**College of Agriculture and Life Sciences Faculty Association**

**Meeting Minutes**

**6/21/2016**

**8:30 in 104F Hutcheson**

Call in information: 1-866-842-5779 Code: 5402314152

Present: Samuel Doak, Jon Vest, Jennifer Jones, Dean Alan Grant

Guest: Mary Christian

Absent: Catherine Larochelle, Rob Grange

1. **Call to Order by Jon Vest**
2. **Approval of minutes from last meeting-minutes need to be emailed out for approval**
3. **Fair Labor Standard Update (Mary Christian)**

* According to the department of Labor some professions are considered exempt from overtime (doctors, lawyers, and educators)
* Since 2003 the low threshold exemption from overtime has been more than $23600 per year or $407 per week
* There is also a “Duties test” that will allow some administrative and managerial positions to also be exempt from overtime if they also meet the salary threshold (extension work is exempt too, but they currently already meet the salary threshold)
* End of May/June there was legislation presented to raise the threshold to $47476 or $913 per week which would be effective 12/1/16
* Some extension agents do not meet that new threshold
* Must meet the salary requirement and the “duties test”; if not the position will become eligible for overtime. The university is not preparing for faculty positions to be eligible for overtime. One option is for the position to a staff hourly position and the person would be eligible for overtime.
* Postdocs are a significant problem because many do not meet the salary threshold and there is not the flexibility to raise their salary because of the type of funding they are paid from
* Sam asked-Is there any grandfathering option for grants already set up and being paid?-the DOL will not allow VT to grandfather; the faculty and colleges would like for VT to find transitional money to close the gaps for any positions that have issues
* Department of Labor has not said yes or no as to whether the extension agents are considered as educators officially which would mean they would meet the exemption from the salary threshold.

1. **Information from Dean Grant**

* There is a proposed merit based salary increase for state employees including university employees. The average will be 3% based on state revenue
* If the state doesn’t fund the entire 3%, VT is looking to close the gap that the state cannot fund
* Destination Areas is starting; there will be a spot on the website where faculty can go and see the locations and get more information
* This will happen from summer through fall and searches will begin after that

1. **Treasurer Report**

* $104.49 left in our checking account and $367.30 in our savings account
* Sam and Jennifer will go after the meeting to get Jennifer as a signer on the account
* Jennifer will email Steve Kleiber to ask for an update on the CALSFA account and how and when we should expect to receive our funds from each of the CALS departments

1. **Old Business**

* CALS Governance Council needs an extension faculty position still-Jon will
* Extension listserv needed

1. **New Business**

* Meeting times were previously the third Tuesday of the month-do we want to keep them or change them to third Wednesdays in the morning or afternoon (1 pm)? Jon will send out an email to all parties who were not in attendance at the meeting to determine schedules and send out an email for when the next meeting should be
* An August meeting is necessary to plan for Octoberfest
* Socials/Events
  + Social at the HABB
    - what were the results from the last social? Four bottles of wine were bought, but we only needed one bottle. We had some extra food, too. Beer was the most needed; there were about 40-50 people in attendance throughout the social
  + There are no dates for new faculty orientation yet; Andrew and Renee had previously done it; Dr. Sumner will hopefully have dates soon
  + Oktoberfest
    - The Sauerkraut Band was here before; booking the band is high priority now and will help secure the date in October (October 8th perhaps)
    - There are no home football games that conflict with any Saturday in October
    - We had a band, tent, several real kegs; last year we ordered beers that were higher alcohol content
    - Extension has two tents to use; we should check with Holly Scoggins about whether we can use them and if there is liability if we use our own tents
  + Do we want to start a new series on teaching (little mini seminars)? We can do them as the new faculty orientation or just as they “pop up” like the New Zealand opportunity from last year

1. **Meeting Adjourned-Motion by Jon; Second by Jennifer**

Next meeting: To be determined by schedules and results of Jon’s email