



A&P Assembly Meeting

**Location: Tiger Walk Club, South End Jordan Hare Stadium
(Please enter through the Harbert Family Center Lobby,
corner S. Donahue and Heisman Drive)**

Wednesday, April 10th, 2019 at 3:00 pm

Order of Business

Call to Order

- **Roll Call**

Present: Robert Kulick, Mark Bransby, Lawrence Hamberlin, BreAunna Mckenzie, Paige Patterson, Mike Stover, Claire Wilson, Brooke Patton, Anna Thompson, David Bess, Joy Vrbka, Torey Palmer, Joshua Henderson, Shelly Nemeroff, Branden Farmer, Clint Lovelace, Stephen Gulley, Shirley Carter, Angela Chandler, Jeanie Harry, Robert Holm, Tyler Adams, Katie Lee

Absent: Tim Blackmon

- **Approve Minutes**

- A motion to approve the minutes was made by Mark Bransby and seconded by Claire Wilson

- **Speaker – Mrs. Laura Hill – Alabama 200**

- Alabama is celebrating its 200th anniversary of becoming a state
- Several events have already occurred throughout the state
- An official stamp has been created in celebration of the 200th anniversary
- On December 14, 2019 there will be a grand celebration in Montgomery, AL
- The goal of the Alabama bicentennial commission was to make this also a local celebration
- There is a Lee County Bicentennial Committee created to highlight the local history for the county in conjunction with the state celebration

- Several other events that will be coming soon will include
 - On December 6, 2019 they will cast a children's bell in honor of the children of Alabama
 - Restoration of constitution park in Huntsville, AL
 - Huntsville, AL will do a reenactment event in June
- The Alabama Past Port is available in celebration of the bicentennial
 - This is a guide to historic destinations in each of Alabama's 67 counties
 - It is available in paper or electronic form
 - You can collect electronic stamps or physical stamps in each county
- Alabama legacy moments are being shown on television
- **Old Business**
 - **Employee tuition benefit**
 - The university has agreed to 15 hours a year to be taken in any semester
 - The goal is to get it approved by Fall 2019
 - **Hardship Fund**
 - The decision was made to delay the push for donations due to the recent tornado in Lee County
 - A soft launch will occur within the next two or three weeks
 - If every employee gave a dollar from monthly payroll deduction we could have 5,000 each month coming into the fund
 - We must reach 50,000 to establish the fund
 - Vanderbilt University has an employee hardship fund that is connected to the Kroger community rewards program so that could be an idea to pursue in the future for Auburn's hardship fund
 - We are discussing possibly creating a pin that would be given to those that donate
- **New Business**
 - **Changes to FLSA**
 - FLSA is returning but it will impact less A&P employees than it did a few years ago
 - **Elections**
 - A&P elections for the executive committee
 - Chair-elect: Paige Patterson
 - Secretary: BreAunna Mckenzie
 - At Large Positions: Katie Lee, Clint Lovelace, & Joshua Henderson

- Place representative elections will be going out soon
 - Next year we must find a new way to complete elections
- Parking Update – Town Hall Summary
 - Parking fees will be increased to \$160 and will be charged monthly
 - The demand allocation system is still be worked on
 - Parking enforcement will change to 6:00 pm
 - There has been some discussion on bus routes accommodating more employee friendly routes
- **Executive Committee Report**
 - Professional Development
 - Tuition assistance policy changes has been approved
 - They are working on recognizing employee graduates by Human Resources through the annual employee recognition event and getting letters from Dr. Leath to recognize the employee graduates
 - They will host another brown bag lunch regarding tuition benefits
 - Welfare
 - They are looking at the paternity and maternity leave policy
 - Leave accrual is being reviewed regarding the difference in the amount earned for exempt verses non-exempt employees
 - Insurance benefits are also being reviewed
 - Grievance
 - They are looking at some committee operating procedures
- **Comments from Chair**
 - Performance evaluations have been changed to a 5 point scale with a 3 indicating you are doing a great job
 - Supervisors will be trained to make a fair and equitable judgement on employee evaluations
 - 8 hours of community service have been given to university employees
 - We could do something as a A&P group in the future or a few selected projects that can be done on a flexible time schedule
 - We would like something from Dr. Leath to encourage supervisors to allow employees to utilize the tuition benefit
- **Open Forum**
 - David Bess: Requested that a speaker regarding construction updates be added to the agenda for the next A&P assembly meeting
 - Holly Leverette is on the insurance sub-committee

- She stated that Human Resources has been given a directive that certain things can't be reviewed or changed for the foreseeable future
- They are only looking at things that can be cut right now
- Spouses are costing the most right now for the university insurance plans so the family rate may increase

- **Adjourn: 4:07 pm**

DRAFT