

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, SEPTEMBER 24, 2014
ROOM 228 SEYMOUR
11:30 A.M.**

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/re-call, as the contract requires. On June 18, 2014, we again requested an update to the progress and the establishment of the list indicated above. We again are requesting that you provide to us an update on the eventual establishment of this list.
2. As we move forward into the Fall 2014 semester, the question that has echoed more and more on our campus, is how will DSI, now known as DSA, be determined. Although we have taken part in several discussions in recent days on DSA, for clarity's sake, please share with us the status of this question, understanding that we recommend that if it will not be across the board as done in 2013 – 2014, we hope we will utilize our tried and true process from past years to determine merit increases.
3. 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.
4. 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.
5. A second question that is being asked by UUP is will there be some version of an incentive for early retirement presented at The College at Brockport this year? Please respond.
6. UUP has become increasingly aware of a growing problem with the negative condition of the Allen Building in several areas to include excessive water leaks, etc. These conditions have posed both health and safety concerns for the employees located in the building and not limited to UUP members. What action is the College taking to remedy this situation on behalf of those employees? This would not include the remediation action being taken as a result of a fire on the 4th floor, but concerns that existed prior to this event.
7. During the past several years the College has come through several troubling years as a result of budget woes. During these years we have managed to come through without any loss of jobs of employees other than normal attrition or offered incentives, which the president has pointed out in several presentations including this past convocation. As we continue to hear the word (sustainability) and begin to see evidence of possible non-renewals being issued (not related to performance), equaling loss of a job. Are we to expect that there will be the loss of positions/jobs for budgetary reasons (not as a result of performance) especially in light of the fact that we have approved a number of faculty searches this fall? Please respond.

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NOTES

1. On-Call/Recall: G. Owens: We will wait until October's Labor Management meeting to ask the direct question, "Will the President be making recommendations for on-call/recall?" Understands that the list is currently being worked on. Dr. Halstead: Will expect to identify those on the list, however, still waiting for guidance from SUNY. Hoping to wrap up in October.
2. DSI: G. Owens: Suggested that we try to remain as consistent as possible in the process—materials and information to create a more fair process between divisions. Keeping the intent in merit. Dr. Halstead: We are guided by the doctrine the senate developed years ago. Merit based for full-time, working with Gary on a part-time.
3. Affirmative Action Officer: Dr. Halstead: We believe this is an important position and are looking at other models across SUNY and the completion of the review of HR. Firm commitment that we need to make sure we have an AA position as well as the exact description of the position. Still working through details and outcome. G. Owens: We look forward to movement down the road.
4. Promotion Requests: G. Owens: We are asking for a clear and effective review policy that happens in a timely manner. We need to be equal in how we do this. Some administrators are giving immediate reviews when others are waiting a year. Inequity can cause some issues. We have a process in our contract that needs to be followed. We hope for a fair, honest, expeditious review. Time becomes money—loss of pay when waiting a year. Starts with the supervisor's and moving up to the President's office. How we expedite them is where the process needs to be efficient. Dr. Halstead: We are in agreeance, we believe in professional development of staff, we need to build in a more systematic approach and make adjustments, however sometimes the process takes time. B. Willis: Management needs to make sure they are doing performance programs—it is their responsibility. Also, creating promotions around annual budgets so that we can work into budget rather than once the budget has been set. G. Owens: We are a lot less proficient than years ago—let's look at the scope of things.
5. Incentive for Early Retirement: Dr. Halstead: Again, this falls under the umbrella of the HR review. Cannot make present comment on the situation. B. Willis: We are asking for more information from the consultants.
6. Allen Building: Dr. Halstead: We are always concerned about the health and welfare of employees. B. Willis: Allen building would cost 8-10 million dollars for exterior full repair so this is low on our list to address. We are looking for cost effective, stop gap, solutions. We are hoping to get this fixed this fall. G. Owens: We understand, however, had to ask as I have personally seen the leakage. Dr. Halstead: Gary your concern for employees is always evident.
7. Job Loss: Dr. Halstead: It is my understanding that we have hired a number of employees who are not permanent. We will make every effort to create longevity in professionals. B. Willis: As we evolve as an institution things change. There are positions with expectation of sunset at a certain time due to function of position and budge. G. Owens: The Definition of temporary and term employees is clearly defined in our contact. P. Domaratz: Temporary employment (about 1 year or less) and Term (1 year or multiple terms). Campus should issue appointment letter and non-renewal letter at the same time to give employee protection while in position. Dr. Halstead: Is that really best for the employee? K. Wilson: For temporary employees how do you do that if you need them longer? G. Owens: They would be a term employee rather than temporary. Dr. Halstead: We will look at wording—strive for as much clarity as possible.