



**UUP Stony Brook West Chapter
Officer Reports to the Executive Board
September 10, 2020**

**Chapter President: Ed Quinn
Report to Executive Board
September 10, 2020**

Since my last report on June 23, 2020 a lot has transpired both here at the chapter, statewide and our affiliates.

Meetings Attended

- Chapter President's Call – 8
- Statewide Finance Committee - 1
- Labor Management – 4
- Officer Meetings – 3
- Professional Council – 3
- University Senate - 3
- AFT – 2
- Executive Board – 1
- Chapter Planning Meeting – 1
- Campus Budget Conversation – 1
- NYSUT Endorsement Conference – 3
- PEG Board – 1
- Member Contact - 19

At the Chapter

Labor Management

We have had two Labor/Management meetings – the Chapter monthly meeting with Labor Relations and Meeting with the Campus President.

Labor Relations- Several items were discussed including the Telecommuting Agreement, COVID testing and contact tracing, Flex Spending Accounts.

Meeting with the Campus President – We discussed two major topics: the budget and COVID Pool Testing.

The other two meetings were with all of the other campus union presidents and management concerning the health screening being used by employees before coming to campus and the annual Workplace Violence Report.

Chapter Councils

Both the Academic and Professional Councils continue to meet in which I attended three Professional Council Meetings to assist with the Council's resolution.

COVID Recovery Planning Groups

Return to Work Planning Group – I have attended two meetings of this planning group. Most of the meetings focused on communication to the campus and testing of students returning to campus. The health screening for employees is also being looked at to update to add a question about traveling out of state.

Carolyn Kube is attending the Health and Safety planning group and Steve Walker is the contact for the Academic Planning Group.

University Senate

I attended the University Senate meeting on August 31 and gave a brief report.

I attended the first CAPRA meeting for the Fall Semester on August 28, 2020. Most of the discussion concerned the budget and planning for the semester meetings and sub groups.

Current Issues

- Professionals returning to on campus work
- Childcare
- Safety of employees on campus
- Campus budgetary cuts

Routine Administrative Tasks

- Daily call with the chapter assistant
- Weekly call with LRS (often times more than once a week)
- Sign and return Labor Condition Applications (11 applications)
- Sign and return financial payments

Statewide

Chapter President's Calls

Both campus base and statewide issues are discussed during these calls. Issues range from extending the Pilot Telecommuting Policy to Hazardous Pay to Testing (baseline and surveillance) to area interest webinars to the latest from the NYS Department of Education.

Pre NYSUT-Endorsement Conference Meeting

This was a meeting of UUP leaders to discuss which candidates NYSUT should endorse and who have supported Public Higher Education.

Finance Committee

Meeting scheduled to speak to our request for a supplemental allocation for the 20-21 fiscal year. Our request was approved.

Affiliates

NYSUT

Endorsement Conference

I attended 2 separate meetings for this virtual conference. One was a general session for all who were participating, the other was a regional meeting to discuss the candidates running for the Long Islands seats.

AFT

Resolution Committee

I attended the AFT resolution committee to review resolutions prior to the convention.

Convention

I attend AFT Convention Meeting from 7/27-7/30. These included general sessions and business sessions. The general sessions were open to the public and the business sessions were for the voting delegates only. Delegates voted on a variety of items including some constitutional amendments and resolutions.

VP for Academics: Jeff Heinz

I have divided my report into two sections: chapter external business and chapter internal business. I also added a conclusion at the end. Please read.

Chapter External Business

I have continued to hold academic council meetings about faculty issues. Meetings were held on 8/13, 8/20, 8/27, and 9/3. I attended the LM meeting on 8/25 and a meeting with the SB president and her team on 8/27. I also attended a VPA webinar on 9/3 and Francesca Spedieliieri attended one in my place on 8/26 (I was teaching). The weeks of 8/7 and 8/14 I could not attend due to another teaching commitment and I was not able to find anyone to attend in my place.

The issues the office of VPA has been dealing with (in no particular order) are listed below.

1. Faculty in philosophy reported that several classes had their enrollment caps significantly increased without any consultation of instructors or the chair. This creates a significant increase in workload for those instructors. It is unclear how widespread this practice is; other members of the academic council were unaware of it.
2. A document is circulating among chairs in CAS about Faculty Obligations. It asks departments to codify what it means to be "research active" in their discipline and to identify faculty who are not research active so as to increase their teaching load. We will probably need to coordinate a response with the university senates.

Responses can include:

- contractual issue because appt letters explain what the job entails and that cannot be changed unilaterally from above
- governance issue because faculty obligations cannot be changed unilaterally from above
- non-equitable impact on faculty who are caregivers
- introducing this during a pandemic when research productivity has been lowered across the board
- If faculty will be scrutinized, perhaps administrators should also be scrutinized...

I have been in discussion with Liz Montegary, co-chair of the membership committee, about setting up a membership meeting specifically with faculty about issues this document raises.

3. Contingent faculty are worried about Spring 21. If they don't teach 6 credits they lose health insurance. UUP advocated for contingents for F20 but that was easier since the Fall schedule

had already been set before the pandemic hit. What can UUP do now for adjuncts for Spring 21?

4. How many non-renewals have there been so far? I asked Statewide this question and was told they rely on the chapters for numbers. Jaime Dangler reported that Empire State faced 36 non-renewals and that was the most she was aware of and that Empire had budgetary problems predating covid. Other chapters she is aware of reported numbers "far less" than that. So from her perspective, there have not been large numbers of nonrenewals. I recommend chairs of departments to let us know if anyone in their department is non-renewed due for budgetary reasons. ****Recommendation: We should ask chairs directly to let our chapter know if people start being non-renewed.**** Alternatively, we can ask our dept reps to ask chairs this info.

5. The impending budget cuts appear severe. Statewide expects retrenchments. Statewide does not expect the state to release funds unless the federal government provides cash aid. I have advocated to the administration and to statewide to continue to press the state to raise revenue through raising taxes on the wealthy. Both groups have said it is important but the bottom line for both appears to be to work with the hand they are given, instead of demanding another hand. While I agree that we have to work with what we have, I do not believe we should dismiss calls for changing how public services are funded. I emphasized that it is imperative that we are all united on this -- public hospitals, public K-12, public higher ed, public transport, etc.

6. I have been involved in the intake of three faculty members -- all involving P&T and/or appointment renewals. There are systematic issues here that UUP needs to work with administration to resolve.

Chapter Internal Business

On July 31, I joined with six fellow officers in alleging that the chapter president has neglected the duty of his office, misused funds, and misrepresented the chapter's position to outside parties. In accordance with Article 11 of the 2013 chapter bylaws, these charges were presented to the voting members of the executive board and nine of the seventeen voting members of the executive board supported the petition to form a committee to conduct a confidential investigation of the allegations (and only one-third are needed).

Since then, the chapter president and a vocal minority of the executive board have done everything they can to prevent an investigation contrary to the will of the majority of the executive board. An anonymous letter was sent to chapter delegates attacking three officers who brought charges, a move many delegates condemned and compared to "a ransom note." Statewide officers asked the investigation to be withdrawn. The chapter president declared null and void a vote taken by email on the composition of the select committee. Then the chapter president reformulated the voting members of the executive board, disenfranchising two voting

members. Most recently, the chapter president is planning to delay the agenda items on this week's agenda which are to address this issue to a special meeting later in the month.

I find the actions listed above obstructionist, disappointing and sad. Is anyone interested in the truth of the allegations? Or are chapter presidents allowed to act with impunity in their office? How are we to find out the truth without an independent investigation?

(I would add that if I had known that vacating the office of secretary, to which I was elected, in order to be appointed to VPA would result in disenfranchisement of one of the academic delegates, I very may well have decided to stay in the office of secretary. I must ask, why did the decorated 30 year veteran of UUP, our chapter president, not raise this important consequence at that time?)

For the record, I will specify two actions and one non-action that the chapter president has taken **since the allegations were filed** that are problematic.

1. On 8/18 the chapter president sent a sexist, insulting email to a chapter officer. Several officers, including myself, found the email to be unacceptable. This is what led to several officers saying they could not meet with the chapter president that day to prepare for the next week's meetings with management, and what led the VPP to request that the two meetings with administration, which again were both inconveniently scheduled for the first week of class, to be postponed until after the officers can regroup as a team.
2. On 8/25 at the LM meeting, the agenda included an item on UUP task forces. The chapter president has told the executive board and the officers that he will continue to advocate for increased uup representation on these task forces. At the 8/25 meeting, which I attended, he did not advocate for increased representation. He and Tracy Haas checked notes on which union presidents serve on which task forces. That was it. He did not do what he told the board and officers he would do.
3. Additionally, the president has not updated chapter officers on his calls with chapter presidents since July 24. When I distributed VPA webinar notes on 8/25 from the 8/21 VPA webinar, they included a document titled "Non-Renewals/Appointment Letters – Reports as of 8/21/2020" (notes taken by Jaime Dangler). It stated that Chapter Presidents were asked to report at an 8/19 chapter presidents' meeting on this issue. That document included the following lines:

Stony Brook West Campus – Administration is trying to combine sections of classes so they can reduce costs. Implications on health benefits and income.
Chapter has been focused on trying to work it out within departments.

Reading this document was the first time I was made aware of these alleged efforts by our administration. On 8/26 the professional grievance officer, membership development officer,

and contingent officer asked the chapter president to explain these comments in more detail and expressed concern that officers had not been informed of these developments by administration. On 8/30 the membership development officer reached out again to the chapter president. The academic grievance officer followed up again on 9/4. There has still been no response from the chapter president.

Conclusion

If the executive board does not want to examine the alleged misconduct of its chapter president, it is effectively complicit in his efforts to obstruct the investigation that it once supported. If this is the will of the executive board, so be it. In this case, I would recommend the executive board revise the bylaws to remove article 11. Why have an avenue for accountability if the executive board does not have the strength to invoke it when it matters?

I have worked hard for about a year now, behind the scenes, and more recently in front of the scenes, to resolve the communication and leadership problems this chapter faces. They have real consequences for whether officers can fulfill their responsibilities and duties, especially when the challenges we face are so dire.

Whether we choose to work within a system, or outside of it, to enact the change we wish to see in the world is a choice we each must make for ourselves. For me, it is rapidly becoming clear that I will not continue to serve in the capacity of VPA unless we have real change, or at least a commitment to real change, within this chapter. As I write this, I see no evidence of either.

VP for Professionals: Diane Bello

Your text here

Academic Grievance Officer: Joshua Dubnau

Below is a summary of my UUP activities since the last eBoard meeting:

I have worked with Lisa Willis and several other officers on a series of academic cases related to tenure review. These have varied in their scope, and in departmental affiliations. But there are some commonalities. One recurring issue seems to be that tenure review for both junior faculty who are on a tenure clock and for recruited senior faculty are often not carried out in a timely manner by the institution. This can cause a tremendous amount of stress to the faculty, it can result in lost wages if

the promotion is delayed, and it can lead to a situation in which a faculty member is close to or past the end date of their appointment without a resolution. There also are serious issues of inequity in the way this process plays out. These are tough cases because tenure denial is not a contract violation. But UUP needs to insist that the institution follow process and do so in a timely manner. On several of these cases Jeff Heinz took the lead during a 2 week period when I was on vacation.

I have worked with Lisa Willis and Jason Torre on issues that have arisen for several faculty who have received individual development awards. These are typically given to help faculty defray costs of travel to conferences, or for exhibitions of their work, or even or publication charges. This year, likely because of the pandemic, the award letters were issued so late that they arrived after the date when the awards needed to be spent. For some faculty, this was ok because they had already payed out of pocket and only needed to submit receipts. But for others, this was impossible and they were issued unusable awards. This is not one case, it is a general theme. We engaged statewide officers on this because this is occurring at other campuses as well. This is not yet fully resolved.

I have continued to work with Lisa on a long-time grievance that has worked its way through arbitration, come back to campus with the directive for us to negotiate a settlement, failed at finding a resolution through numerous meetings with LR, and now will go back before a judge.

I have communicated concerns of faculty to LR regarding classroom safety. LR basically communicated back to me the details of their plan, with some additional explanation regarding the (lack of) plexiglass being supplied to faculty.

I have repeatedly reached out to Labor Relations on issues related to COVID safety and the failure of the health information hotline. I specifically raised the fact that contact tracing is not being done appropriately or according to CDC guidelines. My repeated emails have gone unanswered.

Issues internal to the chapter leadership:

Since the last eBoard meeting, a lot also has happened with respect to a crisis of leadership in our chapter. At the last eBoard meeting, a number of officers raised serious issues that precluded them from doing their jobs effectively. As academic grievance officer, I noted that I felt uncomfortable attending any meetings with management because of actions and inaction by our chapter president. Several other officers also raised serious issues. In response to this, the Vice President for Academics (VPA) suggested that we pursue an impartial investigation as laid out in article 11 of our bylaws. In response to this, the majority of voting members of the executive board signed a petition invoking article 11, and the VPA nominated members of a select committee to conduct an investigation. Since that time, the chapter president, and a small faction of the eBoard members have conducted a campaign to block the democratic decisions made by this E-Board. This counter-effort gained support from statewide UUP officers who have suggested not following the article 11 process. As part of this campaign, an unknown individual or individuals also sent an anonymous letter to members of the eboard. This letter included character assassination of several officers, including this one. It was also determined, by an investigation conducted by myself, that the person or persons involved accessed the UUP leadership directory to obtain home addresses for the purpose of sending this letter. This was a

threatening act, invasion of privacy, and it was inappropriate. I am frustrated that there have been no efforts by our chapter president or the statewide UUP leadership, to investigate this hostile act against unionists in our chapter. I also am frustrated that the chapter president has engaged in a campaign of obstruction to block any investigation of quite serious charges leveled against him by 7 of the officers of this chapter and this E-board.

Because the executive board is tasked in the bylaws with oversight power and is the decision making body of this chapter, it now is up to this E-board, as the final check on this system. As an officer of this chapter who has invested heavily on behalf of our members, and as a person who has come under attack in the form of an anonymous mailer, I look to this eBoard for help in requiring that vigorous and impartial investigation, under article 11, now take place.

Professional Grievance Officer: Dominique Barone

★ Officer & Co-Chair of Grievances & Workplace Concerns Committee Activities

- 1 Officer's Meetings
- 3 Executive Board Meetings
- 4 Meetings with Labor Relations Specialist
- Assisted MDO and LRS with answering questions during *Know Your Rights Workshop*
- 1 Labor Management Meeting with LRS
- 1 Meeting with Management to discuss a divisional issue
- Reviewed & responded to 22 member inquiries via phone and email; liaising with LR/HR as needed
- *Unable to attend 2 back to back LM meetings scheduled for the 1st week of the fall semester

★ Other Activities

- Attended 2 membership committee meetings to discuss professional concerns
- Attended 4 department/division check-ins with membership committee members
- Attended meeting with Senate Executive Committee & UUP Chapter Officers to discuss intersection and differentiation of roles of Senate vs. UUP
- Attended 3 Professional Council Meetings
- Attended 1 Department Representative Meeting
- Volunteered for Ad Hoc Committee responsible for penning resolution for professionals; Attended 2 meetings and penned statement for Professionals (not published yet)
- Attended 2 PEG Board Meetings
- Attended 1 Membership Meeting
- Attended 4 Senate Executive Committee Meetings as UUP Chapter Liaison (one with Marie McInnis and one with Ken Kauchansky)
- Attended August/September University Senate Meeting as West Campus At-Large Senator

Membership Development Officer: Andrew Solar-Greco

1) Chapter Membership Report:

- a) Total Stony Brook active membership is 2339, as of 8/29/20 payroll report
 - i) There are 326 non-members, giving our chapter a 88% membership rate.
 - ii) Other University Centers:
 - (1) Albany: 1,817, 302, 86%
 - (2) Binghamton: 1,631, 361, 82%
 - (3) Buffalo Center: 2,678, 522, 84%
- b) Median membership rate for all UUP Chapters: 86%
- c) Stony Brook full time (FT) membership rate is 95%.
 - i) Median FT rate for all chapters is 94%

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

- a) Stony Brook 84% FT sign up rate (statewide median rate: 80%)
 - i) Other University Centers:
 - (1) Albany 81%
 - (2) Binghamton: 74%
 - (3) Buffalo Center: 69%
- b) Stony Brook overall sign-up rate: 68% (statewide median rate: 64%)
 - i) Other University Centers:
 - (1) Albany: 55%
 - (2) Binghamton: 50%
 - (3) Buffalo Center: 50%

3) Membership Committee activities:

- a) Met weekly from 6/26 - 7/28 and bi-weekly from 8/11 - 9/4 to coordinate ongoing chapter organizing goals, racial justice work, plan workshops and other meetings.
- b) August Department Representatives meeting
 - i) Re-imagining the role of reps in the COVID-19 era
 - ii) Checking in on health and safety issues, campus budget discussion, instructional and student services workplace issues, etc.
 - iii) Discussed organizing goals and campaigns around connecting with the community, caregiving, austerity, and doing data research.
- c) Facilitated 'Know Your Rights' workshop w/ Lisa Willis, Labor Relations Specialist.
- d) Department/division check-ins
 - i) Met with members and department representatives in Athletics, undergraduate colleges, LGBTQ services, & DoIT.
 - ii) Discussed with members issues they are facing, concerns around re-opening, their contractual rights, and possible organizing opportunities.
- e) New Employee Orientations (NEO)

- i) Led NEOs on 7/21, 7/30, 8/13, & 8/27.

4) SUNY Stony Brook Labor Council:

- a) Chaired meetings on 6/25 & 7/8
 - 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.
 - ii) Collaborated on re-opening issues, Black Lives Matter and anti-ICE organizing, hazard pay, reopening task-forces, sharing updates from developments within our respective unions.

5) Statewide UUP:

- a) Attended meeting facilitated by Statewide VP Academics Jamie Danglier on UUP-University Senate delineation of duties and opportunities for collaboration.
- b) Statewide Membership Committee
 - i) Met 7/7, 8/4, and 9/1 to discuss legislative updates, membership engagement and organizing tactics, dialogue with other Membership Development Officers, and discuss reopening organizing.
 - ii) As Vice-Chair, attended Committee leadership meeting 8/12 to discuss fall semester organizing and strategy.

6) Other Activities

- a) 6/23 and 7/31 E-board meetings.
- b) 2 chapter officers meeting.
- c) Attended 1 Labor/Management meeting with President McInnis.
- d) Met with 4 new/prospective department reps and onboarded them, discussed organizing in their area, engaging members and non-members, etc.
- e) Attended 2 [Professional Employees Governing Board](#) meetings.
- f) Present at the 8/31 University Senate Meeting, took notes for UUP, which were published in the 9/2 UUP email newsletter.
- g) Attended 4 Professional Council Meetings.
- h) Attended 3 [SUNY Black Faculty Staff Collective](#) meetings.
- i) Chaired 3 UUP University Centers Council meetings
 - i) We discussed:
 - (1) Budgetary concerns
 - (2) Health and Safety regarding reopening
 - (3) Student/staff density
 - (4) Cross-campus organizing.
 - (5) Shared ongoing issues and workshopped solutions.

Diversity, Equity and Inclusion Officer: Joseph Pierce

1. Drafted Statement about reopening and COVID19 disproportionately affecting BIPOC, with lots of help from Joshua Dubnau and Jeff Heinz.
2. Attended meeting with President McInnis on 8/27. Brought up issues related to diversity in hiring and retention as well as promotion for faculty of color.
3. Ongoing work/dialogue with Academic and Professional Grievance.
4. Corresponded with Surita Bhatia about DEI in the academic tenure review process.
5. Met with Membership Committee to discuss collaboration re Racial justice workshops/activism.
6. Attempted to purchase t-shirts promoting DEI (Odalis Hernandez got quotes and managed this). However, the Chapter President thought this was not a good use of funds. So, not sure where this leaves us.

Officer for Contingents: Shoshana Hershkowitz

As the officer for contingents, we held several Unemployment Insurance workshops over the summer, as well as contingent concerns meetings. We have worked to address concerns over non renewals, health insurance and benefits, and also increasing contingent membership in the chapter.

Officer for Retirees: Charles Wrigley

Your text here

Secretary: Jackie Donnelly

Publications: As of June 4, 2019 (first as Communications Committee Co-Chair, and then as Secretary) served as the lead editor and publisher of the following:

- 30 Editions of Happy Pay Day (bi-weekly payday email/newsletter)
- 23 Special Announcements
- INSIGHT Newsletter - Volume 44: [Sept/Oct 2019 Edition](#) and Volume 45: [Jan/Feb 2020 Edition](#)

Since June 23, 2020:

- 1 Officers Meeting
- 2 Executive Board Meetings (6/23 and 7/31)

- 1 Professional Employees Governance Meeting
- 1 University Senate Meeting

Chapter Business: It has become very clear that since Article 11 was invoked, a small handful of executive board members, including the chapter president himself, have made the decision to argue bylaws, order, procedure, and every other detail to distract from and delay addressing the real leadership crisis we are having. I am disappointed to say the least that this is the direction this process has taken. We are so far from what is important, from why we chose to become involved in the union in the first place, and all the good work that we can do during a time of unprecedented suffering. If we had solid leadership, it would take an investigation head on without hesitation -- what is there to hide? But, unfortunately, this democratic process is being blocked at every turn. As of August 26, I was informed that I no longer have voting rights as an elected official due to the unilateral decision made by our chapter president to exclude "appointed" officers to an "elected" role without any mention of this at the time the decision was being made. I had been actively voting since my appointment on May 28, 2020. Our executive board has been misled and misinformed time and time again by our chapter president. Our membership has suffered under the current chapter president, and will continue to do so if appropriate actions are not taken. Chapter officers are not able to serve our members effectively under our current leadership; we are first-hand witnesses and victims of the most egregious misuse -- and abuse -- of power.

Treasurer: Jennifer Jokinen

As of 9/4/2020:

Checking: \$6,422.10

Savings: \$85.64

The Chapter will receive its Fall allocation and supplemental allocation after the yearly audit is submitted. The checks are usually received in October unless the Chapter needs an advance. I do not anticipate the Chapter will need an advance this year as there are no costs associated with the Fall Membership meetings or Executive Board meetings which will be conducted via Zoom. The Chapter's Google suite, and hosting services were just renewed for the next year. Zoom was paid in advance for a year and the renewal will be sometime in 2021. The Chapter is in good shape financially and with little to no cost to conduct the Chapter meetings this Fall I anticipate there will be plenty of funds in the account for any new projects the committee's would like to take up.

I also do not see any reason that the Chapter President would deny a request the DEI Committee made to order T-Shirts. I had approved this request over a month ago and unbeknownst to me the Chapter President told the committee they could not order the T-Shirts only last week after the leg work had already been done. I emailed the Chapter President last week and asked why he didn't consult with me and/or the committee so we could have had a discussion about this or come up with an alternative. I never received a response back. It has become even more challenging to perform the duties of Treasurer since the Chapter President feels that he can override decisions I make and not communicate with me about them.