Labor Management Notes, April 24, 2017

From UUP: Benita Roth, Serdar Atav, Frances Goldman, Beth Kilmarx, Sean Massey
NYSUT LRS: Darryl Wood

From Management: Joe Schultz, Sara DeClemente-Hammoud, Rebecca Benner, Valerie Hampton

New issues from UUP:

*Supervisors knowing the difference between UUP-represented and CSEA-represented employees: UUP has recently had a member talk to us about a supervisor who apparently did not understand the different duties, obligations, and protocols for dealing with UUP-represented employees vs. CSEA-represented employees. We have talked in previous meetings about HR run supervisor "boot camps," so we wish to specifically enquire if this set of differences is part of the discussion, and if so, what specific instructions do supervisors get? *

This is covered during employee "bootcamps". They are run every semester and reach 100-120 people. Overwhelming number of folks attending are UUP supervisors. But they supervise both UUP and CSEA employees. Sara said they will change/retool the boot camp to make sure supervisors are getting the information that they need to know the difference. Benita asked if Sara thought this was covering enough people. She said she thought it was.

Ongoing issues from UUP:

*The electronic submission/maintenance of performance programs and evaluations: UUP was very pleased that UUP's idea of submitting and maintaining performance programs and evaluations was taken up by management, and that a committee was formed to start the process that would make this change possible. UUP would like to know what progress has been made on this project to date, and when it is likely to be implemented. *

UUP is happy that this project is moving forward. But the updates from the committee haven't been shared with everyone. The committee is still working on developing the process. UUP looks forward to hearing more about this. Please incldue Renee, Fran, & Stu on the email list updates about this project.

*Binghamton University's legal office and communications: As noted in the last labor/management meeting in March 20e17, communications from the university's legal office have been problematic. UUP was given a paragraph that the legal office would like to use as "boilerplate" for future initial communications with members. We have asked one member to look at it and rewrite it. We will present the rewritten paragraph and discuss it with management –we hope to have distributed the paragraph before the meeting. *

UUP was happy that this issue is being taken seriously. UUP would like for the recommendations that are being provided at this meeting to be considered by the Administration/Legal department and that we get an update at the next Labor Management meeting.

**Management's storage of personal data and issues of video monitoring: At the last LM meeting, we had a good discussion of what to do about members' concerns regarding the maintenance of personal information as pertains to license plates. President Stenger offered that as of the initiation of the license place readers, information would be held for 60 days for analysis, and the VP Rose would have to "prove" that holding on to data was necessary. We thought this was a fair suggestion for how to deal with members' concerns.

On the second issue about campus video monitoring, VP Navarro stated that the video monitoring policy (see below) was final, but there was no decision made about who and how to place currently unrepresented communities on the committee that makes decisions about monitoring. UUP is concerned that there is no representation on this important committee from our union and the other unions, from students, from the Faculty Senate, from the Professional Senate, and that no diversity needs have been met by the composition of the committee. We would like to see management call for represenation from the aforementioned parties, as the entire campus has a stake in the decisions made by this committee. **

UUP posed additional questions. We continue to be concerned about the makeup of the video monitoring review committee. The committee will oversee how the policy of monitoring is being implemented. There is no representation on the committee by UUP, Student Government, Faculty Senate, or Professional Staff Senate. We would like to see changes to the committee to include the above. Also, the system stores information for 21 days. Would like a clarification on how data is actually stored and purged, how secure is it, etc. Students are starting to organize about the surveillance of campus community. Video monitoring will become an issue. Joe has had preliminary discussions about expanding the committee. UUP wants it conveyed back to the committee that there are concerns about representation on the committee and the ability to raise issues on a regular basis about surveillance policies. Confidentiality should not be a reason to keep people off committees. Darryl made the observation that there are perhaps two groups being considered: a logistical group and a larger (possibly called "working group" - Joe) group that perhaps meets less frequently that provide oversight and feedback on policies.

*A link on the Division of Diversity, Equity, and Inclusions website for employees who seek accommodations under the under the Americans with Disabilities Act (ADA): At the October 2016 labor/management meeting, UUP asked that a link be set up on the Division of Diversity, Equity and Inclusion's (DDEI's) website that directly links to forms that a represented employee would have to fill out to begin the process of requesting accommodation. We were assured that this would happen in a timely fashion. We still have not been able to find it. We don't understand why this simple fix appears to have not happened as of yet. *

Valerie offered apologies. There have been delays in updating the website. She will provide a date at the next labor management meeting about then this update will be done.

Below the line" items

UUP would like to know if the new license plate readers will result in additional revenue for the University?