

NOTES
UUP Labor Management Meeting
November 28, 2022
1:30 pm, AD 606

Present: Renee Andrews, Brendan McGovern, Robert Mess, Benita Roth, Chris Sielaff, Alan Wang, Rebecca Benner, Sara DeClemente-Hammoud, Joseph Schultz, President Stenger, Provost Hall, Vice President for Operations JoAnn Navarro

The meeting began at 1:32 p.m. with introductions.

UUP

1. Member concerns "postcards" and asking for President Stenger to join us in advocating for a fair contract.

Alan Wang (UUP): UUP has a postcard signing campaign advocating for a fair contract. There are several different themes which indicate what members' concerns are. Alan gave the postcards filled out and signed by UUP members to President Stenger.

President Stenger (Management): I am supportive of a fair contract.

Brendan McGovern (UUP): This is a Statewide campaign and postcards will be distributed to fellow Presidents as well.

Benita Roth (UUP): I am actually on the negotiations team. There have been meetings.

Joseph Schultz (Management): These were signed by the members.

Alan Wang (UUP): Members chose what postcards they wanted to fill out based on their concerns.

Chris Sielaff (UUP): Some are free form. You might find a few personalized messages in there.

President Stenger (Management): Did anyone say get the state to pay for non-contracted raises?

Benita Roth (UUP): We can't control our timing, but we want timing for state legislators to put together a pay bill.

President Stenger (Management): This month.

Benita Roth (UUP): We are hoping it doesn't take 2 ½ years this time.

Joseph Schultz (Management): Officially the administration can't advocate in contract negotiations. Hopeful for a fair contract, but officially we can't advocate.

Chris Sielaff (UUP): One question. Do they have meetings about negotiations with college presidents, briefings?

President Stenger (Management): When there is information, they give it to us.

Chris Sielaff (UUP): A trickle of information here and there and other public information.

President Stenger (Management): They really keep the information separately because they don't want stories and rumors to get out there. We don't ask and they can tell us they don't have the information but are working on it.

Chris Sielaff (UUP): Prior to bargaining.

President Stenger (Management): Whatever, pay for it. So we don't have retrenchment or have to change the student faculty ratio. The number one request to ask the Governor every year.

Joseph Schultz (Management): Asked for the wish list on management. It is difficult. CSEA has bargaining rules and regulations. All State and half of SUNY does. How does your campus do this? I would say it has to be a difficult endeavor, when the State finds all campuses are doing things differently.

Benita Roth (UUP): UUP does do an extensive amount of surveys, town halls, etc. asking membership what their top concerns are. All have been presented to the State built on from all campuses. We are close to 39 or 40 thousand and approximately 37 thousand are members, in the ballpark, but don't quote me on this

2. *Meaning of "voluntary" changes to those without permanency or continuing appointment.*

Alan Wang (UUP): Meaning of "voluntary" changes to those without permanency or continuing appointment. Benita can be more specific.

Benita Roth (UUP): We have had this discussion with Joe Schultz. We just want especially our deans to be aware of when a request is put out to faculty or professionals without tenure or permanency. When a request goes out, if you don't have tenure or permanency many requests feel like a mandate. People not feeling comfortable or able to push back on things they are being requested to do. We want deans and even chairs to be very clear that it makes a big difference without tenure or permanency of what they hear they are able to say no to.

Provost Hall (Management): We run a new chairs workshop and think this would be something to bring up. There is a mid-year check in with chairs in January. Thank you for bringing this up.

Benita Roth (UUP): I applaud the working with new chairs and giving them tools. Some people don't know the difference between CSEA and UUP. There may be different duties but sometimes there is overlap. I think it is great. If you want UUP to participate in that any time with concrete information or to set up workshops, we can do that.

Provost Hall (Management): Information. Shoot me an email.

Benita Roth: Thank you.

3. ***A clear list of campus benefits retirees can still take advantage of (training, committees, etc.).***

Alan Wang (UUP): We would like a clear list of campus benefits retirees can still take advantage of.

Joseph Schultz (Management): I have a clear list. I'm not sure if it covers charges and committees. We have a Retiree Services Coordinator. Corinna reaches out to people and engages with them. Here is a list we publish, and there is a link on the HR website. (The list was distributed.) The training and committees. There really isn't a list that I am aware of. It could be an ad hoc situation. We don't maintain a list of those committees.

Robert Mess (UUP): For instance, I get emails from UCTD. Third-level Excel training. If there is an empty chair, can I take it?

Joseph Schultz (Management): Yes.

Robert Mess (UUP): I didn't know that until today. I asked at the Benefits Fair, and they weren't really sure. I am advocating for Space Available. Engineering, CCPA and Harpur all of whom feel it is a workable idea. In fact, I talked with several chairs in Engineering. They said at times we have to drop a graduate class because we only get a few people. I'd like to make an appointment with you to talk about it. Can I call your office?

Provost Hall (Management): Yes.

Robert Mess (UUP): Why take a credit if they can audit for free? I want to continue to learn.

Joseph Schultz (Management): With Space Available, a UUP member can take a class if space is available, and the instructor signs off. They pay the fees.

Robert Mess (UUP): As retirees, membership is only \$50 but we still pay a union fee.

Provost Hall (Management): Is it a contract issue?

Benita Roth (UUP): A retired UUP member is no longer in the bargaining unit.

Robert Mess (UUP): Thank you for the list.

Joseph Schultz (Management): I will send you the link to the website.

Brendan McGovern (UUP): Bob was on the College Review Panel before he retired, serving a term.

Robert Mess (UUP): I don't disagree with the rationale. They didn't want me to look at personnel information. I can understand and don't find it offensive as well.

Brendan McGovern (UUP): As you serve on PSS committees.

Robert Mess (UUP): The more we can engage retirees they may say, I will come and help with commencement.

Provost Hall (Management): Yes. Sure.

- 4. Work on the fire alarm system that is unannounced after hours that does not trigger a response from EH&S, UPD, or fire alarm shop, but causes evacuation of building and returning of students/faculty staff into the building without someone from EH&S or University Police giving an all clear (specifically lecture hall in the evening).**

Alan Wang (UUP): I think it was an early November timeframe. A fire alarm went off and everyone was evacuated and then no one was to be seen. Eventually they all went back in without the all-clear. I can't get more specific than early November.

Joseph Schultz (Management): We think we've tracked it down. A faculty member teaching in the Lecture Hall requested and received permission to use a smoke machine in the class. There was some disconnect with EH&S and the fire alarm shop. The alarm should have been temporarily deactivated because they knew. UPD did report to the scene but spent most of their time with Vestal Fire. Vestal Fire has to clear the building and authorize the alarm to be shut off. Sounds like when they made the rounds, the alarm had been off. This was just an odd scenario. And it was ok. Hopefully no more smoke machine.

Benita Roth (UUP): Smoke machine for?

Joseph Schultz (Management): We put it under academic freedom. I'm not sure exactly.

President Stenger (Management): Vestal Fire does respond approximately once a day. Every time it goes off, they have to come here.

Vice President JoAnn Navarro (Management): And we have a volunteer fire department.

- 5. Reminder to supervisors that professionals do not punch clocks and usage of digital systems such as google calendar's "in office" feature is not allowed in tracking time & attendance.**

Alan Wang (UUP): Reminder to supervisors that professionals do not punch clocks and usage of digital systems such as Google Calendar's "in office" feature is not allowed in tracking time & attendance.

Joseph Schultz (Management): Specific area. Obviously, professionals don't punch clocks, but supervisors and employees have to fill out time records, and there is some accounting by the supervisor when it is filled out and of approving it. The present and absent thing. The time stamp would be an issue.

Brendan McGovern (UUP): The worry we've seen and are not ready to give names yet but at least in one area a supervisor is using this as a time clock to track time. Chris, do you have anything to add to that, maybe?

Chris Sielaff (UUP): Basically, being used to track time in and time out, and I think we will be following up in a short period of time with you. Of course, people will keep meetings in their calendar, but additional expectations about exact locations. Not in a meeting when it's not in your calendar. Use of a calendar. I think we have gone far too far down the road.

Provost Hall (Management): Is this specifically around remote work?

Chris Sielaff (UUP): Google. Has you list in and when you are in or not in your office.

JoAnn Navarro (Management): You are referring to one area.

Chris Sielaff (UUP): From different systems outside of Google Calendar. We want to have a general discussion about how. We have a system of time and attendance and that is the official record and there shouldn't be a secondary record.

Benita Roth (UUP): You mentioned remote work. Supervisors. No matter what time an event finishes, they need to drive back from wherever they are to finish out what is a 9 to 5 day. That goes against the professional obligation. You don't need to be in one place to fulfill our professional obligation. The ancestors of these time systems. One supervisor in IT, they are gone was using the programs that were available at that time to really clock in people's time. We basically sat down in Labor Management and said you can't do this. Other issues in core hours and expect people to be at an office or something like that. It is really more the time tracking and keeping tabs on where the people are when. Problematic but supervisor is in dangerous territory in terms of the union.

Joseph Schultz (Management): We will talk off-line on that one.

6. ***There were some concerns over the supervisory notification process about the DSI announcement/selection process and due to the already short notification period that in certain departments it seemed like there was a bias towards academics and that in the future, should there be DSI that notifications be sent at a departmental level to professionals and academics at the same time.***

Alan Wang (UUP): There were some concerns over the supervisory notification process about the DSI announcement/selection process. Brendan, do you want to talk about this?

Brendan McGovern (UUP): There was an email that came out to chairs, and it was from the Provost's Office.

Provost (Management): Yes.

Brendan McGovern (UUP): There was no mention about staff. Joe and Sara, you shared it with us. The staff one was not mailed out. The professional one was not. You shared it and it was available on Dateline. Professionals and academics are in the same bargaining unit and should be treated the same. They should at least go out in the same email and at the same time. Bias or perceived bias.

Joseph Schultz (Management): The standard procedure is actually through Dateline. They both go out concurrently on Dateline. Harpur sent the faculty memo. It wasn't to chairs and directors it was to the all-faculty listserv. Not just to the chairs. Communications to chairs and directors when the pools go out, they are both included together, and the communications has both. Next year, we will indicate if you want to distribute the memo, distribute it to both.

Brendan McGovern (UUP): We appreciate that. Equally.

Joseph Schultz (Management): We will make a note that when we disseminate them, we will disseminate them both.

Brendan McGovern (UUP): My phone and emails kind of blew up after that.

The meeting ended at 2:12 p.m.

