

LCSB 51  
1400 Washington Avenue  
Albany, New York 12222



(518) 442-4951 • fax: (518) 442-3957  
uupalb@albany.edu • www.uupinfo.org

**United University Professions  
Albany Chapter**

## **Executive Committee Minutes**

**December 6, 2023**

## **Present**

Present: Janna Harton, Andrew Lyons, Elizabeth Strum, Zina Lawrence, Zakhar Berkovich, Bret Benjamin, Paul Stasi, Kate Coddington, Monica Bartoszek, Joe Creamer, Deana Myers, Michael Dzikowski, David Banks, Greta Petry, Aaron Majors, Laura Wilder, Mercedes Fabian, J Li, Patrick Dodson, Marco Varisco, Sydney Fought, Michelle Couture, NYSUT LRS, Kelly Thompson-LaPerle, UUP Albany Chapter Assistant. Online: Maritza Martinez, Lydia Brassard, Meredith Weiss, Rod Grau, Sandra Vergari, Zina Lawrence, Ron McClamrock

## **Agenda Item Discussion**

### **1. Approval of minutes from the previous meeting**

A member noted that the office at UUP statewide that sponsored the discussion is named Environmental Issues and Advocacy. Minutes were updated to reflect this difference.

**VOTE:** Unanimous approval

### **2. President's Report**

We need to start documenting "x" department is down "n" people and this is how it is a detriment to the student experience.

The LACS/Africana Studies merger is going through, the web page is already updated. Review of potential actions related to mergers.

Discussion on best efforts to continue membership recruitment efforts (Blitz).

### **3. Officer's Reports**

## **MDO**

Discussion Blitz

Discussion of responsibilities for job descriptions and job duties which are enlarging due to the well-meaning actions of now-former members, making it difficult to hire new individuals and compensate fairly.

New Office Space

Review of department rep structure and how we can go from here.

## AVPP

ETEC - one of the challenges over there is that there is a lot of turnover.

Need a workshop on dealing with compensatory time.

If you are working outside of your regular business hours, it is for business hours. It is not counted in Time and Attendance within the state portal. It is off the books between the supervisor and the employee. You are reporting that you are "in" when you aren't "in." Should be keeping track of this. May be time to re-issue the letter that UUP and HR had about comp time.

There is no official requirement that you have to take comp time within 2 weeks; however, this seems to be the case that some offices are going to take it. It is mutually agreed upon.

- Should be discussed during LM meeting.
- Rampant on campus
- Supervisors may not know of Campus Rules for Comp time, so it is being handled differently by different departments
- Michelle can write something about this in the newsletter
- Lack of an official comp time portal is a difficulty
- Some people have difficulties taking their comp time

Wellness event - UUP members

- Tracking system for sleep and rest
- Yoga Benefit

Performance Plans are due soon in December/January

- propose an event for early in the Spring 2024 term

Drescher Leave

- Our provost put out a letter that a person's leave does not need funding as they are being absorbed by others in the department
- 10% campus, 90% union of the salary requirements for the person who is replacing the one on leave
- No other campus work should be done during this leave, including departmental representation

#### 4. New Business

##### a. Blitz!

Our membership blitz is a success. We signed up over 30 members and had over 70 non-member conversations. Other blitzes are being reviewed at other campuses with ours being a great template for success.

**New Members: 33** – \*29/33 accounted for in database; will need looking into

14 Academics; 15 Professionals

17 Full-time; 11 Part-Time; 1 Retiree

Appointment Type: TERM (16); TEMP (10); CNTG (1); 2 Blank

By Campus: 23 (Uptown); 5 (Downtown); 1 (HSC)

b. LM discussion

**Global Tech**

Oswego had started this Global Tech initiative prior to 2020, but only for International studies.

c. Senate Resolution on Academic Freedom

d. CAS "External Review"

5. Open Discussion

Submitted by Michael Dzikowski