

UUP Albany Chapter Executive Committee Meeting Minutes
April 17, 2009

Attendees: C. Jewell, I. Steen, S. Knapp, L. Wittner, L. Bickmore, J. Collins, M. Knee, P. Abraham, C. Merbler, P. Romain, G. Petry, T. Hoey, J. Gendron, S. Mitchell, E. Gaffney, M. Seidel, M. Grosshandler, K. Thompson-LaPerle, Guests-Jamie Dangler, Darryl McGrath & Shirley Compagna

The meeting commenced at 12:22 pm.

- I. Waive approval of the minutes from 6/12/07, 11/7/07, 1/21/09, and 3/23/09 meetings: Collins moved, Bickmore seconded, the vote carried. Approve minutes of the 2/11/09 minutes: Gaffney moved, Bickmore seconded. Abraham was absent with an excuse. The vote carried. Approve minutes of the 3/4/09 minutes: Abraham moved, Bickmore seconded, and the voted carried.

II. Reports
A. **Officers**

President Merbler: There are 2 guests today. Intros around the room: Jamie Dangler (Gender Equity report), Daryl McGrath (NYSUT, formerly UUP Communications). Daryl spoke to us about the Times Union (TU) and labor problems there. She was a former employee at the TU. She asked us to support the TU Albany Newspaper Guild versus the Hearst Corp. The contract was cancelled 4/1/09. It is a “very nasty public dispute.” Hearst, owner of the TU, is also President of the UA Foundation. Labor has made many concessions, including a punitive health insurance program with very high (\$3,000) deductions. She distributed pledge cards to us and answered questions. Applause. Hoey and Wittner will work with McGrath to write a resolution for next week’s DA. She said any monetary support is appreciated. She thanked us again. More applause. Merbler will reach out to members via email, listserv, website and possibly the newsletter.

We had just over 120 people at the General Membership meeting! I was displeased re: the room set-up and no microphones in the room.

1. Executive Committee members said they did not get the email from Phil. Merbler gave a brief description of the program (which is now part of our contract; CSEA and PEF have had it for years.).
2. See under New Business.
3. Please RSVP (about the Pre-DA luncheon) to Kelly ASAP! You will need to print your own documents from the UUP website and bring to the meeting.
4. I do not have the election results yet. Merbler stressed the importance of everyone being ON TIME for elections Saturday

a.m.! Pay attention to color-coding in seating areas at the DA. There will be 4 ballot boxes. Color-coding to make the process go more quickly. Merbler will secure seating for all.

5. Merbler thanked all who had already brought their donations, and lots appeared today as well for our theme basket which will be raffled off at the DA: Thank you to all! Next Tuesday at the Pre DA luncheon is the last day to contribute.
6. Merbler officially welcomed Jamie Dangler from Cortland who is here today to share results from the Gender Equity Study, of which the Albany Chapter was a part.
7. Merbler provided more explanation about the Calendar Year Leave Program. Merbler and Beditz co-wrote the memo. It was sent to the wrong group of people, then it had to go out again, with an extension. It finally went out, to the correct people, this morning. On Monday's Labor/Management agenda, is AGAIN the request for the IDA letters. The IDA committee finished its work in January 2009. We still have no letters.

Add-ons

1. We have 16 or 17 Professionals running for delegate and 11 or 12 Academics. Merbler talked about adding seating to Café 222 so we can continue to use this room. It is the best space for the cost. Sit close together for solidarity?
2. Questions regarding academic calendar in the future (2 years from now) may lead to an inquiry regarding the need to work on Labor Day. We will protest this.
3. Update from LaComb re: picnic. UUP can no longer participate financially. Committee decided to go with a single price for all. \$29 per person, at Krause's, 6/12, 12-6. Flyer to go out soon.
4. Gaffney will not be our UUP rep to EAP after this year; applause for 5 great years. Hoecker also leaving. Merbler has names of people to possibly replace them.

Questions for Merbler

1. Gaffney asked about a strange hiring practice. Merbler said it's on the Labor/Management agenda again for Monday.
2. Hoey mentioned the issue of whether people attend meetings and if that list of names gets published. Abraham: Minutes are an official record. A list of delegates would be a shaming method and I oppose it. Merbler: Chart of attendance is possible. Petry: People are strapped for time; we should build goodwill. Collins made some comments, agrees with Abraham. Romain also concurs; people are volunteering, treat them like pros! Abraham: Talk to no-shows. Seidel: We are required, by the by-laws, to list attendees at the meetings.

Jamie Dangler: The salary inequity study of 7 campuses, including UA, is done. Now we are talking to campuses who were involved in the study. We have also done analysis for each individual campus. We need Chapters to look at them. Dangler gave fuller explanation of the study results. It is not a perfect analysis, but we did the best we could, considering all the variables. Harder to analyze professionals than academics. Merbler: How do you want to proceed? Executive Committee members made suggestions to Dangler for improvement and/or corrections. Dangler said academic analysis was looked at separately from professional analysis. More discussion ensued. Merbler: Thank you to Dangler. Applause. The Albany Chapter Executive Committee will continue to study the data, available from Merbler (and then shred afterwards).

Gaffney moved, Romain seconded, to move into Executive Session at 1:41 pm, to discuss New Business. Hoey moved, Gaffney seconded to come out of Executive Session at 1:48pm. Kelly will work 20 hours per week for summer, minimum 4 days per week.

Romain moved, Gaffney seconded to fund #2, "Approve Funding for the Single Payer Healthcare Workshop, Friday, May 1, 2009 (which was under New Business).

There being no time for other Officer's reports or Old Business, the meeting adjourned at 1:54 pm.

Respectfully submitted,
Carol H. Jewell,
Secretary