

**STUDENT ASSEMBLY MEETING**

**9/6/21**

**1. Call to Order**

**Present:**

Emily Boviero  
Isa Cardoso  
Nickie Conlogue  
Eric Cortes-Kopp  
Cicille Dan-Morton  
Ashley Garcia  
Melanie Geller  
Nevaeh Gutierrez  
Michelle Estrella  
Joseph Han

Jackson Harris  
Abigail Hagan  
Christian Hernandez  
Jungwon Kim  
Lena Klink  
Cole Kuczek  
Maxwell Lee  
Dewayne Martin  
Ryley McGovern  
Maya Mathews

Wriley Nelson  
Raymond Ni  
Subin Myong  
Fatima Oliva  
Natalia Reboredo  
Saphire Ruiz  
Ele Sorensen  
Eric Santomauro-Stenzel  
Felix Tager

**2. Land Acknowledgement**

**Saphire Ruiz** read a [land acknowledgement](#) created by the Shenandoah-Kirkland Initiative (SKI).

**3. Rosh Hashanah Commemoration**

**Saphire Ruiz** read the following statement:

“We want to celebrate Rosh Hashanah, the Jewish New Year 5782. Rosh Hashanah began at sundown today, and is the start of a 10-day period of prayer that ends with Yom Kippur. We wish all of our Jewish community members a happy Rosh Hashanah.”

**4. Labor Day Commemoration**

**Saphire Ruiz** read the following statement:

“We would also like to celebrate another holiday. In the backdrop of the student admissions workers’ union, which would be the first student union ever at Hamilton and possibly the country’s first undergraduate student admissions workers’ union, we want to celebrate and commemorate today’s holiday: Labor Day. In 1894, “Labor Day” became a national holiday after workers fought for official recognition of the many ways that workers and workers’ unions have significantly and positively benefited the betterment of society. Let us remember the ways that workers and unions have historically and continue to fight for our rights, and let us celebrate and honor their sacrifices not just on Labor Day, but every day. Celebrating Labor Day and workers



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is not a momentary act but an ongoing commitment to the betterment of conditions of workers everywhere.”

**5. General Public Comment Period**

**Dylan Badillo '23 (he/him)** mentioned that he originally became a tour guide back in the spring of his freshmen year, excited for his position and to give back to the admissions officers that admitted him as a student. He mentioned that he gave several tours a week and won the award for covering the most shifts and for being the most willing to help other tour guides, being the example of what a tour guide should be. He expressed the absence of a response when he suggested helping the tour guides' orientation group. He stated that in the summer, he was asked multiple times to take time outside of his summer research to cover more shifts. During the summer, he further asked about the Great Name Speakers list in the admissions office which included the presence of the past speaker Bill Cosby which he has asked for the removal of. He explained that he was told that most speakers have had a problematic past and should ignore the negative actions that Bill Cosby has committed. He mentioned that two new tour guides have been hired who were not even in the state of NY this semester. He expressed his full support for the admissions union as he felt that most tour guides have been treated as a disposable pawn who have been used with no regard to how they are feeling. He emphasized that he is willing to further discuss his experiences as a tour guide.

**Lóri Fejes '22 (he/him)** wrote:

“I am writing to voice my support of the unionizing efforts of Admissions workers, as well as the resolution on today's agenda. Tonight is an opportunity for every student representing us in the Central Council to stand with their underpaid and underappreciated peers. Thank you to all our organizers and supporters. You are making Hamilton a better place!”

**Jenn Fleming '22 (she/her)** wrote:

“Is there data on the general campus sentiment towards the tour guides efforts to unionize? I fear that the vote on Resolution 21-3 will not be representative of the campus view or even the view of all of the tour guides”

**Abbie Wolff '22 (she/her)** wrote:

“I am growing increasingly frustrated with the parking situation on campus. As a senior living in Milbank and taking classes on Darkside, I have been unable to find a spot in root lot in over a week. This means if I need to run downtown, either to the pharmacy, grocery store, or otherwise, I must budget in an extra 40 minutes for the walk to and from overflow parking. I simply do not have time for this!



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I understand that faculty and staff are entitled to convenient parking, but there must be some degree of compromise for student parking. Hamilton's over-enrollment problem means Glen View housing in root lot, which takes away 60 student parking spaces. New parking spaces were introduced in front of Babbitt, but are not for student use.

We have been instructed to never park in event or admissions parking, regardless of the hour. Meanwhile, the plethora of faculty and visitor lots are almost never full. The sum of this makes me feel the college is more concerned with its outward appearance and convenient parking for visitors than the lived experience of their students.

To accommodate for both the over-enrollment and the removal of spaces, I suggest that Hamilton dedicate at least one more lot on Darkside for student use. Further, in recognition of the college's current parking conundrum, Campus Safety should either decrease the cost or frequency of their incessant ticketing. Another option may be prioritizing high-value parking for upperclassmen students. While I understand I'm not entitled to a space right outside my dorm room, sending students to overflow parking while excess parking exists for other purposes is simply unfair. Hamilton's top priority should be to address the current overcrowding issue, as the campus community grows more and more bitter."

**Izzy Rutkey '22 (she/her)** wrote:

"I'm writing in support of Resolution 21-3 on Student Admissions Workers. By filing a petition to unionize, Admissions Workers are standing up for their best interests and wellbeing as student employees. We want and deserve to be paid for all hours worked and at a fair rate, to be confident that our work environment will be safe, and to have a voice in matters that affect us. By engaging in numerous unfair (and illegal) labor practices, the Admissions Office has demonstrated yet again that it does not have our best interests in mind. It is clear from their communication with us and their attempts to misrepresent the situation and provide incorrect information that the Admissions Office does not want Student Admissions Workers to unionize. They are actively discouraging students from supporting the union simply because being a part of a union would give student workers more of a voice, and the Admissions Office does not want us to have this voice. I believe that it is the duty of the Student Assembly to advocate for all students, and this includes the Tour Guides and Senior Admissions Fellows who are hoping to unionize. I urge you to consider your duties as representatives of the student body and support this resolution whose main aim is to stand behind your constituents and reaffirm their contention that they deserve a fair and safe workplace."

**Libby Militello '22 (she/her)** wrote:

"I'm writing in support of the resolution to back student admissions workers and their ongoing unionization campaign. Since my first year at Hamilton, I have heard my friends and classmates discuss their experiences as admissions workers, stories which have reflected more frustration as the years have passed. This summer, a large group of student admissions workers felt compelled



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to seek a voice in their workplace through the collective bargaining process, hoping to address such issues as health and safety concerns, a lack of objectivity and transparency in decision making, and fair wages, among others.

I stand with the student workers who are fighting for their voice in the admissions office. Though many significant issues within the admissions office have been raised and need to be addressed, this movement is also generally about showing respect for student workers in all departments and positions, who until recently have not legally had the right to participate in the collective bargaining process. I hope the membership of Student Assembly will support their fellow Hamilton students in their pursuit of basic respect and a more open and healthy workplace.”

**Lilia Harlan ‘22 (she/her)** wrote:

“I support Resolution 21-3. Student admissions workers deserve fair pay and better working conditions!”

**Andrew Little ‘22 (he/him)** wrote:

“Parking tickets and student parking as a whole should be re-evaluated. Student parking spaces have been cut down due to Glen view, and there are legitimately not enough spots to accommodate students, particularly dark side, anymore. The faculty lot by KTSA is on the daily barely half full, and considering yet another faculty lot was added to List, and behind root dorm, some of that should be changed or reallocated. We already have to pay for a parking pass, but to then pay for more than half of the pass for tickets by babbit, KTSA, or Glenview is unfathomable. I understand campus safety needs something to do to prevent their boredom, but maybe find a more productive use of their time and stop robbing us with parking tickets. Too much is already given”

**Mckela Kanu ‘22 (she/her)** wrote:

“I just wanted to say I support the resolution in support of unionization efforts. I think it's important for students to permanently be able to negotiate with their employer and not to be beholden to their interest. :))) :D”

**Anonymous Public Comments:**

“I’m largely ambivalent about the union. I haven’t really been pressured too much by either administration or the student organizers because I haven’t been vocal about my opinions. Mostly I just don’t understand the need to unionize. I wouldn’t be opposed to more pay, but I understand why we make what we make and I don’t think it’s unfair. I don’t know much about the allegations of mistreatment, they haven’t been widely publicized, and my own personal treatment has been fine.”



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“During my time working as a Summer tour guide at Hamilton I received formal pay through web advisor which was communicated with me clearly during my hiring process. I was not aware of any of any of my coworkers being paid in gift cards, and I felt like a respected member of the admissions team”

“I will be the first to admit that Admissions is far from being the perfect employer. Some of the grievances of its student employees are extremely valid such as the poor treatment of summer tour guides. Over the past month this initial grievance has been morphed into a general issue of treatment and wages of all tour guides. However, I do not believe that a union is the solution nor do I support forming a union with the Admissions employees for two main reasons. First, I believe that many tour guides were pressured into signing the initial card calling for a vote on the formation of a union. Most people I have talked to did not know the logistics of a union and were simply told some tour guides were mistreated and the union would ensure higher wages. They were not informed of the dues associated with joining a union nor were they informed of the excruciatingly long process of forming a union contract with the school. My second reason for not supporting a union is that Admissions employees are not, and should not be, above other student employees. We are paid the same wage as other students on campus, the minimum wage in our county.”

**Madison Lazenby '23 (she/her)** wrote:

“Dear Student Assembly,

First of all, happy Labor Day, y'all!

I am writing to you today as a friend of several campus tour guides and a student employed by Hamilton in both paid and unpaid positions. Whenever this is read, I will most likely be doing work to prepare for my job as a First Year Course Mentor in Women's & Gender Studies 101 tomorrow.

I'll get to the point: student workers are the reason that Hamilton functions, with student admissions workers being the reason that we are all on campus today. Your first impression of the Hill came from a tour guide. Your first “test” during the Hamilton admissions process was likely an interview conducted by a Senior Admissions Fellow. These students—these workers—were an integral part of our journeys for each of us to get to this campus, and for a select few of us to get to represent all students in the Assembly. We need to support them in their effort to form a union to better their workplace.

As much as I am frustrated by Hamilton as an institution, I am still grateful for each and every one of the student admissions workers who helped me get to campus, and I was lucky enough to get to thank one of them directly before he graduated last year.



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Supporting the student admissions workers union, however, will be much more than a simple “thank you” but rather an acknowledgement of all the work that they do, an understanding of how they ought to be treated and compensated, and an expression of trust to let them determine these things for themselves. When you vote yes on this resolution of support and solidarity, you will empower student workers in admissions and every other department on campus to think critically and honestly about what they deserve as an employee of this college.

A union means protection, and every worker deserves one. It is my genuine hope that every Hamilton student can find a job with a union that will fight for them after they graduate. It would be all the better if every Hamilton student worker had one before then.

Please help our tour guides and Senior Admissions Fellows make history with this union.

Sincerely,  
Madison Lazenby”

**Jeanne Willcoxon, Assistant Professor of Theatre (she/her)** wrote:

“Sending you all my support in your efforts to unionize student workers in the Office of Admissions!”

**Priya Chandrasekaran, VAP (she/they)** wrote:

“I join other faculty in supporting student workers unionizing efforts, which is a right articulated in the NLRA. It's amazing that Hamilton students are on the vanguard of improving the working conditioning of admission workers in the country. This displays the critical thinking and free speech the college seeks to foster. It shows care for making our institution an inclusive, safe and just place. Ultimately, the success of these efforts will strengthen the education and experience Hamilton offers, serving to inspire young adults both here and at other institutions.”

**Alex Manning, Assistant Professor of Sociology (he/him)** wrote:

“I support the efforts to unionize admissions workers.”

**Nigel Westmaas, Associate Professor (he/him)** wrote:

“I fully support the student unionization effort at the College. For emphasis and to reiterate my support, I submit an extract of a letter I sent to the Spectator in 2016 on the very subject of unionization:

"So, where is our concern for the people who make the campus alive before and after we wake up? For workers who clean our offices, trim the lawns, plough the snow, make our buildings work and feed us? What is the state of employees' health insurance? Relationships with bosses in



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senior administration and academic staff and faculty chairs? Are there glaring imbalances in salaries and promotions? How are those centrally involved in assisting departmental offices, namely Academic Office Assistants (AOAs)...

What about the hard-working citizens and immigrants who serve us, students and faculty, in the Diner, Commons and KJ? What about the workers in uniform at Campus Safety? Is their job satisfaction high? How are all these working class employees and their families faring behind their exterior smiles and efforts to placate and spruce up the campus environment every single day and night? How do they feed their children and their families?"

**Peter F. Cannavo, Professor and Chair of Government Department (he/him)** wrote:

"I wholeheartedly support the effort of student Admissions workers to organize and form a union. Unions are the best protection for workers' rights and fair, equitable, and just working conditions. Indeed, in the wake of the COVID crisis, unions are gaining new strength. I am also troubled by the allegations that the Admissions Office committed wage theft and decided to resume in-person tours this past spring without consulting tour guides, before COVID vaccines were widely available. Though I cannot definitively comment on the validity of these allegations, I take the students' concerns very seriously. These allegations suggest a workplace in which student employees are treated inequitably - and perhaps in violation of the law - and in which employees' voices are not being heard, including on serious matters of public health. A union is the only way to really ensure that workplace conditions improve. I also hope that other Hamilton employees, both staff and students, look to this effort as a model for further labor organization and solidarity on campus."

**Courtney Gibbons, Associate Professor of Mathematics (she/her)** wrote:

"I write in support of the efforts to unionize student workers in admissions. We ask our Hamilton students to think critically and engage with tough questions, and I'm proud that our students take up that challenge outside of their classrooms."

**Susan Jarosi, Associate Professor of Art History & Hamilton's AAUP Chapter President (she/her)** wrote:

"As President of Hamilton's AAUP chapter, I write to express my unequivocal support for our Admission Office tour guides and senior fellows in their efforts to unionize. Our guides and fellows form part of a broader coalition of student workers in higher education nationwide demonstrating a renewed commitment to the intersection of social movements, activism, and academic employee unionism. By advocating for a greater collective voice, representation, and meaningful input in decision making, they are directly applying lessons on the nature of social, structural, and institutional hierarchies from their classroom learning."

**Pavitra Sundar, Associate Professor of Literature (she/her)** wrote:



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“I was really happy to hear about Admissions workers unionization drive and I want to express my strong support for them and all other student workers on campus. I was a member of a union myself as a graduate student instructor, and that experience taught me more about my work in the classroom and the power of collectivities than just about anything else in graduate school. Above all, it taught me to value my work as \*labor\* and to see through the University's rhetoric about TAships being prizes doled out of the goodness of its heart. I am thrilled to see that Hamilton students join hands to advocate for themselves and to improve their working conditions.”

**Kate Brown, Associate Professor of Physics (she/her)** wrote:

“I was excited to read about the students’ unionization! I support your efforts & great work !



**6. New Business**

- **Approval of Minutes**

*The motion to approve the 8/30 minutes passes unanimously.*

- **Class of 2022 Confirmations**
  - Joseph Han (he/him), Class Representative

**Joseph Han** mentioned that the freshmen made him excited to join the assembly as the community is important to him. He emphasized the energy he saw in many of the members of the class of 2025 in campaigning and running for student assembly which he did not see in his class year. He noted that this energy is what he wanted to give to the assembly.

- Melanie Geller (she/her), Class Representative

**Melanie Geller** mentioned that she has interacted with many assembly members already and expressed her respect for the members and the work that they do. She noted that in the assembly, she would be sure to be honest on what she believes does not fit and be sure to give it her all.

- **Class of 2023 Confirmations**
  - Jungwon Kim, Class Representative

**Jungwon Kim** expressed his fit for his position as class representative.

*The motion to approve the three nominees as class representatives passes unanimously.*





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- **Dining: Lucy Burke**, *Director of Procurement & Administrative Services &*
- **Reuben Haag**, *General Manager (Bon Appetit)*
  - Presentation

**Lucy Burke** noted that her role was as liaison with Bon Appetit. She mentioned that most of her time in Hamilton has been spent during the COVID-19 pandemic and expressed her desire to hear the ideas of the assembly members (rather than putting together a formal presentation). She emphasized the challenge associated with serving students during the pandemic last year. She mentioned that things were changing in the food serving industry as many restaurants had to shut down with many worker shortages. She explained that because of the reduced hours, many of the student favorites have had to be taken away and emphasized the importance of feeding students healthy food in a timely manner. She stated that many students have been going out to meals at similar times which has been a strain on the resources within the dining halls. She emphasized the new changes Commons has placed within the last couple days (like self-serve stations) and mentioned that various days have differing food cycles and trends. She mentioned that the minimum wage has been raised to 14 dollars an hour and they have been having discussions on raising the wage further. She expressed her appreciation for the amount of student employees who have applied for the job, as the workforce has been standing around 50% of capacity. She strongly emphasized that they would not offer less food as a result of the lessened capacity. Catering has been eliminated as feeding students has been the top priority. Fojo Beans is intending to open on Friday due to the training necessary for new workers. She also stated that she had signed a contract with another vendor to replace Euphoria. She expressed her desire to hear new ideas such as an idea she heard from a student about placing a camera within the dining halls to livestream the lines. She mentioned that most of the hours for dining have been posted and stated that McEwens has now been open on Fridays during breakfast and lunch. She explained that McEwens has historically not been open on the weekends.

■ Questions and Comments

**Maya Mathews** asked about dining at Bundy Hall and what direction it will be heading in the future.

**Reuben Haag** replied that he would like to expand the continental breakfast options to include more ‘heavy’ selections and coffee from 7-10am. He mentioned that changes may be present as soon as next week (although they may be choppy at first).



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**Lucy Burke** mentioned that she is trying to hire workers for brunch at Bundy. This would depend on the amount of student employees that are available.

**Christian Hernandez Barragan** asked about the idea of compensating students for working at dining halls by paying for their meals for the semester or the duration of their working similar to how RA's get compensated by not having to pay for their rooms. He mentioned that working in the kitchen is a fast-paced environment.

**Reuben Haag** replied that restaurant workers don't have strict rules about free food while on shift. He also pointed out that 97.5% of students are on unlimited meal plans.

**Lucy Burke** mentioned that this was the first year that student employees worked in the dining halls as in the past, they were just Bon Appetit employees. She stated that she made this change because she felt that it was easier to get students hired.

**Ele Sorensen** asked how much people are required to return to full capacity within the dining hall employees as they are now at 50% capacity,

**Reuben Haag** mentioned that there were currently between 45-50 people out of a typical number of 110, though he mentioned that down to 90, there are not too many significant side-effects.

**Fatima Oliva** asked when the students can expect to see eco-2-go options again.

**Reuben Haag** mentioned that the dining halls are starting to return back to ceramic plates. Paper is currently being placed out to decrease the amount of ceramic being used.

**Lucy Burke** mentioned that paper is being used just in case the school is returning to takeout, and that it would always be an option for take-out purposes.

**Cole Kuczek** asked if there were any efforts for late night Commons to return to campus.

**Reuben Haag** expressed his support for late night commons returning. He mentioned that a small crew of people are needed (future student employee applicants) in order to carry out something like this. He stated that putting together the Bundy Cafe is the top priority currently.



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**Lucy Burke** asked what the ideal time for late night dining hours would be.

**Cole Kuczek** answered that the ideal time for late night dining is 9PM-12AM.

**Nevaeh Gutierrez** mentioned that there were concerns with students with allergies (in terms of foods they enjoy). She asked what efforts are being made to cater to students with allergies.

**Reuben Haag** responded with two different points: coming to talk with management, and the SimplyOasis section at Commons (which accommodates many, but not all of those with allergies). He emphasized the need for communication between students who need to be accommodated and the dining staff.

**Lucy Burke** mentioned that there is a dietician on campus which helps students plan through meals.

**Michelle Estrella-Dominguez** asked whether there could be a type of notification or communication to the pop-up food stands that have been appearing outside the dining halls

**Reuben Haag** responded that initially the pop-up food stands were set up as a reaction to the recent issues with dining. He indicated that he is trying to set up some notification system, but is not sure in what form yet.

**Abigail Hagan** mentioned that the camera idea is a good idea. She then asked what alternatives one should take after seeing a full line on camera, especially if going at different times is not an option due to a full schedule.

**Lucy Burke** answered that trying some of the other options such as the Pub is a possibility. Furthermore, she explained that there were certain peak hours in the lines in the dining halls which can encourage students to attend at a different time. She also emphasized that there were other lines in the dining halls (other than hot food), such as the sandwich line, which are usually less busy than the hot line. She brought up the idea of grab-and-go food, but noted that she is cognizant of not being too wasteful with food, paper products, etc.

**Nickie Conlogue** asked what the average hours of the student workers in the dining halls would be as the workers should not be missing meal times either, especially with limited hours of the day.



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**Reuben Haag** mentioned the flexibility of student's working hours and their opportunity to eat while being on the job. He stated that students work hours ranging from four to twenty hours and that there is not an average amount of working hours for student employees in the dining halls. He also mentioned that Bon Appetit is probably the most flexible employer on campus currently.

**Joseph Han** asked when the broken window in Commons was going to be fixed. It's starting to get cold.

**Lucy Burke** responded that she would take note of it.

**Eric Cortes-Kopp** mentioned that there was some confusion in the last statement about who pays student workers: Bon Appetit or Hamilton College.

**Lucy Burke** answered that physically students will get a paycheck from Hamilton but Bon Appetit will be billed.

**Saphire Ruiz** mentioned the concern shared with many students regarding Bundy. They asked whether Bundy will be open for three meals a day especially in the winter when the weather becomes colder.

**Reuben Haag** said he wasn't sure about that. Bundy's history did not always include dining, and that has changed over the past few years. Several years ago, Bon Appetit added a continental meal plan, then late night snacks. He mentioned that he cannot commit to anything and is unsure if he can answer this question. It would depend on recruiting.

**Melanie Geller** asked whether Fojo Beans is planning to be open on Saturdays.

**Lucy Burke** replied saying that Fojo Beans will not be open on Saturdays, It will be open on the same schedule (M, F, Sun).

**Fatima Oliva** asked what the possibility was of making the \$50 on Hillcards a more regular occurrence to solve the problems involving traffic flow in the dining halls.

**Lucy Burke** answered that the decision would have to be made by senior staff.



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**Dewayne Martin** asked what the possibility was for volunteers within the dining halls.

**Reuben Haag** replied that he loved the ideas of volunteers but there would need to be official documentation of an employer for worker safety and liability reasons.

**Subin Myong** asked if it was possible to make the home line similar to the Oasis line where items are self-serve.

**Reuben Haag** replied that self-serving is a process that has already been occurring, and they will continue to set up another station for hot food 10 minutes before a big rush at Commons. The two lines have been working well so far.

**Subin Myong** asked what the possibility was for opening gift cards for third party food delivery services such as GrubHub.

**Lucy Burke** mentioned that she cannot answer this question but will make a note of it.

**Jackson Harris** mentioned that there is still a problem of space if there was another self-serve line. He asked what the possibility was of opening a simple stand outside of dining halls such as a hot dog stand.

**Reuben Haag** mentioned that he liked the idea and that this is the reason for the pop-up stations outside of the dining halls.

**Maya Mathews** mentioned the idea of a meet and greet page where students could meet the new student employees which can encourage other students to apply.

**Joseph Han** asked whether there was an option to opt out of Hamilton as an employer when one wants to work within the dining halls. Because there is a 20 hour work limit on file within the Hamilton employment system.

**Lucy Burke** mentioned that is a good idea, and that she would look more into it.

**Jackson Harris** expressed his support for Maya Mathews's idea as he believed it could attract more non-student employees.



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**Eric Cortes-Kopp** asked about the possibility of bringing back sushi to Commons.

**Reuben Haag** replied that the person in charge of making sushi is making pizza right now. He may be able to bring sushi back soon but needs to move some people around.

**Fatima Oliva** asked whether signage can be placed to advertise the two home food stations at Commons.

**Reuben Haag** replied that he agreed that it hadn't been clear there were two lines, and noted that email is a prominent way he aims to inform the community of dining changes.

*The motion to take a 5 minute break and extend the meeting to 10:30 PM passes unanimously.*

- **Cluster Model By-Laws Amendment - Introduced: Pres. Sapphire Ruiz '22, VP Eric Santomauro-Stenzel '24, Treas. Felix Tager '23, Parli. Wriley Nelson '22**
  - Presentation and Questions

**Felix Tager** explained the reasons for the amendment postponing the implementation of the cluster model as expressed in the by-law. He mentioned that in the past two years, spending has been very different because of changes in the school's operation due to COVID-19. The lack of recent data makes it very difficult to predict spending. This is an issue because clubs are requesting money at a higher rate than normal. He also mentioned the severe understaffing and issue of inoperable clauses in the current Cluster By-Laws.

**Wriley Nelson** gave an overview of how the amendment process worked in student assembly. He explained that funding codes are mentioned in the bylaws. He noted that the amendment process and by-law change would require a majority vote which would mean a 3/4s approval by the assembly.

**Eric Santomauro-Stenzel** mentioned that the bylaw will add a new section and explained that the implementation of the Cluster Model is caused at this moment. He explained that the executive committee will vote to implement the model before the essential council has the ability to influence the Cluster's implementation. He mentioned that the council must vote by the end of the Spring '22 semester for the implementation of the model in the Fall of '22. He noted that doing so guarantees the timely execution of the model. He mentioned that if this passes, it would give the current class presidents the ability to appoint treasurer should there be a vacancy for



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their class's Interim Class Treasurer. He explained that in the previous system student assembly funded student organizations would submit budget requests to the department of the treasury in which the Treasurer and Class Treasurers would decide whether to approve or amend the requests before bringing them to the assembly for debate. He further noted that the bylaw would change the title of every cluster treasurer to interim class treasurer and allow class presidents to appoint them.

**Cole Kuczek** asked if the new treasurers would be part of the delegation and whether they would need to attend normal assembly meetings.

**Eric Santomauro-Stenzel** replied that the treasurers will not be part of the delegation and would not need to attend assembly meetings as they would retain their non-voting status. He explained that the reasoning for this was because they did not want to filter more of the old treasurer model into the cluster model and have more changes within the coming semesters.

**Saphire Ruiz** emphasized that the title Interim Class Treasurer was a friendly amendment from the entire delegation of the Class of 2025.

**Eric Santomauro-Stenzel** explained that section C of the bylaw amendment says that a new committee is created for the purpose of solving the issues of the cluster model in which the number of members will not surpass 12 members. He noted that membership would include Felix Tager and themselves and their designees. This would include Saphire Ruiz, himself, Cole Kuczek, Jackson Harris, Christian Hernandez Barragan, Nickie Conlogue, and Nat Reboredo. He noted that Felix Tager will have the ability to appoint other members to reach that 12 limit for members which would include members of CAB, media board, and other bodies on campus.

**Felix Tager** emphasized that his biggest goal for the committee is to ensure that it actively represents the entire student body and people involved within the process as treasurers need to be representative of everyone which includes the committees. He explained further the need to respect different perspectives by appointing members that may not necessarily be in Student Assembly.

**Eric Santomauro Stenzel** explained that because the positions for Interim Class Treasurer are appointed, the person who appointed them will have the ability to override the designee's votes because they are their representative. He explained that disclosing student body membership is



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necessary in order for the student body to know who is on the committee and what they are doing.

**Eric Cortes-Kopp** asked whether the class president could override a vote from the new treasurers.

**Eric Santomauro-Stenzel** replied that the class president could override a vote from the new treasurer.

**Cole Kuczek** asked whether members of the media board who join the committee have voting power.

**Eric Santomauro-Stenzel** replied that on procedural matters, they will have voting power but they will not have power on substantive matters. He explained that procedural matters included whether the assembly would consider a proposal, extend the meeting, amend the agenda, etc while substantive matters included the actual proposals themselves. He explained that the reasoning for this is because the Student Assembly is the only body on campus that is elected in contrast to CAB and the media board so it is supposed to be representative of the student body.

**Felix Tager** mentioned that the goal is that the treasurers will work together and not be in conflict with each other, as they should be on the side of the assembly.

**Ele Sorensen** asked what the incentive was for Felix's side to ensure that the treasurers do not get mistreated if they do not have substantive voting power.

**Felix Tager** answered that it was common courtesy as he would not move forward if the treasurers were not supportive of something. He reiterated that the treasurers are not democratically elected.

**Isa Cardoso** asked whether the designees of the committee could be other members of the assembly and asked whether the designees have any voting power.

**Eric Santomauro-Stenzel** answered that the designees of the committee could be anyone. He further explained that the designees will have voting power because they are voting on behalf of the person who is appointing them. He explained that whether the designee's vote stood or not would depend on the class presidents.





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**Eric Santomauro-Stenzel** read aloud subpoint C of the bylaw. He explained that the subpoint about cluster treasurers having knowledge and understanding of their respective clusters is included because the current model asks for cluster treasurers to not have knowledge of the clusters that they are working with as they cannot have served on the executive boards for their clusters. The 2nd subpoint is added to develop constitutional amendments regarding the allocation of the student activities fee overall; The third subpoint means that there will be a requirement to sign up for notices emails, have town halls, and meet with org leaders to involve the student body. The 4th subpoint details the fact that voting members of the assembly having voting power on the proposal.

**Abigail Hagan** asked how the “knowledge and understanding of the needs of their respective cluster” statement of the bylaw would apply for classes such as the class of 2025 that are new to the cluster model and organizations.

**Eric Santomauro-Stenzel** replied that the committee will have to determine what the process will be like for ensuring that first-years who take on these positions have the orientation training required to get them oriented with the model. He noted that the entire cluster model might be covered during org leader training.

**Felix Tager** mentioned that he is working with Ashley Garcia on adding a FAQ section to the Student Assembly website explaining how the cluster model worked and getting people up to date about it.

**Eric Santomauro-Stenzel** mentioned that the rationale for part D is that not all the clusters have been formally decided at the moment in terms of membership and who the advisors are. The clause would mean that Felix Tager, Nat Reborado, their deputies, along with student activities would figure that out throughout the semester. He explained that part E would remove this section from the document once implemented as it would no longer be relevant.

**Saphire Ruiz** mentioned that the assembly is in support of the idea of the cluster model and wanted it to be successful. However, there is a lot of confusion on the model among org leaders along with the lack of student backing which makes the model not ready for implementation. They fear that the cluster model would be implemented without the support of the people which would question the legitimacy of the assembly. They mentioned that they wanted to build confidence and trust with the organization leaders as many of them have had negative experiences with the SA funding process and as a result, do not trust them. They emphasized the



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need for students to understand and support what is going on if the cluster model becomes implemented as there has not been much communication currently regarding it.

**Eric Santomauro-Stenzel** emphasized that the current cluster model has no contingency currently. He mentioned that there were no statements regarding what to do with the current vacancies. He mentioned that Noelle Niznik proposed an amendment to the bylaw which included the office of student activities.

**Jackson Harris** asked about the possibility of an infographic to explain the cluster model.

**Saphire Ruiz** replied that Felix Tager and Nat Reboredo are currently working on an infographic which would be included in the SA newsletter.

**Felix Tager** mentioned that one thing that SA is going to be doing this year is having the SA newsletter have a section dedicated to org questions and answers they have. He explained that there would also be an FAQ section on the newsletter explaining the cluster model.

**Isa Cardoso** asked for clarification about what is missing from the cluster model and how organizations will get funding in the absence of the cluster model.

**Eric Santomauro-Stenzel** replied that the assembly is trying to redirect to the old funding model where student organizations came up with budget requests which get sent to the funding committee composed of all the elected and appointed treasurers. They then process the requests and give formal recommendations to the assembly in which the assembly would amend and vote on.

**Joseph Han** asked whether the Interim Class Treasurers will work under the old funding process while working towards the new process.

**Eric Santomauro-Stenzel** replied that the Interim Class Treasurers would have the full year term under the position which would allow them to think about the spring semester as long as the assembly does not pass an amendment that takes away their position.

*The motion to extend the meeting to 11 PM passes.*

- Debate and Amendments



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**Eric Cortes-Kopp** presented an amendment to section 14C, Subpoint A, sub-subpoint i that says that the main assembly members can override the vote of a designee if the designee is not an elected member of the central council.

**Dewayne Martin** expressed his belief that any student being elected by the student body to the student assembly should be able to have voting power.

**Eric Santomauro-Stenzel** replied that if he wanted that amendment to be considered, he should email them or make a suggestion to the document. He then clarified that cluster treasurers do not have voting power currently.

**Felix Tager** mentioned that one thing being considered is for nominees of the cluster model to be elected by the clusters themselves.

**Jackson Harris** asked whether Eric Cortes-Kopp's amendment meant that if the designee is not from student assembly, then the designee should not have the authority to override their vote. He stated his belief that doing so becomes complicated when different designees have different levels of authority when they are supposed to be working together. He emphasized that if there is an ability to override anyone's vote, it should be an all or nothing situation.

**Ele Sorensen** mentioned that this would provide an incentive for those who appoint designees to appoint in a certain way.

**Eric Cortes-Kopp** mentioned that the process can get messy if anyone can override anyone else's votes that are already designated.

**Jackson Harris** asked if Eric's issue is that non-elected representatives are representing people on the committee and making decisions.

**Eric Cortes-Kopp** replied that it wasn't part of his problem but he was more speaking about how there should be more specifics on who gets into the council.

**Isa Cardoso** mentioned that the root of the issue is the ability to override the vote of someone who is already there which gives class presidents the main power even though they are not actively in the process. She mentioned that if someone is given the power to vote for you, she is not sure whether that is something that should be taken away.



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■ Voting

*The motion to pass the amendment to Section 14C, Subpoint A fails to pass.*

**Jackson Harris** asked how the assembly can pass the current bylaw amendment if they are postponing an amendment to it.

**Wiley Nelson** replied that if the bylaw amendment were to be passed, it would go in as it is unamended and that the assembly can make this its own amendment next week.

**Jackson Harris** asked if he could introduce another amendment next week to the bylaw or if he has to introduce it now to postpone it to next week.

**Wiley Nelson** replied that if his proposed amendment is not related to the current amendment being postponed, then he could propose new amendments.

**Saphire Ruiz** expressed their worry that if the assembly goes through this process, then it will be a start of a new cycle where the assembly is constantly amending it. As a result, they feel like the assembly is best to vote on the amendment tonight or if they vote on the amendment next week, the assembly will have an understanding that this is the only amendment they will be making unless something major comes up. They mentioned that there was already a lot going on with the cluster models that they don't want to be in a process of constantly amending it as the work needs to start immediately.

**Felix Tager** mentioned that it is important to get this past as organizations cannot request funding as there is no system in place to do so. This is a huge issue because organizations need to start operating. He stated that he does not want to rush the process but emphasized that it's urgent for the system to be running.

*The motion to postpone the amendment to Section 14B, Subpoint B to next week passes.*

**Cole Kuczek** expressed his belief that the name Students Activities Fee Democracy Committee should be changed to Students Activities Fee Committee. He further brought up an amendment to Clause C, A.

**Maya Mathews** [inaudible statement]



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**Felix Tager** replied that they needed to get them involved in the discussion because this would impact them as everything is under student activities at the moment. He explained that the goal is to create a programming fee that is administration run but the process would still need to include them as it would impact them.

**Saphire Ruiz** asked whether Cole Kuczek is just asking in writing that people are able to be on the committee given that Felix Tager appoints them.

**Eric Cortes-Kopp** asked whether it was possible to change assembly meeting times to an earlier time as most people would feel pressured to act irrationally due to the late night nature of the discussions.

**Eric Santomauro-Stenzel** replied saying that this will be sorted through means of online conversations.

*The motion to pass the amendment to Section 14C passes.*

*The motion to pass the amendment to Section 14C, Subpoint A passes.*

**Joseph Han** asked whether it was possible to set up an appointment system after the meeting so class presidents could start looking for people for the cluster model.

**Eric Santomauro-Stenzel** replied that if the bylaw passes, it would immediately go into effect which will allow the class president to appoint people for vacancies.

- **Resolution 21-3: Student Admission Workers - Introduced: Rep. Eric Cortes-Kopp '22, Rep. Subin Myong '22**

**Eric Cortes-Kopp and Subin Myong** read aloud Resolution 21-3.

**Eric Santomauro Stenzel** asked if any former employees for Admissions or tour guides would like to speak.

**Eric Cortes-Kopp** mentioned that he had had an okay relationship with okay working conditions for the most part, but his personal experiences did not matter when most people within admissions have not been treated well. He then emphasized the negative working



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conditions that many workers have had to face during the summer and the COVID-19 pandemic. While he had a positive experience, that does not diminish the need for a union as one can exist even with good employee-employer relationships, as well as, the negative experience many workers endured.

**Fatima Oliva** mentioned that she was pestered to give out tours during the summer when she was doing research. She then mentioned that she felt unappreciated for going out of the way to give out tours.

**Subin Myong** explained that she had similar experiences and mentioned her distaste for the image of a happy, healthy student employment base within admissions. She then mentioned the gaslighting involved when tour guides would confront the admissions staff regarding issues which lead to tensions between tour guides and the admissions office. She noted that in her other on-campus jobs, she was guaranteed hours with wages.

- Presentation and Questions
- Debate and Amendments

**Melanie Geller** mentioned her reasoning for her amendment in the change in wording to “respects their right to unionize.” She believes that the assembly's support should be for the democracy of the vote concerning the union rather than the union itself so if the majority support the union, the union will happen.

**Eric Santamouro-Stenzel** expressed his belief that a majority of the tour guides have already expressed support for the union as a majority of them have signed the cards. He explained that the simplest way to not support the union is to not sign the election authorization card as then, there would be no vote regarding the union. He explained that there was already a lot of evidence to support the idea of majority support as students signing the cards expressed that they were doing so because they were in favor of the union. He announced his full support for not just the election but also the union as doing so would give them better rights, better pay, and formal protection against retaliation. He mentioned that workers are going to be unprotected without a formal union. He stated that there is an image of the college giving an educational role and a direct working relationship with the tour guides. This has led to different forms of gaslighting and unfair treatment and labor practices. The union could combat these issues and would benefit every student worker of Hamilton College as it demonstrates the possibility for change coming from students when they come together. It further will pressure the administration to better



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working conditions for students in order to keep the rest of campus from unionizing. He supports the right for the union itself, not just the right to have the vote.

**Ele Sorensen** mentioned that they didn't know if a majority vote to have a vote regarding the union was indicative of a majority support.

**Melanie Geller** mentioned that she has heard from a few tour guides who signed onto the union just to have a more open discourse and are in favor of the vote. She expressed her desire to support the tour guides in the election but not the union itself.

**Joseph Han** noted that there were two contradictory claims present within the public comments. One of the comments stated that some tour guides did not know what they were doing. He expressed his belief that just because something is heard, it does not mean it is true.

**Jackson Harris** expressed his support for the union but at the same time felt that the capacity of the Student Assembly is not to support the union itself but instead the tour guides in the democratic process they are trying to get underway. He prefers the resolution to call for the support of admissions student employees to participate in this process and to have the outcome they agree upon.

*The motion to extend the meeting to 11:15 PM failed to pass. The meeting was adjourned with a plan to revisit this topic next week.*

- Voting
- **Student Parking Concerns**
  - What are people's experiences?
  - What should we be doing?
- **Org Audit Updates**

**5. Funding (awaiting written confirmation from Student Activities)**

Amount Remaining: **\$ 75,711.50 for Fall semester**

Total General Fund: **\$ 151,423**

Amount Remaining Non-Strategic: **\$ 15,142.30**

Amount Remaining Discretionary (with Rollbacks): **\$ 3,785.58**

Starting Strategic Budget: **\$ 60,569.20**

Strategic Budget (including advanced funding): **\$ ----**



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<b>Organization</b>	<b>Items/Services Requested</b>	<b>Amount Requested</b>	<b>Amount Recommended</b>	<b>Resubmit</b>
Discretionary		\$5000.00	\$5000.00	N

Amount Requested: **\$ 0.00**

Amount Recommended (Non-Strategic): \$

Amount Recommended (Discretionary): \$

Amount Remaining if Funding passes (Non-Strategic): \$

Amount Remaining Strategic: \$

**6. Announcements**

- Student Assembly Committee and Department Membership
  - **Academics, Enrollment, & Development**
    - Chair: Rep. Eric Cortes-Kopp '22 (he/they)
    - Vice Chair: Rep. Emily Boviero '24 (she/her)
    - Rep. Cicille Dan-Morton '24 (she/her)
    - Rep. Melanie Geller '22 (she/her)
  - **Justice & Equity**
    - Chair: Class Pres. Christian Hernandez Barragan '24 (he/him)
    - Vice Chair: Rep. Ele Sorensen '23
    - Class Pres. Nickie Conlogue '25 (she/her)
    - Rep. Ryley McGovern '25 (he/him)
    - Rep. Nevaeh Gutierrez '25 (she/her)
  - **Residential Life & Safety**
    - Chair: Class Pres. Jackson Harris '22 (he/him)
    - Vice Chair: Rep. Dewayne Martin '24 (he/him)
    - Rep. Subin Myong '22 (she/her)
    - Rep. Isa Cardoso '25 (she/her)
  - **Student Health**
    - Chair: Rep. Maya Mathews '23 (she/her)
    - Vice Chair: Rep. Abigail Hagan '25 (she/her)
    - Rep. Michelle Estrella-Dominguez '24 (she/her)
    - Rep. Melanie Geller '22 (she/her)
  - **Sustainability & Facilities**
    - Chair: Rep. Fatima Oliva '23 (she/her)
    - Vice Chair: Class Pres. Cole Kuczek '23 (he/him)
    - Rep. Joseph Han (he/him) '22
    - Rep. Cicille Dan-Morton (she/her) '24
  - **Executive Committee - all presidents; shall serve dual function of Constitution Committee**





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- Chair: Pres. Sapphire Ruiz '22 (they/them)
- Vice Chair: VP Eric Santomauro-Stenzel '24 (he/him)
- Class Pres. Jackson Harris '22 (he/him)
- Class Pres. Cole Kuczek '23 (he/him)
- Class Pres. Christian Hernandez Barragan '24 (he/him)
- Class Pres. Nickie Conlogue '25 (she/her)
- *Chair: Parliamentarian Wriley Nelson '22 (he/him) when in role as Constitution Committee*
- **Funding Committee - all treasurers**
  - Chair: Cabinet Treasurer Felix Tager '23 (he/him)
  - Treas. Allison Curry '23
  - Treas. Brianna Padilla '25 (she/her)
- **Department of the Treasury**
  - Cabinet Treasurer Felix Tager '23 (he/him)
  - Deputy Treas. Dominic Tanelli '25 (he/him)
  - Deputy Treas. Lauren Wang '25 (he/him)
- **Department of Organization Relations**
  - Director Natalia (Nat) Reboredo '24 (she/her)
  - Deputy Dir. Iris Shu '25 (she/her)
  - Deputy Dir. Luis (Louie) Lafaurie '25
  - Deputy Dir. Paige McKenzie '25 (she/her)
- **Department of Publicity**
  - Director Ashley Garcia '22 (she/her)
  - Deputy Dir. Katelyn Perruc '23 (she/her)
  - Deputy Dir. Adina Mujica '24 (she/her)
- **Department of the Secretary**
  - Secretary Raymond Ni '24 (he/him)
  - Deputy Sec. Emily Jiang '25 (they/them)
  - Deputy Sec. Maxwell Lee '25 (he/him)
  - Deputy Sec. Lena Klink '25 (she/her)
- **SA President and Vice President *ex officio* member of all committees**
- **Committee assignments and department makeup may change during the semester.**
- New SA Presidential Appointment to COVID-19 Task Force: Caroline (Caz) Ullem '24 (she/her), filling vacant spot

