

NOTES
May 22, 2023, Labor Management Meeting
1:30-3:00 p.m.
AD-606

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

UUP:

1. Update/Demo on new online performance program and evaluation system.

Alan Wang (UUP): Can you give us an update on when we can have a demo of the new online performance program and evaluation system?

Joseph Schultz (Management): According to ITS, they are doing internal testing and working on bugs. After that piece is done, HR will do testing. We are thinking the demo would be in late summer.

2. Introduction to new chapter leadership.

Alan Wang (UUP): The leadership is somewhat the same. Brendan will be taking over as President. Claire Kovacs will be the VP for Professionals. Benita Roth the VP for Academics. Renee Andrews the Officer for Contingents. Bob Mess the Officer for Retirees.

Donald Kunkel (UUP): I have to ask to see if I will be reappointed as the Membership Development Officer.

Robert Mess (UUP): In two years there is going to be a three-way runoff for my seat. Fran said she was thinking about running.

3. Additional bulletin board install locations (5 additional).

Alan Wang (UUP): We are looking at a second one for Engineering and Science.

Donald Kunkel (UUP): On the second floor. I will send a picture.

Sara DeClemente-Hammoud (Management): Give me all the locations, and I will put in work orders.

Brendan McGovern (UUP): I will be in charge of the one in Old Johnson. On the first floor, close to the elevator.

Claire Kovacs (UUP): The other three we need to get contacts for. They are Science Library, Admissions, and probably Tuscarora near the Residential Life main offices.

Sara DeClemente-Hammoud (Management): Give me the locations and the person we are supposed to contact, and we will be good. I did follow up on one of the first ones and they said that it should not go there. There was a Dean's Office over in Decker. The Dean's Office didn't want it there and thought it should go someplace else.

Joseph Schultz (Management): Someplace already had one.

Sara DeClemente-Hammoud (Management): Extra one in their office.

Claire Kovacs (UUP): In Decker. They gave us two floors.

4. **UUP requests that the medical return to work form be revised to include notice to each employee of their right to apply for ADA accommodations, if necessary, prior to their return to work.**

Alan Wang (UUP): UUP requests the medical return to work form be revised to include notice to each employee of their right to apply for ADA accommodations if necessary prior to their return to work. I think Chris might have some additional insight also.

Chris Sielaff (UUP): It was crafted so well. We should wait to hear from Joe.

Joseph Schultz (Management): That particular form is used for all bargaining units. Not saying no, but we have to do some further research. When people are out on sick leave and having a serious medical condition, we essentially communicate with them back and forth. On the CSEA side, some light duty for worker's compensation. From the standpoint are we missing people in terms of ADA accommodations that are going back with restrictions. But agree on the flip side.

Chris Sielaff (UUP): Some type of ADA notice even if it was not specific to upon return to work.

Joseph Schultz (Management): We do it in writing for worker's comp. Depending on how long the disability is there may or may not be a letter generated. A notice at bare minimum, if we don't revise the form.

Chris Sielaff (UUP): People who are out for five days and come back and don't need to use the form. Not going to send a form if they don't need it, but for those that need to get that. We have run into it a couple of times now. People don't know they can apply if they are not working.

Joseph Schultz (Management): It depends on the scenarios. A person can't lift fifteen pounds. How many can they lift? Ten at the most. Restriction has no bearing for some. Do not worry about it. A full performance of duty. We will think of a way if we don't use the form that something goes out in writing.

Chris Sielaff (UUP): They should be thinking when the doctor writes the note if you don't

have heavy lifting. If you need to sit for a period of your obligation and you can, why do you need to put a restriction on?

Joseph Schultz (Management): We explain what your job entails. If you don't actually do that, explain to your doctor and have the doctor clear you. Sometimes they list and sometimes they don't.

Sara DeClemente-Hammoud (Management): 95% of the time myself or Vicki they are talking to with regards to it.

Renee Andrews (UUP): They don't always think they need a handicap sticker.

Joseph Schultz (Management): Thirty days and L permits.

Sara DeClemente-Hammoud (Management): Medical documentation comes to me now, and I issue thirty days and L permits. Medical documentation. I do those too.

Robert Mess (UUP): I'm wondering suppose someone doesn't go to a mainstream doctor but goes to alternative medicine. Does that carry?

Joseph Schultz (Management): If they are a licensed provider. A number of years ago the Department of Civil Service stated a licensed social worker could provide services.

Brendan McGovern (UUP): How is the hiring?

Joseph Schultz (Management): We did hire 150 this year. Summer hires. Summer temps, cleaning, painting.

Sara DeClemente-Hammoud (Management): It is painful. We had over 400 applications.

Joseph Schultz (Management): Last year we didn't have enough for positions.

Sara DeClemente-Hammoud (Management): Over the last few years. This year we had over 400 for 150 spots. I sent 150 letters and they all have different start dates.

Renee Andrews (UUP): I have had packs looking if they can work tomorrow.

Claire Kovacs (UUP): Normally college students.

Sara DeClemente-Hammoud (Management): I had a group of students at graduation that continue to get us saying we have friends, we have friends. It doesn't work like that.

Renee Andrews (UUP): I was just being nice because she wasn't there.

Sara DeClemente-Hammoud (Management): They had me for about 18 minutes going

and going.

Brendan McGovern (UUP): How about the incentive program?

Sara DeClemente-Hammoud (Management): High 30's low 40's no payment until six months. We've had ten that started and stopped. Physical Facilities we are at about 180. At the job fair we brought in 38. Some coming for a May 25 start date. Maine Endwell in June and do another job fair.

Chris Sielaff (UUP): Grand plan is to run more Civil Service tests.

Sara DeClemente-Hammoud (Management): I'll believe it when I see it. We will give the 0A1 in 2024.

Brendan McGovern (UUP): There might be some movement in the State level for 0A1? Said we could do it here.

Sara DeClemente-Hammoud (Management): We did. I don't know. Civil Service has to nudge.

Joseph Schultz (Management): I think the Governor has an overall study. How can you give it online without cheating or someone else taking the test?

Brendan McGovern (UUP): Can you increase the pay?

Joseph Schultz (Management): The pay is bargained, but the pay level can be changed. They are giving a lot of tests but know what SUNY uses. There are thirty or forty titles that SUNY uses.

Sara DeClemente-Hammoud (Management): Helpful to increase testing but doesn't include the Administrative Assistant Trainee test. Traineeship you are required to test for. Wasted a test.

Brendan McGovern (UUP): Can't get into the traineeship you have to have to become permanent. Provisional.

Sara DeClemente-Hammoud (Management): There are close to 30-35 across campus. They need to score well or give the test provisional. If they do that, everyone will be a 90-day window. The guards had a 4.2b offer. There are 500+ provisional appointments across the state.

Brendan McGovern (UUP): There are enough numbers to warrant it.

The meeting ended at 1:53 p.m.