

NOTES
UUP Labor Management Meeting
March 28, 2022
1:30-3:00 p.m.
AD 606

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

The meeting began at 1:33 p.m.

MANAGEMENT

1. Timing of Workplace Violence Meeting.

Joseph Schultz (Management): We didn't hold one last year and are thinking about the end of April or May any timing that works better. A workplace violence prevention survey is sent to all employees for input on topics of workplace violence and annual training. A departmental survey is sent to department heads. They fill out the survey. Based on responses of the survey, they may or may not get a physical walkthrough. They can request a physical walkthrough. Tips to departments can raise specific issues. There is a meeting with all bargaining units. Review previous incidents where workplace violence has occurred. No names, but they are looking for a trend. We are in the process of this.

Sara DeClemente-Hammoud (Management): Email to deans, directors, heads of departments should go out tomorrow. The survey is crafted, and the listserv updated. It will take a few weeks to complete the surveys. Looking at a May timeframe. When surveys are back, we will send a message and see if your group wants to participate in walkthroughs. Schedule walkthroughs with departments.

Benita Roth (UUP): We have had Executive Board members do the walkthroughs just so you know, Alan.

Joseph Schultz (Management): We will strive for May.

Sara DeClemente-Hammoud (Management): A substantial change in setup or location or request.

UUP

1. Given that we either will (or have by the time we have the LM meeting) dropped the on campus mask mandate, what should professors do, as several have contacted UUP over

concerns that their course syllabi now contain a statement that would be in direct contradiction to what the revised/dropped policy will be?

Alan Wang (UUP): The call to lift the mandate was made last Friday. Some course syllabi may say masks are required.

Joseph Schultz (Management): There are a couple of options. They can send a note through Brightspace to say hey if you haven't seen it, here is the update. This technique can also be used if there is a mask mandate. For practical purposes, if you are alive, you probably know it's a new policy.

Benita Roth (UUP): How contractual a syllabus is, is a concern we have. The syllabus is a contract. Is it ok for me to update the syllabus to which contradicts what the syllabus used to say? If all they have to do is make an announcement of the new policy?

Joseph Schultz (Management): For purposes of COVID updates.

2. **What sort of thresholds and/or metrics will we be using to determine if it may be necessary to either temporarily re-apply the mask mandate?**

Alan Wang (UUP): What sort of thresholds and/or metrics will we be using to determine if it may be necessary to temporarily apply the mask mandate if we have a spike?

Joseph Schultz (Management): For quite some time the way the State and SUNY set it up is working with the local Health Department. All metrics with the Health Department in consultation with them if we are going to make any changes.

Benita Roth (UUP): Threshold on the Broome County dashboard is 3, 4 or 5%. It's been hovering over 14 or 15 for a mask mandate. Is there anything that would trigger it?

Joseph Schultz (Management): There really isn't a threshold. It appears that the new variant doesn't result in hospitalization, and that is really a piece of the puzzle. Cornell numbers are ticking up.

3. **Is there still a periodic/regular surveillance testing program in place for all members of the campus population (random subsets of individuals) throughout the semester?**

Alan Wang (UUP): Is there just a random pool?

Joseph Schultz (Management): After you put this on, my immediate answer is yes. First, we have about four hundred people still being tested weekly. These people are unvaccinated. Second, a couple hundred are tested, depends on the week. Some of these come and get tested for peace of mind. Third, five UUP employees and one each from the other bargaining units. Not CSEA, due to bargaining. About ten total. We've had some turnover in surveillance testing. Ten randoms were taking place, but there was

some confusion. One from the others and five from UUP is actually taking place. Hope it goes away on June 30.

Benita Roth (UUP): It seems awfully small.

Joseph Schultz (Management): The five number was discussed here from UUP. The spirit behind the testing at this point is really an unvaccinated focus.

Benita Roth (UUP): That is weekly.

Joseph Schultz (Management): Yes.

Benita Roth (UUP): Ok.

Joseph Schultz (Management): When we are clear with the testing center, we will confirm. Right now, there is a bit of confusion.

4. **What is the instructional composition on campus and how much of instruction on campus is done by contingent faculty? How many undergraduate sections and seats? How many lower-division UG courses and seats? How many Gen-ed sections and seats? Where applicable, please distinguish between tenure-line faculty, UUP-represented contingents, grad students represented by GSEU, professionals who teach, and others (e.g., RF employees) who teach.**
5. **How long are the typical appointments for both FT and PT contingent faculty?**
 1. **Do the appointments vary between units?**
 2. **Do the appointments vary based on seniority of the faculty member?**
 3. **Was the typical length of appointment reduced during the pandemic?**

Alan Wang (UUP): Regarding 4 and 5, there is a formal request.

Joseph Schultz (Management): Sounds like every chapter made the request.

Chris Sielaff (UUP): Great.

Alan Wang (UUP): This was an item mentioned from the state wide negotiations team meeting for each chapter to ask for.

6. **Has the University made reappointment of FT lecturers to a 3+3 load a standard expectation? How does management propose issues of workload and compensation are addressed?**

Alan Wang (UUP): Has the University made reappointment of FT lecturers to a 3+3 load a standard expectation? How does management propose issues of workload and compensation are addressed?

Joseph Schultz (Management): Big picture, for full-time and part-time lecturer adjuncts there haven't been any real changes. Different schools have different practices on how to appoint. Departments, Deans Offices are free to do up to a three-year term. A specific case in a specific school. The person was on 3+3. Research was added and then it went down to 2+3. When research was taken off, the 3+3 came back. Other than that.

Brendan McGovern (UUP): Nothing official to make the change as far as the load goes because we are seeing it implemented differently. If you were a lecturer but teaching one that had 250 students, you would have a 3+2 load.

Joseph Schultz (Management): Class size is a totally different beast. Counting courses and class size doesn't coincide. Obviously, we want people to be fair. Class size is really a separate issue. If there is a certain person disenfranchised, bring it to my attention and we will do some research.

Benita Roth (UUP): I don't know how official but the Dean of Harpur, the largest unit has full time lecturer 3 to 3 load and salary floors starting at around \$50,000. From my standpoint as Director of a program sitting in the audience, that was either some sort of update or attempt to create some standards across the school. I understand that nothing is written xyz, but it seemed to be an initiative.

Joseph Schultz (Management): Part of it could have been the salary floor. I will look into it.

Benita Roth (UUP): Not going to say no to a salary floor. Official or not there is a kind of set of practices that is being tolerated.

Joseph Schultz (Management): Could be more than 3 and 3. I will look into it.

7. **Permitting grad students who are UUP members and enrolling/enrolled in minimum credits to utilize the space available program.**

Alan Wang (UUP): Permitting graduate students who are UUP members and enrolling in minimum credits to allow them to utilize the space available program.

Benita Roth (UUP): I will send you a document about this. Only UUP graduate students with the assumption they are ABD and are teaching. They have to continue to stay enrolled in a placeholder course, and they end up paying \$500 a semester if they are US citizens and almost double for international students. That means they are paying a significant portion, most of them getting \$5K for load. The other three University Centers, Stony Brook, Albany and Buffalo all allow it. It isn't a real course.

Joseph Schultz (Management): They register for the one credit.

Benita Roth (UUP): Other University Centers allow you to apply to take space available and not have to pay that tuition fee. I assume tuition fee, etc. We have recently decided

to pay broad base fees for graduate students. They are teaching their own courses and why not let them benefit from space available since it is the practice of all the other University Centers. I didn't know this until a month and a half ago. It would make a huge difference for graduate student instructors who are UUP represented.

Joseph Schultz (Management): How many?

Benita Roth (UUP): I do not know.

Donald Kunkel (UUP): It would be up to the student to apply for it?

Benita Roth (UUP): Yes. When I send the material you will see. Albany walks you through it to see if you qualify. Stony Brook and Buffalo are a little more hidden. You have to be granted.

Joseph Schultz (Management): The way the program is supposed to work is the course has a thirty limit with twenty-eight people registered. No difference to allow two people into the class, with the exception of grading. There isn't any cost to the institution.

Benita Roth (UUP): Neither if there was a placeholder.

Joseph Schultz (Management): It doesn't fit the model. I will take a look. Is it public information?

Benita Roth (UUP): Yes. I will send it to you. \$500 makes a huge difference to our graduate students. The better funded they are going forward the more likely they are to finish and give them a place for themselves, which makes us look better as an institution. I would like to let us seriously consider it. It would be important to them and seems to be something the other University Centers are doing. Why are we making these people who are giving something to the University? We need them to teach.

8. Number of employees in bargaining units other than UUP.

Joseph Schultz (Management): There is always a story. In CSEA we have about 670. Normally we hover over 700 or a bit over. We have about 35 vacancies in the cleaning side. Current is 670, normal is 700. PEF, which is nurses and nurse practitioners, we have 34. UUP 2166 that 166 likely we hired about 150 instructional support assistant hourly employees for health services. It hovers around 2000 and will go back to 2000 when the testing center closes down. NYSCOPBA: 18 security guards. GSEU is 857, which has been pretty similar over the past four to five years. BPA: Police we are at about 31 with 7 or 8 vacancies. The numbers with a little bit of content.

Benita Roth (UUP): NYSCOPBA isn't part of the police?

Sara DeClemente-Hammoud (Management): PBA: dispatchers, officers, investigators. All used to be in the same one and then they broke up. More contracts, more complexity.

Brendan McGovern (UUP): CSEA right now. Normally they have to have a Civil Service test.

Joseph Schultz (Management): We are in uncharted waters. I used to tell people in 2000 if a secretary gets an 85 on the test unfortunately, we don't get to 85s. Take it again and score better. There are no more lists. Entry level doesn't exist. There is no promotional list left. Now Civil Service has come up with a traineeship. Move over to the traineeship.

Sara DeClemente-Hammoud (Management): Grade 6 there were thousands and thousands on open competitive we were working off. We are down to two people on that list. We are posting regularly, posting provisional for each. People calling on the outside. Permanent job with when the test is given take test, score in the top three scores. If one hundred people scored 100, the rule of 3 is eligible for all 100. If one scores 100 and 14 score a 95, the 100 is first and everyone with 95 is eligible. Historically the grade 6 lists are massive. In 18 years, we never got through a grade 6 list. No OA1 or OA2. Admin. Assist test. There are a handful. Just the traineeship. Someone from the outside with no minimum qualifications can apply for provisional appointment.

Brendan McGovern (UUP): Only the office assistant one and office assistant keyboarding.

Joseph Schultz (Management): It used to be a keyboard specialist one.

Brendan McGovern (UUP): The department has a line for administrative assistant one, secretary one. Because there is no secretary there, professional staff UUP are filling in for those roles.

Sara DeClemente-Hammoud (Management): You had a classified temp.

Brendan McGovern (UUP): Nine hours with a retiree. When retirees are brought back, they don't have access to the applications.

Sara DeClemente-Hammoud (Management): Call me and I will get them the access. Some don't want them to do the same stuff.

Brendan McGovern (UUP): I did call someone. Whoever it was, we were told to take the trainings again.

Sara DeClemente-Hammoud (Management): Only a one-hour thing. We can absolutely help with that. That was OA1 and administrative assistants don't have a list. We are trying to be as flexible as we can. The standard answer is move to UUP. No, they can't.

Benita Roth (UUP): But they have, haven't they? It was classified and moved to a UUP position. It has happened.

Joseph Schultz (Management): It is a tough one. It is a difficult one. No candidate pool. The State is going to have to upgrade the minimum rates. They used to pay more than they do. Everyone else is paying more. If the State listened to me, entry level rates would be higher.

Benita Roth (UUP): It is up to the State.

Sara DeClemente-Hammoud (Management): By the time there is an announcement of a test, give it three months' minimum. To score the tests add three-six months, and another 90 days (three months) so one is guaranteed a year of appointment before anything happens. Fingers crossed I do well on the test. Do you want to go there? Do you want to try this? People don't understand what the process is.

Brendan McGovern (UUP): We worked hard to get a secretary one position in the department. If we hire someone provisionally, do we give up the one line?

Sara DeClemente-Hammoud (Management): No. For the provisional you have to pull out a couple of the higher-level duties. Across campus deans offices are taking off some of those higher-level duties. Once you pass probation after one year, they can apply to the traineeship.

Brendan McGovern (UUP): A UUP member can pick up those?

Sara DeClemente-Hammoud (Management): No. Another department or deans office.

Joseph Schultz (Management): Maybe on an emergency kind of basis. You can't use that to say they have been doing it. We've never seen anything like this. It is difficult.

Sara-DeClemente-Hammoud (Management): It has been. I don't have a single one.

Brendan McGovern (UUP): We had three people apply.

Joseph Schultz (Management): Graduate students. They might take that OA1 temporary, hourly position.

Brendan McGovern (UUP): Someone was an English graduate who can't find a job, but post something for the department?

Sara DeClemente-Hammoud (Management): The temp hourly. There is provisional, permanent, and temp hourly. My advice is to go back to Sondra and explore a temp hourly. That is one of the options that are on the table. We are in a world that we've never, ever seen before.

Benita Roth (UUP): I'm going to be very nice to my CSEA employee. I am nice to the person.

“Below the Line” Agenda Items

(As agreed to by UUP and Management during the October 2011 Labor Management meeting, agenda for these meetings may include “below the line” agenda items that are added after the agenda is set. These items can be discussed formally or informally (no notes) at the current Labor Management meeting if both parties agree, or can be postponed to the next Labor Management meeting upon request of either party.)

Item One

Benita Roth (UUP): I have been contacted by a couple of people thinking about retirement. In one case they were actively concerned about contacting HR because HR was going to contact their chair. Is there language on the HR website that states confidential? Can they be confidential? I had another contact me about retirement. I basically told them HR is not going to call your chair.

Joseph Schultz (Management): People make an appointment with employee benefits. They are meeting with the people. If you are thinking about it, just go in with two different scenarios. What if now or a year and a half from now?

Benita Roth (UUP): Sounds like nothing goes back to HR.

Joseph Schultz (Management): Tells us for planning purposes. Classified a sort of notice. They can go to employee benefits for consultation. They can say I would like to learn. Three scenarios.

Sara DeClemente-Hammoud (Management): We are usually the last to know.

Benita Roth (UUP): They are not paranoid.

Sara DeClemente-Hammoud (Management): Some people say I don't want to.

Joseph Schultz (Management): A couple in classified services went to the retirement system and filed with them. We had a couple where they weren't going to tell anyone. Just didn't show up.

Benita Roth (UUP): Do I give a semester kind of thing?

Renee Andrews (UUP): Someone reached out to me, and they didn't follow back up. They were asking about maternity leave but too nervous to talk about it with the chair.

Benita Roth (UUP): Temporary possibly moving to term. Nothing in writing yet.

Sara DeClemente-Hammoud (Management): Leave for academics or professionals. Vicki Metritikas handles faculty and leaves Sara handles professionals.

Joseph Schultz (Management): FMLA they may or may not be eligible for 7 months of childcare unpaid but holds your position and now have paid family leave. In Canada they can say I'll be back in 12 weeks. In Canada they just pay you. In NYS it is treated as medical. All depends on the person.

Benita Roth (UUP): We aren't sure if it is the same person who contacted us. The concern is they haven't received their offer letter. It is likely they won't receive it for another month or two. Faculty they discussed a month off again. They don't plan on taking a whole semester. Under Nieman, tenure tracks received a semester by reappportioning their obligations. But this person is contingent. They are worried going forward. I told them I would get back in contact when you get the offer letter.

Joseph Schultz (Management): Here is what I want to do. This is who qualifies, and this is how it works out. If they were full-time for a year, they qualified.

Sara DeClemente-Hammoud (Management): Paid family leave.

Joseph Schultz (Management): CSEA doesn't have that.

Item Two

Alan Wang (UUP): Instructors had to substitute for colleagues being out with COVID without any additional pay. More details off-line.

Chris Sielaff (UUP): More than once.

Donald Kunkel (UUP): How is it being handled?

Joseph Schultz (Management): On the faculty side they are authorized to teach remotely unless they are really sick. Survey extra service for last month.

Donald Kunkel (UUP): Essentially, they hire a substitute.

Alan Wang (UUP): Ok.

The meeting ended at 2:20 p.m.