



Jeffrey Heinz <jeff.heinz@gmail.com>

Letter of Resignation

VP Academics <vp.academics@uupsbu.org>
To: Chapter Delegates <chapter.delegates@uupsbu.org>

Thu, Jan 28, 2021 at 10:00 AM

January 28, 2021

Dear Stony Brook Center (West Campus) Chapter,

It is with much regret that we, the undersigned officers, write to notify you of a difficult and painful decision that we have made at this time. Considering the detrimental impact of the leadership failures of the current UUP Chapter President, Ed Quinn, we have concluded that we are unable to successfully perform our duties as officers on behalf of you, the membership. Please allow this letter to serve as formal notification that **effective at the adjournment time of the January 28, 2021 executive board meeting, we will be resigning from our current officer positions, while maintaining our delegate status. These positions include:**

- Vice President of Academics (VPA), Jeff Heinz
- Secretary, Jackie Donnelly
- Academic Grievance Officer (AGO), Josh Dubnau

A little over two years ago, prior to the last chapter election, the Coalition for Union Reform and Democracy formed at Stony Brook University. This coalition was a grassroots movement aimed at improving UUP chapter leadership by upholding the following core values: union democracy, effective communication & transparent decision-making, vigorous contract enforcement, unwavering support for all members including assistance for non-contractual workplace issues, and encouragement of initiative and creativity among members. Many of the current officers were part of this coalition, including the current chapter president, Ed Quinn. Collectively we developed our [strategic plan](#) and made a promise to our members that if elected, we would uphold the above values as our first priority as a means to represent and serve our members to the best of our abilities. Subsequent to the election, the executive board officially adopted our strategic plan as the operating principles of this chapter.

Since elected, however, the Chapter President has not only acted antithetical to the values promoted by the strategic plan, but he has also consistently shown an inability to effectively lead our chapter. Numerous attempts, both informal and formal, were made over the last year by officers and members of the board to address these leadership failures but the Chapter President repeatedly refused to take any responsibility and showed no interest or willingness to make even minimal changes to improve his communication with officers, to build bridges, manage conflict,

make amends, and has even refused to recognize the decision-making power of the executive board and instead subscribed to the view that the chapter president has singular authority over chapter communications with management and membership. Chapter bylaws and other UUP documents were selectively interpreted with the sole intention of circumventing the will of the board and its majority vote. All of this resulted in a toxic and abusive environment.

Following the process outlined in the [chapter bylaws](#), several officers initiated Article 11 - Removal or Recall, with support of more than the required one-third of the voting members of the executive board. This procedure provided for a thorough independent investigation into [charges](#) brought forth against the chapter president, including: Neglect of the Duties, Misuse of Chapter Funds, and Misrepresentation of the Organization to Outside Parties. A Select Committee, whose members were also approved by a majority of the executive board, was convened to conduct the independent investigation. The select committee found merit in many of the charges and presented its findings to the executive board. It also put together a summary of recommendations to improve overall chapter functioning. The chapter president made it clear that he had no interest in considering any of the recommendations, further solidifying his unwillingness to take any responsibility for his actions or to prioritize the overall health and success of the chapter.

As a final attempt to rectify the untenable situation that the president has put this chapter in, a [resolution of no confidence](#) was drafted by a member of the executive board explicitly asking for the chapter president to step down. The motion was passed by a majority of the executive board on January 14th, but has yet to yield any action or response by the chapter president. **To date, the current chapter president Ed Quinn remains in office in direct defiance of the will of the majority of the voting members of the executive board - the governing body of the chapter. The chapter president refuses to step down despite this call for his immediate resignation.**

At this time, the VPA, AGO, and Secretary are unwilling to attend any labor management meetings with the Chapter President for two reasons -- he has openly undermined officers in front of the University President and members of labor relations by advocating for management and against the interests of UUP members, and has repeatedly demeaned and diminished the role of the Secretary in ways that are overtly misogynistic and exploitative. Attending these meetings is central to the responsibilities of the VPA, AGO, and Secretary.

Lastly, it is important to note that the chapter president intentionally delayed the Article 11 investigative process to the point where pursuing it further at this time coincides with chapter elections. **It is our conclusion that it is in the best interest of the membership that we continue to serve as delegates, but we cannot remain as officers because the chapter president has made it impossible for us to carry out the responsibilities of our positions. Our priority is to refocus our efforts on the upcoming UUP chapter election to ensure that those who are elected for all of the officer positions, including the chapter president, are individuals who uphold the importance of collective decision-making and the democratic traditions that our members deserve.**

In solidarity,

Jeff Heinz, Jackie Donnelly, and Josh Dubnau

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Jeffrey Heinz
Vice President for Academics
Stony Brook West Chapter UUP
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