

UUP Labor Management Meeting Notes
January 24, 2022
1:30 – 3:00 p.m. Via Zoom Teleconferencing

Present: R. Andrews, D. Kunkel, R. Mess, B. Roth, C. Sielaff, A. Wang, S. DeClemente-Hammoud, J. Schultz

The meeting began at 1:35 p.m.

Joseph Schultz (Management): We had move in and by all accounts received it went very smoothly. It was really planned hard, and people worked very hard. Right now, in Q&I housing, we have expanded the capacity to Davis College. Right now, we have only four students, and they are all in the same apartment. If a student tested positive, they were sent home. They were told to do a test before arriving to campus. Out of 5300 tests, we had 30 positives, which is a .6 positivity rate. It was quite low, and we are very pleased. Fingers crossed. It appears to be starting out well. The virus is trending down in the downstate area. We are generally behind by a couple of weeks. UHS says things appear to be not necessarily trending down, but they hit their peak and are perhaps going down a bit. Good news for the spring semester. If data is trending, we will go there.

Benita Roth (UUP): Davis College.

Joseph Schultz (Management): This is new. Alan, you probably worked on it.

Alan Wang (UUP): I did the layout. Our Telecommunications did the networking and cabling. It got done really fast.

Benita Roth (UUP): It is interesting that we are using it.

Joseph Schultz (Management): Hopefully we don't have to use it.

Chris Sielaff (UUP): How many got a positive test off campus and elected to stay home? Do you have any idea how many were affected in that way?

Joseph Schultz (Management): Approximately 30% of students returning indicated they had had COVID. If they were in the 90 days, they were exempt from testing. About 30% came back and said, "I've already had it."

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Alan Wang (UUP): What is the plan/procedure should the Governor's vaccine mandate go into effect for faculty and staff?

Joseph Schultz (Management): Right now, we are in a holding pattern. We have reached out to SUNY and basically said has the purpose and the definition of fully vaccinated changed? The answer was no. Getting the sense this thing is starting to tail off and positions might go away and changes to the definition might be a heavy lift. It doesn't feel like it is going to change, and any agreements are going to change. Right now, we are in a holding pattern.

Do we have any positivity threshold at a campus level that would trigger the need to go remote for learning? The SUNY guidelines do not state a threshold at this time, but given how we ended the fall semester it would seem prudent to have a plan in place should positivity rates skyrocket.

Alan Wang (UUP): Do we have a positivity threshold at the campus level where going remote would be necessary?

Joseph Schultz (Management): We are not looking at setting a positivity threshold. The plan is to be open until directed by the county or state to do otherwise.

Benita Roth (UUP): Have you heard of any of these thresholds, to your knowledge?

Joseph Schultz (Management): Have not.

Chris Sielaff (UUP): One question has been raised. In a general area sometimes in the campus wide community the numbers can be low but individual instructors or professionals have a high number of positive cases within a specific class. Saying 30, if there are half or even close to that, is there any sort of suggestion for someone who finds themselves in that situation or should they continue to hold the class in person, and it is what it is?

Joseph Schultz (Management): I think from contact tracing. We are still doing it on campus, but not the state. The doctor sees all of that in Health Services, and they do attempt to identify trends. I would imagine if we were given numbers out of one class. The difficulty is by the time we get all that information, people are past the being contagious point. Does cancelling class or doing something further? We are looking at trends and Health Services has been trying to identify them all along, such as sororities, fraternities, groups, etc.

Chris Sielaff (UUP): If a faculty member was notified that a good portion of students test positive or have been in close contact with someone that has tested positive and said I won't be in class on Wednesday, should they reach out to department chairs or deans to see if the class can be moved on-line or wait for Health Services to contact them?

Joseph Schultz (Management): Contact the chair or dean? If a faculty member says hey this class can't be quite effective, have the faculty member bring that forward, and we

will go from there.

Given the ability for Omicron to spread easily and rapidly, is it possible for campus to look at procuring and providing N95 or KN95 masks for faculty and staff?

Alan Wang (UUP): Is it possible for campus to provide N95 or KN95 masks for faculty and staff?

Joseph Schultz (Management): 10,000 masks have been ordered, and we are waiting for them to come in. Tentatively the plan is on the academic end they will be distributed through Dean's Offices and the administrative end through Human Resources. Technically the piece on this I'm not sure of. If we mandate someone to wear them, they have to be fitted. Not mandating. Once we receive them, we will send the announcement out. Tim Faughnan hopes to have them within a week or so. When we ordered them, the rest of the country was ordering them as well. May be tough to get.

Benita Roth (UUP): The Sociology Department sounds like they are ordering their own. I will check. Not sure if they should be duplicating the efforts of the University. I don't know if there is any guidance out or if people know they are trying to procure them.

Joseph Schultz (Management): I will talk with Tim and send an announcement out.

Benita Roth (UUP): I think an announcement is warranted in case other departments are planning on doing this. That's all.

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Alan Wang (UUP): Since the spike at the end of the semester to now have you received any additional ADA requests and of those requests, how many have been approved?

Joseph Schultz (Management): Technically speaking in our office we are not handling the ADA requests any longer. Ada Robinson-Perez is handling that. Sara would have a better explanation of where we are being fully implanted in ADA. If a new case comes in, we will work with Ada, but it is her case. The big picture is we haven't seen a flood of new cases; nothing significant. We had a few fall accommodations. We have indicated the basis of the fall accommodations, so we have approved them in the spring accommodations as well because COVID is still here.

Chris Sielaff (UUP): Do you have a ton of people who opted to take a medical leave last semester because of COVID? They had to take a medical leave. How prevalent was that on this campus? Were there many?

Joseph Schultz (Management): Long term sick leave? Could there be one or two we don't know about? It is a possibility but not anything we know about in big numbers.

Alan Wang (UUP): That's all for me. Anything you would like to add that wasn't on the agenda?

Benita Roth (UUP): I have not gotten a flood of queries from faculty about accommodations and the like. This is the quickest Labor Management Meeting on record. There doesn't seem to be a spread of requests from Omicron. They are getting used to the drill, as it will.

Joseph Schultz (Management): Fingers crossed the trend will go down and things will get back to normal. Let's hope.

Donald Kunkel (UUP): Joe, Sara thank you. Other than hoping things are going well, I'm looking forward to the semester.

The meeting ended at 1:51 p.m.