

NOTES

Labor Management Meeting

October 24, 2022

1:30 p.m. AD 606

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

Meeting began at 1:33 p.m.

**Management**

***1. Vacation balances as of January 1, 2023***

Joseph Schultz (Management): Becky Benner took a break during COVID but she is back attending Labor Management Meetings.

Joseph Schultz (Management): Vacation balances. Sara?

Sara DeClemente-Hammoud (Management): Vacation balances over 40 days will expire on December 31. Over the last two years the State has said it would be the last year. We began putting reminders out on August 18 and continue to do so every couple of weeks. There is no exception to the rule. The most responses we got were from 10 month-faculty who don't accrue vacation. We are trying to do our due diligence. Starting in October there will be an error message at the top saying you are going to lose vacation if you don't use those days.

Brendan McGovern (UUP): Can they use vacation days for sick time?

Sara DeClemente-Hammoud (Management): Yes. If you want to donate, you can.

Alan Wang (UUP): We had a representative from the PBA stop by the UUP office asking if UUP could donate time to one of their members. We weren't sure if we could.

Sara DeClemente-Hammoud (Management): I cannot take from another bargaining unit. If you want to ask and Statewide had no issues knowing their scenarios. That is certainly your own call. If that is a scenario, they would send me forms for donating outside of a bargaining unit.

Alan Wang (UUP): We will put it through the Executive Board.

Chris Sielaff (UUP): You don't want to pick and choose. You want to have a policy.

Sara DeClemente-Hammoud (Management): Go ahead.

Alan Wang (UUP): I have heard nothing from the person. The union rep showed up to our office.

Sara DeClemente-Hammoud (Management): We will continue to run this closer to December. Historically they thought they were allowed to take the entire month of December without their supervisor's approval.

Benita Roth (UUP): 10-month faculty do not accrue vacation.

Robert Mess (UUP): Is there a generic pool? Give ten extra days to put in a pool to whoever needs it.

Joseph Schultz (Management): There is a caveat in the program. You can't donate it if you would have lost it.

Robert Mess (UUP): I would have to do it on December 1.

Sara DeClemente-Hammoud (Management): It has to go towards a person. Out of leave donation, there isn't a bucket.

Joseph Schultz (Management): They can contact us. We have a number of people in need.

Chris Sielaff (UUP): If they are going to lose it, give six days towards leave donation with six days left.

Sara DeClemente-Hammoud (Management): We are not here after December 25.

Chris Sielaff (UUP): Good point to consider.

Joseph Schultz (Management): The Deans will do offer letters on behalf of the President. It would be nice if there were some documentation sent to UUP. President to Dean granting you to do offer letters with a copy to Alan. Even more complicated. English is probably a good one. Might have an adjunct who teaches one course in English, one in Comp Lit and one in Writing Initiative. Initially it comes in as one course. It is even complicated for us to figure out with people with multiple appointments. Will get together and see if they can say eligible or not

Chris Sielaff (UUP): How do people in the Benefits Office know an employee is eligible?

Joseph Schultz (Management): Electronic copies of employment forms come there, and they are supposed to put the number of credits on them. They don't necessarily send them in at the same time. They get copies of what the employment is to put them into the system to get them paid.

Chris Sielaff (UUP): Situation when benefits are eligible that triggers that you are benefits eligible.

Joseph Schultz (Management): It is complicated.

Donald Kunkel (UUP): Cover in NEO? I know I am teaching three courses.

Joseph Schultz (Management): We will send them an email when we determine they are eligible. The benefits orientation is well after all this. It is kind of last in the process.

## 2. **Discretionary/Compression process**

Joseph Schultz (Management): Pools are divided up and sent to the vice presidents and provost today. There will be a Dateline announcement tomorrow. Provides same letters, separate one for faculty and one for professional staff. January 4, 2023, check date. July 1, 12 months. September 1 for 10-month for discretionary and compression. Sara has the pleasure of doing the compression process.

Chris Sielaff (UUP): Any changes to compression this year?

Sara DeClemente-Hammoud (Management): Using the same data and moving forward. All of our instructions are the same as last year.

Chris Sielaff (UUP): Check date is January 4. When do employees get the letter?

Sara DeClemente-Hammoud (Management): Probably just before the holiday, unless they go out the 2<sup>nd</sup>. I would think. Rosters are due December 13. Likely receiving it during Christmas and New Year's.

Chris Sielaff (UUP): The letters are what brings us any issues or the lack of the letter. Everyone gets a letter who gets one?

Joseph Schultz (Management): They could receive zero letters, one letter, or two letters.

## **UUP**

### 1. **It has come to my attention that the Dean of CCPA has issued an office "open door" directive and have heard from multiple concerned faculty members -- below is a copy of the email:**

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Dean's office staff,

As a college committed to inclusion and engagement, I'd like to request that you work with your office doors open whenever possible. Of course there will be times doors are closed for zooms, private meetings or to concentrate on a particular project. This also means that some with louder speaking voices should please be conscious of keeping your voice down so your neighbors with open doors aren't distracted.

I will be asking Chairs to make this request of their department members as well.

Please let me know if you have any questions or concerns.

Thank you,

Laura

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Laura R. Bronstein, LCSWR, ACSW, PhD

Dean, College of Community and Public Affairs

Professor, Department of Social Work

Director, Institute for Justice & Well-being

Principal Investigator, Binghamton University Community Schools

Binghamton University

she/her

Alan Wang (UUP): It came to us that the Dean of CCPA has issued an office "open door" directive and we have heard from multiple concerned faculty members. Benita has information.

Benita Roth (UUP): I understand this is a request and not a directive. There are a set of problems. It seems like a request to a tenured faculty or person with permanency. It does not always look like a request to those without permanency and tenure. Oh no, I have to keep my door open from now on. I don't know why it makes the place more inclusive, just more distracting. I like Laura, but it is a really weird message. People with louder voices, keep your voice down. This is not how you talk to adults here at SUNY.

Joseph Schultz (Management): Keep your door closed. I talked to her a little bit. What transpired is one day she came in and walked around. Literally no one had their door open. They have departments who service the public, the students. It's like our office keeping the doors closed. This should be a more kind of welcoming office. When I talked with her, not reading this as a directive. No, it is just a request. We want to have a welcoming environment and is not going to send anything out further. We are here for the students and a welcoming environment.

Benita Roth (UUP): Chairs came to us with concerns of being deputized chairs. There is the thing at least from a faculty standpoint, you have office hours for that. My door is open. We don't prop the door to the suite open. It is open during office hours. We have three things: research, teaching, and service. Teaching is not everything and creating a welcome environment is not part of the things we are supposed to do. Look at it more of a demand than a request. Glad she is not going to police it. This was not good or necessary.

Joseph Schultz (Management): Probably more on the administrative side than the faculty but if the message only went out to just this group. If there is not a follow up or an environment enforcement.

Benita Roth (UUP): We are glad for that.

Brendan McGovern (UUP): On the professional side, I received a lot of emails too. People are concerned. I'm not in a service position. People don't come to me. Does that mean I need to keep my door open all the time?

Sara DeClemente-Hammoud (Management): I had to go there to help with accommodations and one said I keep my door closed all the time. You've got to make sure it is open when someone is coming. I have had some conversations with folks about that stuff. Some feel they service. Some feel they don't. It comes down to the supervisors.

Benita Roth (UUP): How sound travels at BU. Maybe they can't get work done. These loud voiced people. I agree. With a sign-in sheet and cop at the door. It is downtown. She could have had some targeting discussions with the folks better than fear inducing global.

2. ***UUP would like to know who the 2 members representing management will be for the College Committee on Professional Evaluation***

Management has provided UUP with the names of the members. They are: Rebecca Benner and George Bobinski. Brendan McGovern thanked Management for getting those names to UUP.

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“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. Those 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.)

Chris Sielaff (UUP): I had this come to us recently. It is complicated and don't have the exact information but throughout the year the PSS (Professional Staff Senate) does networking events and traditionally work it out to attend.

Joseph Schultz (Management): Bowling in the basement.

Chris Sielaff (UUP): The bowling in the basement one. Only an hour, less than a quarter of a day and told they had to charge time.

Joseph Schultz (Management): Fall Frolic happens at 4:30 p.m. It is not the best to have it during the workday. Moving into the future, look into 4:00 or 4:30 p.m. If something is worked out with their supervisor, if they have it worked out, they are going to meet that.

Sara DeClemente-Hammoud (Management): Go bowl. PSS members leave to go bowling with deadlines.

Joseph Schultz (Management): CSEA workforce, can we go bowling?

Robert Mess (UUP): PSS is a governance unit and should be given the same courtesies as the Faculty Senate.

Donald Kunkel (UUP): To that networking even President Stenger attended this networking event, and it is a fun one.

Joseph Schultz (Management): Got multiples call on it. From the supervisor standpoint.

Brendan McGovern (UUP): In response things on the performance program that need to get done that is the go-to. That need to be accommodated of course they couldn't go. It is up to professionals to talk about this a little earlier to work out the time not last minute. Networking is considered social and no way professional development. I would argue it is networking. The President was there. It was a fun event for professionals to meet with people in other areas on campus rather than only email them. It helps to facilitate offices down the road.

Benita Roth (UUP): Only an hour.

Sara DeClemente-Hammoud (Management): Unless it is an emergency. An emergency job to do.

Benita Roth (UUP): We are sort of thinking kind of like bowling is too much fun.

Sara DeClemente-Hammoud (Management): Not the event. It was the timing of the event.

Donald Kunkel (UUP): I am going to work during the lunch hour. Could have been accommodating rather than reaching out to HR.

Sara DeClemente-Hammoud (Management): Or employees could have worked it out with their supervisors.

Brendan McGovern (UUP): We are looking for clarity going forward.

Joseph Schultz (Management): A suggestion would be to start at 4 p.m. from a participating standpoint. Four if they want to go. At two, half of the people who want to go aren't going to be able to go.

Brendan McGovern (UUP): Faculty Senate is having an event. You called it a social event. It was a networking event.

Chris Sielaff (UUP): 2-3 and 3-4 last week. To summarize my thoughts, I don't take issue if someone has an obligation to perform. If it is time sensitive, then it is that. An hour's worth of

time, take leave they can do it or sorry we can't flex your time this way. No charging less than a quarter of a day. If someone can't be absent than period, no you can't do this. Well, you can do it if you charge time.

Brendan McGovern (UUP): Back and forth and sent out a blanket email to all professionals on campus.

Sara DeClemente-Hammoud (Management): I told her not to do it. In the future, be mindful. I let folks sign up, get questions. Should I send it out? I said absolutely not. Getting quite a few questions, and I have to answer them.

Alan Wang (UUP): I didn't get one.

Brendan McGovern (UUP): Maybe just the ones registered for that event. Once a semester they have a networking event.

Benita Roth (UUP): Not very often.

Sara DeClemente-Hammoud (Management): After 4 o'clock.

Alan Wang (UUP): I think that's it.

The meeting ended at 2:04 p.m.