

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, FEBRUARY 4, 2015
ROOM 228 SEYMOUR
NOON**

AGENDA

1. On March 26, 2014, and in subsequent Labor Management meetings, we requested that you indicate to us when the College would provide a list of those individuals who would be considered as on-call/recall, as the contract requires. On December 17, 2014 we agreed that we would allow you additional time to explore whatever actions you would be taking in regard to this matter. Therefore, we are again requesting that you indicate whether the College would prepare and provide a list of those individuals who would be considered as on-call/recall as the contract agreement requires.
2. Please share with us 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 evident 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 in the future would include UUP representation in review of those requests presented.

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NOTES

1. G. Owens: We will ask one more time, if you will be providing a list for on-call/recall. We have held off so that you, Wendy, could review and address the issue, but now will need an answer. President Halstead: I will turn this to Beau & Wendy as Wendy has been having conversations with others to get more information. B. Willis: The College will follow the lead of the system administration. W.Cramner: Thank you for giving me time to research. I have spoken to my counterparts and the Governor's office and we will be following their lead at this time. G. Owens: So we will establish that you are not providing a list at this time. B. Willis: Correct.
2. President Hallstead: The ad has been created and will go out next week; you have my firm commitment that this is moving forward. W.Cramner: We will move as quickly and effectively as possible. P. Domaratz: Will the reporting structure change? President Halstead: No. P.Domaratz: Will the Affirmative Action Officer be separate from interrogation with HR, will there be a "firewall" between the two. W.Cramner: There will be separation.
3. President Halstead: We are moving forward with this and any backlog we have had is moving along as well. W.Cramner: We are fully committed to filling contractual obligations. I propose that Gary and I schedule a meeting to ensure we can make this process even better than it has been. I am fully committed to meeting obligations and get on a regular review cycle. G. Owens: Thank you for including me, as the cabinet always has, in this process.