

DRAFT

NOTES

UUP Labor Management Meeting

2/28/2022

1:30 p.m., AD 606

Present: Renee Andrews, Donald Kunkel, Brendan McGovern, Robert Mess, Chris Sielaff, Alan Wang, Sara DeClemente-Hammoud, Joseph Schultz

The meeting began at 1:32 p.m.

Management

President will attend the April meeting

Sara DeClemente-Hammoud (Management): The President and Provost will be attending the April 2022 Labor Management meeting.

UUP

1. Update on mask delivery situation -- Did see the announcement earlier in dateline this week about the limited quantity that are currently available

2. Update on campus masking policy given Governor's announcement -- what would the process for reconsideration of the masking policy look like?

3. For faculty and staff who are telling students in areas (e.g. library, gym, classrooms) to put masks back on properly, what level of authority do they have? Multiple staff and faculty have mentioned to me that they aren't necessarily comfortable with having to tell a specific student multiple times to re-mask, not that we want to, but are faculty/staff still permitted to tell unmasked students to leave a facility?

4. How do our positivity and quarantine/isolation numbers look? If we do see a significant uptick, what are some of the measures that will be put into place?

Joseph Schultz (Management): Right now, we have ten students in isolation. This is really good. We are retreating from Davis College. We are not going to need it. There is confusion at this point in terms of masks. First SUNY said we are going to create guidelines for metrics and the campuses will use these metrics. Last week they said there aren't going to be any metrics but leave it to campuses in consultation with the local Department of Health. Sunday the local school districts in consultation with the local Department of Health agreed that masks are optional. Today we put out an announcement that said things are still high in Broome County but our message was crafted Friday to go out Monday. The immediate answer is right now there isn't a plan just yet to revoke the masks. It appears most SUNYs were going to take a look and consult with the local Department of Health during spring break. We still haven't gotten the

shipment of masks. We ordered 10,000 but haven't gotten them yet. We may want to cut them back. I don't think we are going to have the demand for them. In HR demand was high for a while, but we haven't had many coming back.

Sara DeClemente-Hammoud (Management): I have a lot in my office if you want some.

Brendan McGovern (UUP): In our department we did a quick survey and only two people asked for masks.

Joseph Schultz (Management): There is a lot going on. People are feeling good that we are getting out of this thing. Masks in classrooms. What are we going to decide on that?

Alan Wang (UUP): Classrooms, public spaces, gyms.

Joseph Schultz (Management): Classrooms.

Chris Sielaff (UUP): Employees mandating masks in the classroom space. Is that what you are referring to?

Joseph Schultz (Management): Are masks still going to be required in classrooms? We will figure that piece out after spring break.

5. Concerns over improper use of electronic systems by managers (slate login/logout times, login/logout times on "softphone" software to "clock in/out employees" (track time "on the job"))

Alan Wang (UUP): We are hearing some concerns over improper use of electronic systems by managers regarding logging in and out.

Joseph Schultz (Management): In a nutshell, it is not allowed. Over the years we may have had situations where someone said they worked on something all day long and the supervisor said there is no record you logged on. What do you mean? From the standpoint of a department kind of monitoring someone's logins and logouts, that is not something that is authorized with HR. After the meeting if you could provide me with some information on departments, I will let them know.

6. Performance program and evaluation completion rates in each department/unit

Joseph Schultz (Management): Some kind of twist. We don't have rates. We are down three or four vacancies. All working with professional employment have turned over. They took jobs across campus. In terms of the system, we don't have any horsepower to even attend anything.

Donald Kunkel (UUP): Scott was supposed to be looking at it.

Joseph Schultz (Management): The big update. We sat with a representative in ITS and said here are four or five things we need. Compliance rates, if someone hadn't done an evaluation in

five years and the current one doesn't have the data, other basic kinds of things. I don't know anything about technology. What we got was basically the system or how this thing was built is outdated, and we would like to do a new system that would do all these new things. There is a group and Alan you probably know about this that gets together and prioritizes projects. This priority is to begin in July. Something about Griffin?

Alan Wang (UUP): My guess is it is a system used to track data.

Brendan McGovern (UUP): Did he give you an end date?

Joseph Schultz (Management): It is on the docket to begin this project in July.

7. Update on list of contingent employees that are UUP represented and have been employed within the last 4 semesters

Alan Wang (UUP): We received the list you sent of the contingent employees that are UUP represented and have been employed within the last four semesters.

Joseph Schultz (Management): We have had significant turnover in dean's offices and other areas in the last two years. There has been some retraining. A small group of Bartels, and people on temporary visas. Twenty people who were in their fifth semester. The departments are then supposed to initiate a move to term. If it doesn't happen, we audit from our department. Explained to them you might not be aware of this, but this is how it works. Put the transaction through. Historically we have tracked this very closely. Everyone is up to date. They may not have their letter out. It may take a few weeks.

Brendan McGovern (UUP): Academic hired as a temp, Lecturer or Visiting Assistant Professor. Then, if they complete four terms they should be automatically switched.

Joseph Schultz (Management): The contract says after the fourth semester of part-time basis, you switch to term. Now it is the fifth semester. I need to provide this person with a term appointment. If they don't, we catch them. We are at five now. You need to switch to term.

Brendan McGovern (UUP): In Geography, one person is going into his fifth semester in the fall. When the paperwork is done, do we have the secretary make the switch to term.? If the Chair has to talk with the Dean's office, the secretary should put it through as term.

Joseph Schultz (Management): The secretary would take them from temp to term. Notify the Harpur Dean, I am going to put it through as term. Provide a note switching from temp to term. This only refers to part time. After a temp full-time appointment, you can ask why you are temporary. They have to give you the reasons. The only remedy is, we give you the answer why. It is an odd one.

Brendan McGovern (UUP): Thanks.

8. Quick update on Provost's memo on clock stops

Alan Wang (UUP): Thanks for the quick response for the clock stops.

Joseph Schultz (Management): We have COVID and parental leave and the conversation should be the merits of the case. It is really impartial to the process. I got lucky. I went to the Provost and he wrote something up and sent it out.

Chris Sielaff (UUP): Did I read there is a Provost search?

Joseph Schultz (Management): The Provost, Dean of Pharmacy, Dean of School of Management.

Brendan McGovern (UUP): There are four candidates for Provost the week of March 7th.

Chris Sielaff (UUP): When is Don leaving?

Joseph Schultz (Management): The end of the academic year.

Brendan McGovern (UUP): They want to hire a Provost prior to the Dean so the person can consult in that matter.

Joseph Schultz (Management): Don is the Interim Dean of Pharmacy which is very helpful. He said I want to be accessible to this group a few days a week. When there is a turnover in leadership, weird things come out. Basically, people are happy there is new leadership there. It was a tough number of years for Pharmacy for many reasons.

Renee Andrews (UUP): They said they had some really good candidates. Great to hear.

Chris Sielaff (UUP): What is the plan C for graduate admissions?

Joseph Schultz (Management): What is plan B?

Sara DeClemente-Hammoud (Management): Or A?

Chris Sielaff (UUP): They were doing a reorganization. Now both people there are leaving, and they were going to move someone over.

Joseph Schultz (Management): I haven't heard that update. Transition from a person on campus moving over there.

Chris Sielaff (UUP): Might not be an update. Could you put someone in undergraduate admissions or is it not the same?

Joseph Schultz (Management): Transition over there. Experience in that area in another institution.

Sara DeClemente-Hammoud (Management): Some of the information is out there but not all of it.

Alan Wang (UUP): I think that is it. Nothing further?

Donald Kunkel (UUP): You sent out an email regarding faculty providing accommodations to students. A below the line item regarding the student being directed to another office.

Joseph Schultz (Management): Dean of Students. The CARE Team. A student had a death in the family and went to the CARE team and they wanted the rest of the semester to be remote. The CARE Team said you need to work through your faculty.

Donald Kunkel (UUP): The student went to the faculty member and then the CARE Team pointed the student back to the faculty member. The student wanted an accommodation to the end of the semester. Is it the faculty or the CARE Team's responsibility?

Joseph Schultz (Management): The CARE Team would say we don't have the ability to let you be remote for the rest of the semester. It is really the faculty member. Talked with the Provost, and he doesn't see an issue with the faculty member saying you had a death in the family, and you can be remote for a week or a week and a half. Saying the course isn't designed to go remote. University policy doesn't provide me with letting you be remote for the rest of the semester.

Alan Wang (UUP): I will double check.

Joseph Schultz (Management): Tell the person to call Sara.

Sara DeClemente-Hammoud (Management): I'm the pro. I got this.

Renee Andrews (UUP): We should thank you. HR is doing an amazing job.

Joseph Schultz (Management): Hopefully, next time we meet we won't be wearing masks. There appears to be an end in sight.

The meeting ended at 1:55 p.m.