jamie, pending her schedule, she can attend or a SW person who is neutral. I would certainly vote for that.

MZ - Anyone part of the discussion should not chair, so we need to go outside the chapter. Jamie should be asked.

JD - I am torn, I agree with Michael and someone neutral is good. I do have concerns about it going to Jamie as I don't view SW as neutral on this.. When we first discussed Article 11, there was extraordinary pushback from SW and they took sides on this. I have a strong concern with SW overseeing this.

EQ - It doesn't have to be Jamie, they might have someone from the C & G committee, it can be someone else. SW officers might be hesitant to step in.

KL - Like Josh I have concerns, and I have made my position pretty clear. Now I want to know who selected the people on the SC - did it include any of the people who we are now saying are not neutral? Was Jeff part of this, or anyone else part of selecting the committee? Why was that OK? I am seeing an inconsistency.

EQ - Yes, Jeff was a part of this.

CM - It can be someone who would not be expected to speak to the issue. It may eliminate Jamie, I think the idea of someone from C&G might be better than a SW officer. They would just be there to facilitate the discussion. That should be the request of SW.

Liz Montegary - I don't have a motion, just want to weigh in. I don't think we should go back and revisit decisions that have been made in the past. From what I can see, all of the people involved genuinely tried to do their best given that this is all new territory, and Ed was also involved. I have no interest in moving backwards and undermining the work of the SC.

MZ - I had said Jamie, but any outside neutral person can do this. I am okay with any neutral SW person.

KL - I respect the decision of the majority, I just ask that my note is included in the minutes.

Jackie D. - It is my understanding that the SW parliamentarian is sick, do we have a back up?

EQ - Yes, she was hospitalized, so I will get on this quickly as we may need a back up.

ASG - Just backing up what you said Ed, let's make sure another parliamentarian is present.

CM - I would like to motion that you report back to SW with what we have outlined here. Jackie - Seconds.

EQ - Voting members raise your hand. Motion passes unanimously in favor. EQ states that he will get in touch with Albany right away and get this rolling.

8. New Business

JW - Reminder to vote in the Three Village/Setauket Fire Commissioner election coming up.

Shoshana Hershkowitz - Candidate is Sue Myers and has great experience. Highly qualified woman, and the only woman. This is for the Setauket Fire District, so check the map to see if you are in this district. No absentee ballots. There is no incumbent, it is an open seat.

JD - Among the many SC recommendations, there was one of them directed at addressing the poison pen emails. We are receiving a constant barrage of emails that are abusive, have personal attacks, etc. I would like to make a motion to censure Ken Lindlbom from utilizing the email listserv. Jackie seconds.

Ed - Not sure the board can do this action. Let's have a discussion.

Odalys Hernandez - I personally have not been mentioned in any of these messages, however I feel uncomfortable reading what appears to be personal opinions being sent to the entire listserv. That is not what these are for. Ed you took a stand against a person sending the anonymous letter, this is the same thing. Not helpful or useful to get messages like that. Just my opinion on this. Should be for official chapter business. Openly attacking people is not appropriate.

EQ - I think we need to refer back to the UUP Code of Conduct and Statement of Values, and that these guidelines should also be applied to written messages as well, we need to pay attention to that. Those values are important and we all should adhere to them.

Joe - I'd like to chime in as DEI officer and committee co-chair, that this is something that emerges out of a context that we have all seen unfold over the last year or so. The way in which we communicate over email is not exempt from the political or power differentials that exist in the world. And one of the things we have seen consistently is a type of rhetorical undermining of peoples personhood rather than just arguments - this is abusive. This exacerbates existing power difernations - gender, race, ethnicity. We all have lived experiences and those are always

part of how we communicate over these email listservs. I would like to note that the way that some people, and we are talking about Ken right now, are utilizing this email listserv is detrimental to open discussion and ideas, rather than encouraging them.

EQ - I don't think it's limited to one individual.

MZ - Comes back to Josh's motion. I would vote against it because it's directed at one person, Ken. There are others involved in this kind of back and forth, and we should have larger discussions about conduct within the union. Joe's observations are important. Let's not censure one person, let Ken think about it and others too, and maybe we can come back to it. I ask Josh to withdraw the motion.

JD - Not an unreasonable suggestion. I wanted to have this discussion as I have found Ken's emails particularly offensive. The poison pen email needs to stop. Okay to have debate, and over email and zoom is hard, but this general category needs to stop. Ken has been pushing this of late, and he is offensive and personally attacking people. But I will withdraw the motion to censure, but we need to continue this discussion.

Ed - I will send out again the UUP Code of Conduct and Statement of Values. Must be respectful of everyone in the group.

CM - I think you bringing up the statement of values is important, and when we are doing any kind of union business, those values need to be at the forefront, and if anything happens down the road. Let's bring it back to that if more actions are taken and violate this statement.

EQ- Everyone saw that the Vacation cap was extended, as well as flex spending accounts. I brought this up on CP calls and there was a lot of advocacy for this. A lot of professionals have more than 40 days because we couldn't take vacation time. And also people who are required to be here on campus can't take time off. It was a real wint for all of us.

Diane Bello - Any news on the Salary Increases and DSI?

EQ - Will be done at the same time, expecting the money is there for that and the guidelines were finalized recently and will be released soon. It will be delayed until next year.

CM - January 22-23 virtual DA - list of seated delegates will expand. If some delegates cannot attend, others in line will be asked. This is different from how it has been done in the past.

EQ - Yes, more information will be coming from Jeri soon.

9. Adjournment

CM motions to adjourn the meeting, seconded. Meeting officially adjourned by EQ.

