

Notes
UUP Labor Management Meeting
January 23, 2023, 1:30pm @ AD 606

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

Meeting began at 1:35 p.m.

UUP

1. Can we get an update on the status of the online performance program and evaluations system (the ability to pull statistics)?

Alan Wang (UUP): Can we get an update on the status of the online performance program and evaluation system and the updates that were intended to give us the ability to pull in statistics, and units?

Joseph Schultz (Management): This is slated to be completed by the end of the semester. Hoping within the next couple of months.

Sara DeClemente-Hammoud (Management): We are talking with them. It is in process.

Donald Kunkel (UUP): I stopped using the online system. The dates are out of alignment with no way to realign.

Joseph Schultz (Management): Never send more than one in a year.

Donald Kunkel (UUP): I did a six-months evaluation and messed it up.

Sara DeClemente-Hammoud (Management): You can't do more than one in a year. It negates.

Benita Roth (UUP): The whole point was to be able to query it. It would be great if we could do this.

Sara DeClemente-Hammoud (Management): It is in the request.

Donald Kunkel (UUP): Do we have a date?

Joseph Schultz (Management): End of the semester. ITS, Scott and Tim are working on it. It is more complex and is a special environment.

Sara DeClemente-Hammoud (Management): It is going hand in hand with update forms based on hierarchy. Both requests. This makes sense to join forces.

Donald Kunkel (UUP): At the end of the semester, we will circle around.

Benita Roth (UUP): The State could switch all kinds into electronic forms. Which has its good parts and bad parts.

Sara DeClemente-Hammoud (Management): We have to print them out. They are not the official forms. We have to print them out and put them into the file.

Joseph Schultz (Management): I don't see the State picking up.

Chris Sielaff (UUP): A tip. If you are going to do renewals and non-renewals through online, make sure there is not an eject button on non-renewals. If there is, you might want to turn that off.

Joseph Schultz (Management): There is no plan to combine those two.

Benita Roth (UUP): One more question. If you could get the answer. Are they going to test it on a department or unit?

Joseph Schultz (Management): Initially it will be with HR. We are going to attempt to break it.

Benita Roth (UUP): That would be important, as overlooked details might cause major mayhem.

Joseph Schultz (Management): If someone gets promoted midstream. If that happens, it doesn't let you do it.

Sara DeClemente-Hammoud (Management): Accept or received. Not approved. Terminally listed currently.

2. **Question about where the new lecture hall building will be positioned and reminder that if any parking spots are lost due to this construction per New lecture hall building- - Per §38.1 UUP recognizes that the State may modify existing parking facilities for purposes including, but not limited to, construction of new buildings, roadways or other improvements. In the event that existing parking is impacted by such modifications, the State and UUP shall meet to consider alternatives for such parking. Such consideration shall include the issues of transportation to and from parking areas and parking for the handicapped.**

Alan Wang (UUP): This question is twofold. Are we going to lose parking spots? If yes, where will they be located?

Joseph Schultz (Management): (A handout showing a picture of the Proposed Site in three different views was distributed by Management.) Not a lot but we may obviously lose some during construction and probably lose some spots where the building goes, but the plan is to make up those spots. It is slated where the building is going to go, and details have to be worked out.

Donald Kunkel (UUP): Will the road be affected do you know?

Benita Roth (UUP): It looks like it.

Renee Andrews (UUP): Regarding parking, nothing will be lost forever. Honestly if those spots are lost, they will have to make them up during construction and will have to make them up afterward. They are cracking down harder than ever, and it is actually frustrating for us as project coordinators. We have to be concerned about their safety and to get them to work and parking wants to take more sites from us. I will go out on a limb by telling you they won't give up a spot.

Benita Roth (UUP): That is good for members to know. How big will it be?

Alan Wang (UUP): A news article on Bing U had somewhat of a listing of number of classrooms and sizes.

Benita Roth (UUP): It is needed.

Alan Wang (UUP): The building will include one 300-seat lecture hall, one-180 seat lecture hall, one 100-seat active learning classroom, two learning studios, 23 general purpose classrooms in sizes varying from 20 to 75 seats, three computer classrooms and an Information Commons.

Renee Andrews (UUP): Getting students across the street, all of that is also being worked out.

Benita Roth (UUP): How about a tunnel?

Renee Andrews (UUP): Being on the Safety Committee, too.

Chris Sielaff (UUP): If not a tunnel, maybe a chairlift.

Renee Andrews (UUP): Parking is taken super seriously.

Don Kunkel (UUP): We can quote you?

Renee Andrews (UUP): Yes, I guess.

3. **What are the next steps for the integration with SUNY Broome. Specifically, what is the timeline? What is the plan for consultation with stakeholders (UUP, Faculty Senate, PSS)?**

Alan Wang (UUP): What are the next steps for the integration with SUNY Broome?

Joseph Schultz (Management): It doesn't feel like this thing is going to be as big as Broome wishes it will be. In 2022-23 we will expand the Binghamton Advantage Program. They take classes at Broome but live here. 150 to 300 is not going to cause any increase in workload for everyone. I don't think they are in one dorm.

Benita Roth (UUP): They are spread out.

Joseph Schultz (Management): If expansion is successful, they may consider more projects in 2023-24. Not identified.

Donald Kunkel (UUP): Will Stenger take the leadership at Broome?

Joseph Schultz (Management): It felt like this thing could be a fast-track kind of large integration. I don't get the sense at least in the near future that is going to happen. We all have a new Chancellor. At least next year the Binghamton Advantage Program will be increasing.

Chris Sielaff (UUP): Look at funding. It sounds complicated.

Joseph Schultz (Management): A legislative funding nightmare. A lot of work for this. You never know. If the Chancellor thinks there is value, and it could be a model.

Chris Sielaff (UUP): Someone in the legislature took on a pet project and ushered through all the legislative parts in my opinion.

Benita Roth (UUP): Been told to any stakeholder groups? I understand the Provost and the President. Handcuffs with what is going to happen. In 22-23 only expanding the Binghamton Advantage Program. People are consistently talking about this, and when I met with the Provost, I didn't expect him to tell me any details. We don't know what is going to happen. Gets you only so far in alleviating anxiety and resistance. President should talk to stakeholders and such. A next step. I would think that a more regular kind of update even if it is a short update, is a great idea. People are all over the map about this. Standards at a community college is a very different entity. Teaching vocational skills at a community college is what it is meant to do and more power to them. Some sense we will end up with lower standards. I don't necessarily agree with it, but the assessment is out there.

Chris Sielaff (UUP): The bargaining units at Broome have the same anxiety. Eliminate this and eliminate that. Communication they have received did not eliminate any fears of theirs. Three units and they are locals, not State.

Benita Roth (UUP): Kevin Drum said he wishes he had the faculty and professionals all in one union.

4. **Can we get a list of employees separated within the last year from UUP that were employed at Binghamton in addition to reason for separation.**

Alan Wang (UUP): Can we get a list of employees separated within the last year from UUP that were employed at Binghamton in addition to reason for separation?

Joseph Schultz (Management): The answer is yes. We already give it to you. We send the separating list to Khalil every semester, and there is a field for a reason. Resignation or termination. Termination doesn't really mean terminated. Terminated from the payroll. Retirees will show retirement.

Chris Sielaff (UUP): Termination is non-renewals or expiration of temp contract or termination of temp contract. Those would be the three scenarios.

Joseph Schultz (Management): Yes.

5. **Update of local campus telecommuting application/information pages as our current pages have out of date information and have an older version of the application process presented. In addition to this is it possible to get a specific numbers of how many people to date have active agreements and which units/departments they are in?**

Alan Wang (UUP): For our campus local telecommuting policy, we are a little on the outdated side. Any ideas numbers wise?

Joseph Schultz (Management): (A handout showing the updated campus telecommuting policy and information on applying was distributed by Management.) We took a look at the page and updated it. Under telecommuting, the expiration is now June 30. What we were always missing, now we have the instructions. Showing navigation on how to get to it.

Chris Sielaff (UUP): Does the old flexible location policy still show up? Looking for the alternate work location.

Joseph Schultz (Management): It is still active. If we have a fundraiser and the person works in CA and they do the west coast, they are not telecommuting. They are 100% in alternate work location. Both programs are still active. This happens in areas such as Admissions.

Chris Sielaff (UUP): Do you feel it was a good thing that the other was in place prior to COVID? Others don't have the ability to create fully remote.

Joseph Schultz (Management): About 15 years ago we were told telecommuting is a bargaining issue; therefore, you cannot allow telecommuting. GOER said something to SUNY about an alternate work location. So, we can create a policy? Yes. SUNY said if you had one prior to, you can continue it. In all the areas 350 applications were submitted and it would seem about 25 applications went to never, never land. Some approved people are no longer here. The time frame is since we started. About 170 were approved. Right now, total people on telecommuting that were active is about 145. Big hitters are 46 in ITS, 23 in Communications and Marketing, 15 in Library, 8 in Advancement, 4 in Telecommunications, 3 in Small Business Development Center, 2 in Residential Life, and 2 in University Center for Training and Development

Benita Roth (UUP): Half rejected.

Joseph Schultz (Management): It depends. It is first approved at the supervisory level. Essentially, I would say there are very few one or two forward-facing people. People who don't have contact with students or an alternate work location.

Benita Roth (UUP): Not counting 100% remote teaching?

Joseph Schultz (Management): Correct.

Chris Sielaff (UUP): Appeals have been made. Is there a percentage that were approved as modifications?

Joseph Schultz (Management): I would say maybe 7 or 8 appeals, and one has been approved.

Benita Roth (UUP): It is really up to supervisors.

Joseph Schultz (Management): Yes. Supervisor agreed and the next level asked who is going to handle the office, and then it was denied at that level.

Benita Roth (UUP): Ok. But alternate work location assignment has been used in disciplinary actions to get them off campus.

6. **Heat in Bartle Library during the winter shutdown -- Campus buildings did remain open during the "curtailment" period with some employees required to report, office environmentals should be kept sufficiently warm in those areas**

Alan Wang (UUP): Several employees complained of being kind of cold in the building.

Joseph Schultz (Management): If we know there are going to be employees in the building. Historically what has happened. People have been told you can work if you would like to but if you are going to go in the heat isn't going to be on. Prepare, a little space heater. So we know how big a group.

Chris Sielaff (UUP): What I was told, and it is not a big group. In the library, the library is required to remain open. International students who do not go home. It is open to them during the intersession.

Benita Roth (UUP): And winter session.

Chris Sielaff (UUP): Talked with supervisors and gave employees the opportunity to telecommute due to the lack of heat. There needs to be someone there to run the library. To have to wear coats, hats, mittens, blankets. No.

Joseph Schultz (Management): The main circulation area where you check out the books?

Benita Roth (UUP): It is an old building. When Sean plugs in his space heater, it shorts out the Dean's Office. He was having trouble with the heat just last week. Made a crack about it. It has happened in the past.

Alan Wang (UUP): And it is a renovated area.

Benita Roth (UUP): Space heater thing is kind of a safety issue as well.

Sara DeClemente-Hammoud (Management): As long as it is plugged into the wall and not into a power strip.

Joseph Schultz (Management): I will do some investigating.

Chris Sielaff (UUP): It is an old building. The reality is the thermostat says it's set at a certain temperature. 90% of the building is empty and one has to remain on. Still cost savings to the university. I don't know to the degree how much moving around there is. Or if they could be located in one place. It is over now but next year we can work on that.

Joseph Schultz (Management): Winter weather memo. We are going to put it out.

Sara DeClemente-Hammoud (Management): I think it went out first thing in December. Or when we hear there is a snowstorm. It went out two days before the snowstorm. We got it out a couple days before.

Benita Roth (UUP): The memo makes it think that faculty can do anything they want.

Joseph Schultz (Management): Work with your supervisor and have a game plan ahead of time.

Benita Roth (UUP): Makes it seem like faculty can make their own decision about teaching. The B-ALERT message. Professionals also think faculty are getting away with all sorts of things.

Joseph Schultz (Management): B-ALERT is limited by characters.

Benita Roth (UUP): When is the new lecture hall going to open?

Alan Wang (UUP): Either 24 or 26.

Robert Mess (UUP): Can retirees be on a search committee?

Joseph Schultz (Management): Generically you don't have to be a university employee to be on a search committee. Students can be on search committees. I think you have to have the department make the case to DEI that the person has relative importance to the search. I don't know if anything prohibits it. It is subject to DEI approval.

Chris Sielaff (UUP): Going back to the issue of appointment letters and notices to people about benefits. Any progress about that one?

Joseph Schultz (Management): Where did we end up?

Chris Sielaff (UUP): Letter in the works as a follow up or an addendum to part-timers for their appointment.

Joseph Schultz (Management): Part of the issue was two separate offer letters. One works for the writing initiative, English, and another department. The three departments alone don't know what benefits the person is eligible for. One department alone they are not eligible, but collectively the person qualifies. Let me circle back around with benefits.

Benita Roth (UUP): Who is the new Kim?

Joseph Schultz (Management): Luanne.

Alan Wang (UUP): Anything else?

Meeting ended at 2:12 p.m.