

**UNITED UNIVERSITY PROFESSIONS  
LABOR MANAGEMENT MEETING  
WEDNESDAY, DECEMBER 17, 2014  
ROOM 228 SEYMOUR  
NOON**

**AGENDA**

1. On March 26, 2014 we requested that you indicate to us when the College would you provide a list of those individuals who would be considered as on-call/recall, as the contract requires. On June 18, 2014, we again requested an update to the progress and the establishment of the list indicated above. Will you be providing/submitting a list of those individuals for on-call/recall?
2. Please share with us the status of the College's status on filling the vacancy of the most important needed position of Affirmative Action Officer, as outlined in our March 26, 2014 meeting.
3. During our meeting in June we discussed our concern for how promotions are being reviewed/processed, etc. It became clear that as a representative of the UUP membership of the College, we as employees are not clear on the process the College will utilize in addressing legitimate requests for promotions. In addition the contract between UUP and the State of New York provides an avenue of re-course when the College does not respond to a request for promotion. We have had a number of these situations during the last few years especially during 2013 – 2014. We are requesting information on what process the College will use to review requests for promotions in a timely manner. We are not only concerned about the process but we are also requesting that the process be timely and equitable so that all employees are treated fairly. Please provide an update to assure that fair action/implementation so that those persons deserving of a promotion receive them and that they are provided the amount of payment due to them. We also are requesting that whatever review process that is employed would include UUP representation in review of those requests presented.
4. We are again asking the question, Will there be some version of an incentive for early retirement presented at The College at Brockport this year? Please respond.

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**NOTES**

1. G. Owens: "Will we be providing or submitting list for on-call-recall?" Dr. Halstead: "We have to defer to SUNY." W. Cranmer: This is an ongoing discussion on many campuses and there are no new scenarios that have been brought to warrant on-call/recall. P. Domaratz: we have submitted a list, at least a year ago from a survey that we had given. Bottom line is the contract says this needs to change. The President has been given power not Ray Haines. People are currently working on an on-call/recall bases; it exists on every campus. We will have to file a class action grievance if you are going to defer to SUNY. Dr. Halstead: W will have Wendy get additional action and guidance. W. Cranmer: Would like to have survey results. G. Owens: We can give Wendy some time to review. P. Domaratz: We can give a small amount of time. G. Owens: We can say the next labor management meeting is the last time this will be on the agenda. Gary will meet with Wendy outside of the meeting.
2. Dr. Halstead: This is Wendy's highest priority. G. Owens: Wendy has said this but I wanted to hear it from you. P. Domaratz: Will reporting structure change? Dr. Halstead: May stay the same, may change.
3. G. Owens: We appreciate you moving process along. Hopefully we can continue to do so. Dr. Halstead: They are all done/reviewed two weeks ago. Move forward request on process and membership..
4. Dr. Halstead: No, not at this time. We need to look at as an overall financial sustainability plan. No package at this time.