



**United University Professions
Albany Chapter**

Albany Chapter Executive Committee Minutes, March 21, 2023

Attendance: Jennifer Carron, Roxana Moslehi, Loretta Pyles, Sandra Vergari, Daniel Robbins, Zina Lawrence, Kate Coddington, Michael Dzikowski, Deborah LaFond, Alexander Dawson, Patrick Romain, Andrew Lyons, Janna Harton, Penny Strobeck, Casey Kohler, Greta Petry, Laura Wilder, Monica Bartoszek, Joe Creamer, David Banks, Marco Varisco, Aaron Major, Bret Benjamin, Kelly Thompson-LaPerle, Elizabeth Strum

February 2023 Minutes were passed with clarification on the David Carpenter case.

President's Report

1. The College of Nanoscale Science and Engineering will be transferring back to UAlbany. We need to be on top of the transition on a person-by-person basis, especially the professionals, to ensure no employee loses their promotional status.
2. Holiday and work hours for professionals were discussed at the March Labor/Management meeting. A reason noted in their contract needs to be given to schedule employees on holidays. For holidays, a professional either gets comp time or pay. It would be ideal if everyone who worked simply got paid. Compensation needs to be clarified, along with institutional holiday needs. The advice for comp time is to use it quickly so that it doesn't go dormant or get lost. Supervisors can't block out dates to prevent vacations. Contract negotiations will address some of the problems and ask for clarity. As union members, we should be encouraging more hires, not overworking ourselves.

Reports from Officers/Committees

V.P. for Professionals – There was an excellent turnout for March 5 workshop with Michelle Couture. The next workshop is March 30 on A28 (criteria for promotion). Two more in April; one on Drescher Awards, and another on performance (done in conjunction with the administration).

Officer of Contingents – Contingent breakfasts have been poorly attended so the remainder have been canceled. One benefit from the most recent was the attendance of two journalism students interested in contingent issues. We may do a happy hour but will need an additional \$200.

New Business

Election ballots have gone out. UUP *Forum* has gone out via email, but printing costs and timeline will prevent a print version. Multiple write-ins are allowed on the ballot when voting. Contact Statewide for accessibility needs in completing the ballot, and for replacement ballots. Anyone who wants to run for the E.C. but did not get a chance to nominate themselves should speak up now.

Contract negotiations – the issues have now been laid out. These issues are sticking points: telecommuting, part-time minimums, salary increases for longevity, hospital understaffing, comp time vs comp pay, and job security for contingents. Hoping negotiations can be concluded by late May/early June.

Regarding the contract, substantial action is needed with a late April rally. A week or two in advance, we'll need to do informational picketing in parking lots to bring people out. There's also interest in doing a rally downtown during the Delegate Assembly. April 26 was considered for a campus rally day.

Money is available for a department representative meeting on April 6.

The Chief HR Officer is interested in establishing DSI procedure and wanted our recommendations. While we'd ideally like to get rid of DSI, some ideas were to lower the ceiling of the amount distributed or create some amount of money for contingents, distributing the money on a per capita basis (rather than according to salary), and making the system more transparent.

There's interest in doing CPR training. We can reach out to 5-Squad to help sponsor this.

Respectfully submitted,
Elizabeth Strum