

**UUP Albany Chapter Executive Committee Meeting Minutes  
November 30, 2011**

Attendees: P. Abraham, L. Bickmore, E. Briere, J. Collins, S. Dearing, C. Fox, R. Friedman, J. Gendron, M. Grosshandler, J. Hanifan, J. Harton, S. Kudzin, D. LaComb, D. LaFond, G. Landsman, M. Manjak, C. Merbler, A. Olin, G. Petry, C. Quin, P. Romain, M. Seidel, B. Shadrick, I. Steen, B. Trachtenberg, L. Wittner, K. Thompson-LaPerle

The meeting commenced at 12:29 p.m. Olin will record minutes in place of Jewell.

- I. Approval of minutes from the November 9, 2011 Executive Committee meeting: Abraham moved, Romain seconded. The vote carries with 3 abstentions. Waived approval of minutes from the October 19, 2011 Executive Committee meeting.

II. Reports

A. Officers

1. President Merbler went over her report:
  1. Merbler offered a summary of the Academic Workload workshop. Thanks to Collins and Seidel. There was good discussion at the meeting and Seidel's (shortened) presentation was excellent.
  2. Thanks to Steen for preparing the O'Leary memo history, which will go out to all academics. Manjak notes that Steen's O'Leary article is on the front page of the newsletter.
  3. The Professional's workshop is scheduled for December 19. Seidel will present with Denise Szelest from HR. Please post the announcement.
  4. A series of meetings have been scheduled (Exec and Labor Management) – dates are included in the packet
  5. UUP Delegate Assembly meetings are scheduled through October
  6. University Life Council – more later
  7. Discussion around whether the next scheduled meeting (December 14) should be held. Collins suggests tabling decision until after the “special” meeting is held to see what may develop from that. Likely to cancel December 14 meeting but will make this official on Monday, December 12.
  8. Lots of professional and academic vacancy announcements recently – 18 or more in the past 2 weeks. Merbler: “the gate is open”, and as new colleagues join us please be sure to talk about UUP during searches to help attract candidates.
  9. Happy holidays!
2. **VP Academics:** Collins: Collins notes that the officers prepared a tentative agenda for the December 12 LM meeting and offers opportunity for additional items. Collins will continue pressing at LM to for answers about why past practice related to relocating employees is not being

followed with the current deactivation. Department chairs must be very specific about needs for particular skills and experience held by those deactivated. Collins will follow up with Hedberg about the memo promised to provide clarification about the language minors. Harton will send Collins additional information regarding language minor guidance. Collins offered further information about the Academic Workload workshop – 14 in attendance. Is also in discussions with 3-4 members regarding “foot dragging” on promotions and associated pay increases. Collins invites EB members to attend the “special” strategy meeting on December 12. Brief discussion initiated by Fox around 2020 initiatives.

3. **VP Professionals:** Abraham: Abraham is dealing with a performance program issue with an employee and contributing to other professional and academic issues as part of the team. Please attend and pass the word about the Professionals workshop scheduled for the 19<sup>th</sup>.
4. **Secretary:** Jewell is absent due to illness
5. **Treasurer:** Olin: report is attached. Please note correction - \$3918.39 placed under “outreach” category should be in “membership/affiliate meetings”.
6. **Part-time Concerns:** Hanifan: Hanifan is engaged in preliminary meetings with GSEU noting that membership in UUP flows from one to the other. Hanifan is also meeting with members, mostly around renewals and non-renewals. Hanifan relates the overlap between the O’Leary workload memo, specifically the course load connection to part-timers, the \$2800 base pay compared to the amount “collected” on an actual buy-out, and the connection between the timing of the O’Leary memo and noticeable off-loading of courses to part timers. Discussion follows about the variation across units in typical course load arrangements. Hanifan argues for pro-rate salary for part-timers.

## **B. Standing Committees**

1. **Solidarity:** Wittner: Wittner encourages support for Verizon workers at a rally on December 1 from 5-7 at the Rt. 7 location. Wittner notes the backing of “Occupy” movements by the Albany County AFL-CIO and the Albany County legislature. Discussion follows about UUP “stand” on the Occupy movements – Merbler and Abraham believe this will come up at the next Delegate Assembly. Hanifan recommends that the Albany Chapter develop a statement, Collins moved and Landsman seconded. Message is approved: “The Albany Chapter requests that Philippe Abraham tell the Statewide Executive Board that the Albany Chapter wants a statement in support of the Occupy movements.” Passed Unanimously. Additional discussion about Chapter attendance on

December 14 in lieu of the regular meeting at the Occupy site, possible teach-ins, and collection of “goods and necessities” for the Occupy demonstrators. Trachtenberg is encouraged to take up a collection among the EB for Albany students that were arrested on the Brooklyn Bridge demonstration. \$95 is collected.

2. **Health & Safety:** Harton: Harton asks whether traffic in tunnels has come up as the committee plans to take it forward. Tunnels are for the carts, not people – Merbler notes that this has come up before. However, new approach might be to get cart drivers to slow down, drive safely, and to keep the (narrow) walkway area clear. Harton explains further that the concerns she has received are from the drivers. Merbler is fearful that the wrong approach will mean banning staff and students from tunnel entirely.
3. **University Social Committee:** Kudzin: Kudzin announces University holiday gala to be held on December 16 and requests good and welfare contribution toward gift cards for the raffle, as we have in the past. Abraham moved to contribute 2, \$25 gift cards from good and welfare, Romain seconded. Approved unanimously. In addition, Lafond will donate 2, \$25 coupons from the Co-Op.

C. **Ad hoc Committees** – no reports

III. **Old Business:** Abraham moved to table the discussion on guidelines for the Good & Welfare fund, Collins seconded. Vote passed unanimously

IV. **New Business** – none

Meeting is adjourned at 1:41pm

Respectfully Submitted,  
Alison Olin, Acting Secretary