

NOTES

UUP August Labor Management Meeting

Tuesday, September 5, 2023

9:00 AM

AD 606

Present: Donald Kunkel, Robert Mess, Brendan McGovern, Chris Sielaff, Joseph Schultz, Sara DeClemente-Hammoud, Meaghan Liberati

UUP Labor Relations Specialist Chris Sielaff called the meeting to order at 9:15 a.m.

UUP

1. *UUP would like a comprehensive overview of all policies regarding employees and the immigration system.*

Chris Sielaff (UUP) wants to start with a conversation about imagination.

Joseph Schultz (Management) introduced Meaghan Liberati, an immigration specialist. I think what we will probably do is start off with the simplest immigration path that we likely do the most of and our campus is a little bit different. Most campuses probably don't have the expertise we have on-campus. We have a model here where for standard cases because we do so many, and they cost a lot. Meaghan processes standard cases and if it's something complicated or something we just haven't done before or complex, we use the SUNY attorney that is on contract. Unless it's something strange that we didn't think is was going to be strange, the department due pay, they pay directly for that. But essentially if a search an assistant professor goes out and the selected candidate is international, doesn't have work authorization, essentially needs an H1 visa, then what happens?

Meaghan Liberati (Management) typically the department may include some additional language in there that is standard for our international folks. Then they forwarded me the signed offer letter as well as questionnaires with basic information on the employee, contact information, information about the search, where it was posted, how long, and the number of applicants. From there, I contact the individual get more details from them and their previous immigration documents. We start the process file the LCA. The LCA contains information about how much we are paying the individual and the terms and agreements because we are covered by a collective bargaining agreement, we need to prove that we are at least paying the minimum, which is usually not an issue at all. That sits with the Department of Labor for 7 days, then comes back to us. From there, we can file the petition. Depending on the circumstances, we may or may not include premium processing, which would give us the answer in 15 business days, and would allow the individual to start working from that point forward. Usually, we are doing this over the summer so we have a little bit of time but it depends on how quickly it needs to be resolved. From there the documents come to us, and we complete the individual online and get them on the payroll.

Brendan McGovern (UUP) There have been issues where one of our faculty had been requesting 3 years, and it would more sense to pay for 3 years instead of each individual year, but the person is only being renewed for one year at a time.

Joe Schultz (Management) What kind of waver?

Brendan McGovern (UUP) A lecturer

Joe Schultz (Management) So what's coming up is procedure vs logic. Somebody looking at it would say, okay there are lecturers, we are going to have them one year at a time, but it might be efficient to just do an H1b for 3 years. I think the difference organizationally is that, if the person doesn't go the full three years. Let's say we get to year one, boy things are not working out, we have to pay for their return transportation if it gets cut early. So I think that is the reason why. In this situation you every year you have to process another offer letter, and another H1 and pay for it. In that case, that person isn't going up for permanent residency because it's not a tenure-track position.

Once you hire a tenure-track faculty member, that search is only good for an 18-month period and so within the first 18 months, we then have to petition for permanent residency. So, really, we get the H1 going they are authorized to work here, but pretty much as soon as they get here, we have to start working on the next stage, which is permanent residency. So how long does it normally take, what is a normal case now?

Meaghan Liberati (Management) It used to be much faster than what we are seeing now. There is essentially four different steps: you have a prevailing wage determination, affirm the labor association, and then you can file the I140. Sometimes, you can simultaneously file their I485. The I485 is the form that moves them from temporary status to permanent residency. The prevailing wage determination and the Affirm xx days, ridiculously long wait times, we haven't seen wait times like this before. We just had a prevailing wage form take 11 months from last year when we filed them. The entire process is taking 3 to 4 years. Depending on their countries priority dates. There is a limited number of permanent residency cards handed out per country, per month. China and India are extremely backlogged. India is like 12 years backlogged, other countries are 6 months backlogged. Depending on where the person was born determines how long we have to wait before we can file their I485.

Chris Sielaff (UUP) How does this affect their H1b status?

Meaghan Liberati (Management) So long as we progress far enough in their permanent residency case, we can exceed the 6 years of H1B. So long as their perm labor has been approved or been pending for a year or longer, we can exceed the 6 years. We can continue to keep the H1b active, but the department has to continue to pay for the extension. The employee is still in workable, lawful status.

Brendan McGovern(UUP) Since tenure won't be granted until permanency, does that delay the process?

Joe Schultz (Management) The process should take 4 years to get permanent residency. What would happen is that person would get their first offer letter, 3 years temp. Then at year 2 they would go for their first 3-year review starting at year 2. Then if they get their renewal, which 99% get their renewal for the second 3 years. Then they will receive another offer letter for a 3 year temp. The for example at year 4.5 they get permanent residency, we switch them from a temp appointment to a term appointment. But your are correct, if it takes 9 years to get permanent residency, because it's one of these odd situations, they have gone through the tenure process, tenure stops at the presidency until permanent residency is obtained, because they are not eligible if they are still a temporary worker.

Brendan McGovern (UUP) For professionals there a situation that I don't fully understand, professionals can't get permanent residency unless they have permanency, they can't get permanency unless they have permanent residency.

Joe Schultz (Management) On a faculty search, we are sponsoring an H1b person for permanent residency, on the faculty side, they have to be the most qualified candidate. We are basically saying and attesting to is, we ran a search and the faculty member was the most qualified candidate. That is a pretty standard process. On the professional side of the house, we have to prove that they were the only qualified candidate to be able to sponsor them for permanent residency. Those get really complicated. The SUNY policy basically limits us to tenure-track faculty. Once in a while we will have a professional in such a strange position where we will say it's virtually impossible to try to replace this person, but it gets weird because we have to run another search, because if it's not 18 months and they weren't the only qualified candidate, they are not eligible for permanent residency. Sometimes we will run another search, however, any experience they have gained here can not be used to qualify as the only qualified candidate. Meaghan works on faculty lines, anything on the professional side we use the SUNY attorneys and immigration attorneys, and the department pays for those. It's rare that a professional would get permanent residency, but it is getting a little more common, IT is pushing hard because they have so many vacancies. It's difficult, you hire somebody, they work for 6 years then they have to leave, we have trained them and would like to keep them. The professional side of the house is much more complex. When Meaghan gets them their H1, she explains all of this to them, most don't want to hear it. Their main concern is how do I get permanent residency, we explain it's very complicated.

Chris Sielaff (UUP) Outside of academia, how do people get permanent residency? Are there other areas of work it's more common or is it just the nature of professional work on the campus that the labor market is broad enough so that there are enough qualified people that it's more difficult in this setting than working for Google or Apple or other companies? Maybe they are under different parts of the immigration code.

Joe Schultz(Management) SUNY policy guides, though it's mostly geared towards faculty. I think the difficulty in the professional lines that you are the only qualified candidate. So you post a position, you could have 5 candidates that meet the minimum qualifications. Three are just awful, turns out you selected the best candidate, but they were not the only one. If the person ends up getting married, they can get permanent residency or the person can petition for employment-based permanent residency on their own, but I don't know how that works.

Meaghan Liberati (Management) I process for our faculty is EB2 there is also EB1 they have to prove that their research or their experience such that it the state's best interest to keep that individual here with a permanent status. They can petition on their own, without the University sponsorship under EB1. They prove based on their credentials their connection, and letters of recommendation from several colleagues that it's in our best interest to keep them here in their current status. Occasionally we will have a professional report that they were successful with their EB1 application. But typically EB2 and faculty in general, the Department of Labor allows more exemptions to the search criteria, for professionals it's a lot more difficult through EB2.

Joe Schultz (Management) The federal government's position on the professional side of the house is, this is the last resort. Sponsoring somebody and getting a permanent residency is the last resort because

citizens, people who are already here should be getting these jobs. Okay, this is the only qualified candidate in the pool, now we go there. The professional side of the house is much more complicated.

Sara DeClemente-Hammoud (Management) Which is why added onto a lot of the postings, because we can't tell with someone's applications if they are eligible or not, started adding Sponsorship is not available for this position. On the majority of professional posting it will say either way weather it will be eligible or not.

Chris Sielaff (UUP) What happens to professionals who are married to faculty who go onto obtain permanent residency? What happens to their visa?

Joe Schultz (Management) They would become permanent residence. If the faculty member was hired as an H1, the spouse would be an H4 which doesn't have employment ability. We could get an H1 for the spouse, so when the faculty member ends up getting permanent residency the spouse would move to permanent residency based upon the marriage.

Meaghan Liberati (Management) Any dependent family members would be listed in their I485 form.

Chris Sielaff (UUP) How does someone get hired in the first place as a professional on an H1?

Joe Schultz (Management) What's happened over the years, you have the search committee make the selection, the person is offered the job and then they say "Oh yah I don't have employment authorization I need to be sponsored" DEI is saying to anyone who is running a search, you need to put in the ad if visa sponsorship is not available.

Sara DeClemente-Hammoud (Management) Graduating students can be granted up to one year of authorization to work, in the capacity in which they received their degree.

Joe Schultz (Management) They don't need visa sponsorship for year one.

Sara DeClemente-Hammoud (Management) It has to be full time, and in a position that their degree is in. A one-year window is all they are looking at.

Brendan McGovern (UUP) Isn't there something with STEM now that it has been extended to three years.

Meaghan Liberati (Management) Unfortunately we can not accept the STEM extension because we do not qualify. The Research Foundation does.

Joe Schultz (Management) On the professional side of the house, we have some recent one where the employee started here one year ago and they come to our office say they want permanent residency. We explain how the process works, you need to speak to your organizational chain, there needs to be a funding decision made, if they want to sponsor you for permanent residency. The likely hood is not very good. The department need to do a second search, none of the experience gained while working can be used.

Chris Sielaff (UUP) The first step wild be to get the department to agree to sponsor them, and then if they have to go to a search. Then if there are any minimally qualified applications, it's cooked.

Joe Schultz (Management) The department needs to make a determination, at that point we are working through the SUNY attorneys, there are going to be charges occurred and it might be for nothing.

Chris Sielaff (UUP) When a faculty hits the time when they would have been turned, what is their appointment is they need a bridge.

Joe Schultz (Management) They would stay temp. Their case goes through and waits for permanency.

Meaghan Liberati (Management) Any increases from the Provost would happen, and the change in title would go through, but not the increase from the state. We have had this happen only one or two times since I've been involved with faculty or immigration. Usually at that point, once the faculty member has been here so long, if they are from India or China, they realize how long it's going to be usually they start an EB1 as well. Usually once they realize the delay they look into this option.

Chris Sielaff (UUP) EB2 is always employer and EB1 is always individual or not.

Meaghan Liberati (Management) EB1 can be employer or individual, it's easier with the employer support. Usually it's not much of an issue depending on where you are teaching, the STEM fields are easier to get it. In general our tenure track faculty have more research so it's not as difficult to make a case.

Chris Sielaff (UUP) Okay, but if you are in a more saturated labor market, because the nature of your expertise, it may be more beneficial to stick with EB2 and wait out the time. If you are from India and you studied English literature, which is a saturated market, might not want to go EB1 because it's a higher standard to prove.

Joe Schultz (Management) If our EB2 is in process, can you do an EB1?

Meaghan Liberati (Management) Yes, I always start EB2 because of the time parameters. EB1 can start at any time and can progress faster, typically when the I140, that is when you receive your priority dates and you can port that to another I140. They can file a EB1 case and port their priority dates over and proceed that path instead.

Chris Sielaff (UUP) if they get denied for an EB1, is that it for them or can they stall wait on the EB2?

Meaghan Liberati (Management) They can still wait on the EB2.

Chris Sielaff (UUP) So they don't have anything to lose, it's just a matter of trying out a different option.

Joe Schultz (Management) EB2 is based on an 18 month search windows, but the EB1 is not.

Chris Sielaff (UUP) For the EB1 application does that have to be funded by the employee?

Meaghan Liberati (Management) Either

Chris Sielaff (UUP) If an employee is in the queue for an EB2 and they want to pursue and EB1, will the employer support them?

Joe Schultz (Management) The department will need to look at it and make their own determination.

Meaghan Liberati (Management) There are several exemptions for Hired and more exemptions for faculty over professionals.

Chris Sielaff (UUP) Thank you for that overview.

2. *Time allocated to UUP for Fall new Employee Orientation. The notice is not sufficient, nor is the process of determining time.*

Brendan McGovern (UUP) We would like to talk about time allocated for UUP orientation. This year for the faculty orientation we receive 15 minutes.

Chris Sielaff (UUP) The chapter knew about the orientation but only received a 4-day notice that they would only have 15 minutes to present.

Joseph Schultz (Management) We don't have a problem with increasing that time.

Donald Kunkel (UUP) It is not just the time allocated for presenting. We were still picking up cards when the next presenter started.

Brendan McGovern (UUP) It's key for us post-Janis to have this time with our employees too.

Sara DeClemente-Hammoud (Management) They pack in that day so much, it's a struggle to find any more time. The day is jammed packed from the movement that they begin to the end.

Joseph Schultz (Management) We can definitely give more time, we just have to figure out the scheduling. We can get with Luanne to try to figure out the logistics.

Brendan McGovern (UUP) I want to preface by saying Don and I work with Luanne and Meaghan every two weeks for new employee orientation.

Joseph Schultz (Management) How much time to you have at that one?

Brendan McGovern (UUP) We have 30 minutes and we have a great working relationship with them on this. We just want to make sure that moving forward that we have 30 minutes. We understand that post COVID the CLT is managing the day. Whoever runs it over there we need to make sure we have our 30 minutes.

Sara DeClemente-Hammoud (Management) That may change for next year so that may be our opportunity to speak with the folks who will be managing it.

Chris Sielaff (UUP) 30 minutes is the bare minimum.

Donald Kunkel (UUP) We have a hard time covering everything in 30 minutes if there are questions, we are going to run over. We try to observe 30 minutes as close as we can.

Brendan McGovern (UUP) Who's going to be running the orientation next year?

Sara DeClemente-Hammoud (Management) I don't know yet.

Brendan McGovern (UUP) Could we be incorporated in the planning process?

Sara DeClemente-Hammoud (Management) We are not included in the planning process.

Joseph Schultz (Management) We are simply told this is our afternoon. I think it's because there is a day, a day and a half where the faculty comes in, they are going to a research seminar on how to get grant monies, and how to conduct research, and we wait for our date and time. They inform us here when you can have them.

Sara DeClemente-Hammoud (Management) CSEA has expanded at the end of orientation. HR has made a change to the schedule so that Luanne now starts the Benefits orientation and CASA comes in at the end to do theirs. They have started bringing pizza. They have incorporated their 30 minutes lunch and their 30 minute presentation. Now they are spending an hour on day one with all the new hires. They seem to feel they get a better connection with their folks.

Brendan McGovern (UUP) It might work for them, but I think we are more comfortable presenting at the beginning of our bi-weekly orientation. Because we are able to them the New Hire Kit that comes from UUP which includes their benefits cards that are negotiated by UUP, otherwise that gets lost in the shuffle.

Joseph Schultz (Management) Do you process their dental cards for them.

Donald Kunkel (UUP) Yes, they have two option they can select a dental DHMO or a Dental PPO.

Brendan McGovern (UUP) The benefits are managed through UUP Benefits office.

Sara DeClemente-Hammoud (Management) CSEA seems to feel that thy have more success having members signing up.

Brendan McGovern (UUP) The half hour has been working out okay with our bi-weekly orientation. This year's faculty orientation was a large group with 97 people. I can't stress the importance of having enough time.

Joseph Schultz (Management) What we did this year, because there isn't time to do all the paperwork. Luanne scheduled a couple of open times that people could come back to our office or conference room to do their paperwork and answer questions. I don't know if that would be an opportunity to see people again. Clearly 15 minutes is not enough time.

Chris Sielaff (UUP) I think it might be a good idea to have someone from the chapter there. People might have more questions about UUP. I think in general we have to have more time baked into the program. The Taylor Law is pretty clear the time allocated must be mutually agreeable. It doesn't say a specific time period but it does say mutually agreeable and 15 minutes wasn't mutually agreeable and we didn't have the opportunity to navigate for more. In the future, whatever the communication is between management and the people who organize it, somebody has to work out a time that is agreeable to UUP so we can come to an agreement on the logistics. I think we would be flexible the time within the day.

Joseph Schultz (Management) We will figure out how to get more time.

3. *Paid Parental Leave*

Sara DeClemente-Hammoud (Management) We are working through the process. We are being told it will be retro to 4/5/23. We are working through individual situations. On the professional side from 7/1 to 9/1, thirty six people had babies. I am working daily to contact everyone. We are currently waiting because every person situation is different. We have created forms for people to fill out so we have

documentation to demonstrate an interest in Paid Family Leave. We cannot give guidance but we are looking into what is in the best interest of each individual and how they want to take it. When someone is pregnant I will meet with them at the initial stage and inform them of the three programs that are available. You have a 36 week window within to work with. The individual needs to come up with their own game plan of what they would like to do. I will follow up about a month before they go out. Vickey handles the faculty I handle the professionals. It is a matter of managing each individual situation based on what they want to do. Big picture, there is a 36-week window to work with, if they have leave accruals they get 12 weeks of full paid FMLA with accruing, 12 weeks of PPL full pay not accruing and 12 weeks of reduced pay PSL with not accruing.

Chris Sielaff (UUP) FMLA is twelve weeks, I thought the general recovery period was either 6 or 8-weeks depending on the nature of the berth. How does that fit in with FMLA?

Sara DeClemente-Hammoud (Management) The 6 or 8 week period is deemed the period of disability. The female that works her, she is deemed disabled for the 6 or 8 weeks depending on delivery and then the gap between 6 or 8 weeks and week 12 is where you use vacation or holiday time. You are only permitted to use sick time during the period of disability, unless you have a doctors note.

Joseph Schultz (Management) Our local policy, faculty do not earn vacation, if one has a baby in the middle of the semester, sick leave would be charged for the first 6 or 8 weeks than paid parental leave would make up the difference. Paid family leave can be turned on and off and on... The Parental Leave once you go on and come off, it can not go back on. We will have some people that will not get the benefit they wanted once this is all figured out

Sara DeClemente-Hammoud (Management) The part we don't know now, how is the repayment to the Paid Family Leave to the standard carrier going to take place? Everyone who uses PFL is paid by a separate insurance carrier not by the state. If they are going to go retro, they used PFL and now they would like to use Paid Parental, they would have to repay that money. That is not a repayment that can take place in the state because of tax and accounting issues. They have to be able to show the repayment and what that looks like. That is probably the biggest struggle we have.

Chris Sielaff (UUP) Can the campus repay it directly on behalf of the employee? Like a deduction?

Sara DeClemente-Hammoud (Management) That's what we are trying to figure out. Is that possible?

Chris Sielaff (UUP) They could do an authorization form. If you would like to restore this retroactively you have to authorize us to pay back the carrier. The faculty member who prior to the new agreement, it's a diminished benefit because it's weekly wages instead of based on salary.

Brendan McGovern (UUP) Once we get through this part, it should be much easier.

Sara DeClemente-Hammoud (Management) Moving forward people will have all these options.

Joseph Schultz (Management) It is on the faculty side going to be very complicated.

- 4. UHS has announced a return to 100% mandated masking on their campuses. Is campus monitoring the COVID situation at all and what are the contingency plans should an outbreak occur?***

Brendan McGovern (UUP) We are looking for an update on COVID, what's going on with the campus, what is our contingency plans should an event break out?

. Joseph Schultz (Management) Sara is involved with monitoring,

Sara DeClemente-Hammoud (Management) We are monitoring right now. There is a group monitoring numbers from campus health services, outside entities. We are back to sharing and monitoring what is going on outside and what is going on here. Every semester for the last three years, the first two weeks we see an uptick in numbers then things thin out. We are into week two, number were high, folks are isolating in place. There is no isolation housing or quarantine housing any more. The campus is trying to monitor those who self-report or go to health service. UHS is the only one locally that has instituted the mask wearing. Health Services is going out with guidance, that if you are coming in with COVID symptoms please mask up. Nobody want to make anything mandatory until the DCD or the Department of Health makes something mandatory. We are working with the Broome County Department of Health. We will follow what is mandatory, the University is not looking to implement anything separate from what is coming from the state or federal government.

Brendan McGovern (UUP) Currently there is no mask mandate, right? I had a member come to me and say that somebody in the department that they may have talked to came down with COVID and the supervisor was pushing this person to wear a mask.

Sara DeClemente-Hammoud (Management) It's mandatory for an individual who tested positive for COVID to wear a mask on day six through day ten. I talk to every person who had COVID and do direct them, when you return to work on day six you are required to wear a mask.

Brendan McGovern (UUP) This was somebody who might have been in the proximity of an individual who tested positive.

Sara DeClemente-Hammoud (Management) Nobody can be mandated.

Joseph Schultz (Management) The leave benefit is still available. Somebody has to go through their local Department of Health. They have to report it. They get the printout.

Sara DeClemente-Hammoud (Management) The Broome County Department of Health is all electronic. It automatically generates an isolation order. They have to send that to me, in order to obtain the benefit of 5 day without charge to leave accrual. People who refuse to report it will then have to charge their leave accrual. Very few are in that scenario, most folks provide it. We had a couple of months with zero reports, the last month the number have increased.

Donald Kunkel (UUP) Are there test kits available on campus?

Sara DeClemente-Hammoud (Management) Yes, the university has a website, Home Tests, the kits went back to all the same places, Tilman Lobby. Health Services, UPD security desk, has them.

Chris Sielaff (UUP) Are masks still available?

Sara DeClemente-Hammoud (Management) KN-95 masks are available.

5. Online Performance Programs

Sara DeClemente-Hammoud (Management) Is being tested by ITS. I've reached out to them, we should be able to set up a demo by the end of the month. I will send it to you and you invite whoever you would like to. ITS has been using it, they are testing what is working and to see if they can break it. They sent me the link, it looks great, in general, the look is the same with the additional requests that have come through. Each level of supervision has an access level to view. They fixed a lot of the bugs, and its working great, its working well, they found a couple of bugs and some things that need tweaking. I should be able to set up the demo by the end of the month.

Brendan McGovern (UUP) Are you thinking maybe the week of the twenty-fifth?

Sara DeClemente-Hammoud (Management) Yes, let me reach out to Tim and find out what he's got. I will find out that they have available and get back to you.

Brendan McGovern (UUP) Thank you. I will wait for an email on that.

6. People who self-nominate for a promotion or salary increase

Brendan McGovern (UUP) Local policy, an individual would have 45 days after it was denied to appeal. There is confusion over where that 45 day begins, because. An email was just shared with us from the Harpur Deans Office, when a person puts in a request, it could take up to three months because it has to go through the different levels of approvals.

Joseph Schultz (Management) Each level has 45 days to make a decision. So they are right, it there are 5 levels. If they do not hear anything after 45 the clock starts for their appeal.

Brendan McGovern (UUP) What I am saying is that the process needs to be smoothed out a little, because after 45 days, this person reached out and was told relax, wait, it could take up to three months. But the fear is that if they didn't reach out the 45 days or if they waited, and some ware along the three months it was stopped and they were not informed, then what?

Sara DeClemente-Hammoud (Management) They are not informed at every level. So, if level one approves, level two approves, that 45 days from a processing perspective wouldn't begin until the individual was officially notified. If someone was denied an email would go out to notify them. A change from what somebody submitted vs what was ultimately approved that does not constitute a denial. If some submitted a \$6,000 request and they receive \$2,000 instead of the \$6.000 they asked for. They would receive an email officially notifying them saying this was approved. That wouldn't be considered a denial.

Donald Kunkel (UUP) I guess the confusion I have as me being the employee, having heard nothing. Should I immediately contact HR saying I haven't heard anything?

Sara DeClemente-Hammoud (Management) My advice would be to contact your supervisor as to where they are in the process.

Brendan McGovern (UUP) Sometime the supervisor doesn't know because they sent it up the ladder. And it doesn't become a priority to the supervisor.

Sara DeClemente-Hammoud (Management) If that's the case you can always send them to me because I'm the one who processes them. It may not have make it to my way yet.

Brendan McGovern (UUP) They are afraid of losing that window for an appeal.

Sara DeClemente-Hammoud (Management) That hard line starts on the date they are formally made aware of the denial. I estimate that out of the hundreds of requests that we receive, 2 are employee-initiated.

Joseph Schultz (Management) What we tell people who contact us is to have a conversation with their supervisor. They are going to be able to do the legwork and move up the timing on it.

Robert Mess (UUP) If you don't have a good relationship with your supervisor, it's probably not a good place to start. As an employee that could be stressful.

Donald Kunkel (UUP) As a supervisor are they not required to obtain approval from their Dean or VP before they even initiate the process?

Sara DeClemente-Hammoud (Management) They should.

Joseph Schultz (Management) If the supervisor is going to initiate it, they have to do some legwork behind the scenes on funding. They have to attest that there is an account number for funding.

Chris Sielaff (UUP) Is the process still largely paper based? These are paper documents?

Sara DeClemente-Hammoud (Management) Yes, there is so much that has to be attached to it.

Brendan McGovern (UUP) Thank you for sending us the names of the adjuncts, we feel that this is a group that has been falling through the cracks. We are looking to set up a new employee orientation for this group.