

**Executive Committee Meeting Minutes  
UUP Albany Chapter  
June 13, 2016**

**Attendees:** B. Benjamin, E. Briere, J. Collins, J. Gendron, J. Harton, T. Hoey, C. Jewell, M. Knee, D. LaFond, A. Major, M. Manjak, R. McClamrock, D. Myers, G. Petry, B. Pyszczymuka, A. Richie, P. Romain, H. Scheck, M. Seidel, B. Shadrick, R. Tolley, B. Trachtenberg, C. Walcek, L. Wilder, L. Wittner, & K. Thompson-LaPerle.

**I. Approval of Minutes**

Minutes were moved by C Jewell, seconded by J Aini. All approved with 3 abstentions.

**II. Review of LM Notes**

The EC inquired whether U consultants were needed. Disability and student retention plans were both done with consultants. Senate CAFFECOR has discussed the concern that the U has faculty with this expertise who could be utilized and who would not cost the U \$400K (as it did for marketing a few years ago). CAFFECOR was asked for input on a project recently, but consultants were hired for the project before faculty even were given the opportunity to review the project. The EC asked about the contingent salary increase for this fall. The final figure has not yet been decided, but there will be an increase for those below the new amount (likely \$3600/course). Those above the new amount will not get a commensurate increase. The U received \$400K last year to increase these salaries. We will know more about next fall after the U hears about its compact budget plan and whether it will receive another \$400K for this. The University's report states a goal of \$5K/course over 2-3 years. It claims that this is a social justice as well as an academic issue. Hanifan will look into the pay scales for winter and summer sessions which are not negotiated through UUP. The EC congratulated Benjamin for educating President Jones on the role of the Humanities. Jones seemed surprised about the structural limits of the ways programs can ask for funds. The critical conversation in fall, UUP's push for hiring data and reiterating the significance of humanities on our campus may help amplify the significance of supporting the humanities. Class sizes have increased in online instruction—it was 20, then 25 and is now 30. Benjamin reiterated if members have concerns or issues they want taken up, to please share these with him.

**III. Update/Discussion of Membership Drive**

The updated spreadsheet will be sent to all. Of particular interest is Albany's 18 month data where oscillation of bargaining unit over time are apparent. Looking May to May our bargaining unit has grown, but remains roughly the same size. There is substantial movement in membership from 2015 to 2016. The number of fee payers has gone down, but part-time members are still an issue. We must all commit to the ongoing exercise try to talk to 3 members in the next 30 days & share what happened. Kelly has member cards and talking points. UUP is considering doing a pilot program with NYSUT using iPhones and member data. The EC prefers to talk to members on campus.

**IV. Officer Reports**

The president sent to his report by email. He has been working closely with Hedberg and Szelest to get hiring data from the past 5 years or back to 2007, to help get an idea of where hiring has taken place, and where faculty attrition has occurred. The U is still ironing out whether the data is correct. He hopes to get this in the coming weeks to work with the Academic Concerns Committee to analyze the data and bring findings to the EC in early fall. A dialogue around how the 2008-2011 contraction looks and the expansion 2012-2016 has looked and where resources have gone. These lines not only demonstrate where resources are going, but tell us about the nature of how the U growing/where it's going. He also worked with Fred Kowal to write a letter from UUP regarding Education from Inside Out. SUNY has now agreed to put together a committee to look at whether the admissions process should include information about felony convictions. James Searle, a grad student in English active in GSA and GSEU and who has done much union work on campus, won the UUP grad scholarship for next year.

VPP Hoey submitted his written report. He stated UUP emails are allowed for membership drives—he will send a link about this to all. The chapter is actively working on a CAP project. CAP is intended to activate chapters, provide leadership training, and grow a new generation of future leaders in its 3-year program. When the EC redid its bylaws it added term limits on all officer position to encourage greater participation. While UAlbany has one of the largest and most active executive boards, we are seeking more members to take advantage of the program. Funding is available for campus projects as part of this program.

Grievance Officer Petry has been busy with member concerns.

#### **V, Update on Food Pantry Proposal**

Last year a food pantry was proposed for campus to address a perceived need for food security in our student and contingent populations. The old UUP office in the subbasement was proposed for storage,. This was taken to Labor Management, discussed with the provost's office, and moved to J Van Voorst, VP for Finance and Administration, who liked the idea in principle but was reluctant to host it on campus, preferring to partner with existing food pantries. Meetings were held. The U wants to collaborate with St. Vincent De Paul's food pantry. The majority of students living off campus are within the region of this pantry, so would have access to it. There are a variety of food options, including fresh produce and meat, regular staff, a budget, an established relationship with the regional food pantry. The U wants to devote resources to be major donor to this pantry, potentially working with Sodexo, UAS and other groups for funding. Their pantry has an annual operating budget of about \$130K. If the U could donate \$10-20K per year this would be a significant addition. A suggestion of Stamp Out Hunger Night—closing one dorm cafeteria for one night—would save \$3K, which could be donated. Sodexo has done 5K races raising \$9K in past and these funds could be donated. Student Life, Financial Aid, and GSA could contribute. The U envisions telling students about the resource, using fliers, working with advisors, using student volunteer hours to support the pantry, etc. The benefits include a stable program, a budget and director, a ready food source and way to handle food--not starting from scratch. While this is not the project UUP proposed, it still has many merits, and it goes some way toward addressing the food insecurity needs of campus members. It does limit access to employees who don't live in the region, has limited hours, and is not conveniently on campus. Of the 54 food pantries in the capitol area this is closest to the uptown campus. The EC discussed publishing a newsletter article with a map of the area pantries, having a campus community garden to donate produce, doing a CAP project with this, asked whether the U would give UUP credit for proposing the project, noted CSEA could be a good partner, stated other schools a food coop on campus, suggested the fall BBQ raffle funds might go to this, inquired about Senate partnership. The concern of embarrassment and stigma was reiterated. GSA has discussed a food cart on campus. Jewell moved, Petry seconded that the EC authorize continued discussions and for the group to return in fall to the EC with a better idea of what we can do, all agreed unanimously.

#### **VI. Discussion about Comp Time**

Some units seem to be tightening what is considered comp time, precluding past uses which does not seem appropriate. The contract (A29) states when comp time is appropriate. This is only for professionals. If the work falls outside the normal work week (commencement, open houses on Saturday and Sunday, etc.), it applies, New supervisors don't seem to be trained or understand. Specific concerns should come to UUP for review.

#### **VII. Update on FLSA Overtime Eligibility Changes**

The new law (starting 12/1/16) increases the eligibility salary cap. Anyone under the cap will be overtime eligible. The U is looking at who will be affected and will review their work duties (some may be misclassified). Some may have their salary raised so they are exempt. Those eligible would be required to complete time sheets and need permission to work overtime. Staff should not feel this is negative—this should decrease the hours they work and/or get them additional pay for their overtime work. The labor movement's purpose in pursuing was to ensure people were being compensated for the time worked. This does not include academics; there is a teaching exception and it can extend to coaches if they are

considered educators. Randy Stark in HR said 275-300 people will be affected. He will try to get UUP a list so UUP can reach out to them. Concerns should go to Petry or Seidel.

**XI. Other**

- At its next meeting the EC needs to install a new VP for Academics and kick-off the coming year's initiatives. All EC members should plan to attend.
- The fall UUP welcome back BBQ will be 9/13. Hoey moved and Romain seconded approval to fund the BBQ at the usual cost with Giffy. All approved.
- Jefferson Garcia, the new GSA president, was introduced. He is already working on the food pantry project.

Meeting adjourned at 1:55pm. Minutes submitted by J Harton.