

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
THURSDAY, OCTOBER 25, 2018
SEYMOUR 228
NOON**

A G E N D A

I. Contract Implementation Issues:

- Article 19 (Discipline)
 - Non-Member representation from UUP
 - Representation for Title IX and Affirmative Action investigations
 - Due process rights prior to offers of resignation
- Article 20 (Salaries)
 - Part-time faculty minimal students per course and minimal part-time pay rates
- Article 39.9 (Health Insurance)
 - Implementation of new language for part-time employees, specifically “--- six or more credit hours, contact hours, or equivalents...”
- Appendix A-5 (Clery Act)
 - Time table and format for training?

II. Post-Janus Related Issues:

- Process for 30 day notice to UUP of new employees
- Paid access of new employees to attend a UUP New Employee Orientation program

III. Bias Reporting System

IV. Performance Programs

V. Performance Programs and Professional Obligation

VI. Academic Releases and Workload Issues

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NOTES

In attendance: Heidi MacPherson, Katy Heyning, Katy Wilson, Wendy Cranmer, Joe Torre, Pat Domaratz, Brittany Profit-Rheinwald, Tom McDermott

VII. Contract Implementation Issues:

- Article 19 (Discipline)
 - Non-Member representation from UUP. We will not be representing non-members. We will offer them the chance to sign a membership card, but should they not they will be responsible for finding their own representation.
 - Representation for Title IX and Affirmative Action investigations. We are now able to have UUP rep with member.
 - Due process rights prior to offers of resignation. Members must be informed that they have a right to have union representation before being offered an “out” or offer to resign.
- Article 20 (Salaries)
 - Part-time faculty minimal students per course and minimal part-time pay rates
- Article 39.9 (Health Insurance)
 - Implementation of new language for part-time employees, specifically “--- six or more credit hours, contact hours, or equivalents...”
- Appendix A-5 (Clery Act)
 - Time table and format for training? Wendy Cranmer will consult with Deneen for Title IX and UP for Title VII. All new employees receive this in new hire training. Katy Wilson suggested that we have an online training option for those that fall through the gaps/miss training. Student areas are being trained annually and we will address the faculty that fall through the gaps.

VIII. Post-Janus Related Issues:

- Process for 30 day notice to UUP of new employees. Wendy said that SUNY Systems is to notify UUP with list. Pat Domaratz stated this takes longer than the 30 days. If the campus HR could notify the office of the list as well that would make things much smoother and faster. Joe and Wendy will meet to figure out the details of this.
- Paid access of new employees to attend a UUP New Employee Orientation program—NEST training is currently held for Professional employees and UUP Presents. Need to talk to CELT to catch the academics we are missing. Joe and Wendy will meet to figure out the details of this.

IX. Bias Reporting System: Joe Torre stated that while he understands the students and community need to be heard and supports that, essentially this has created an extra-legal

system. The issues of gender/sexuality/race are explosive issues and are already protected under other processes. It is as if this system is here to trip us up. President Macpherson stated this process should be viewed more as a funnel. Its report allows reports one spot to go to and once reported it is funneled to the correct office, i.e. Title IX, Conduct, etc. We cannot stop people from reporting this that are actually non-biased, but rather inform them they are not of such nature. We will work on putting in the instructions a description of academic freedom, although most cases are student to student issues. Joe: People are involved in the process who are not trained to be. Heidi: I would also like to add that the committee has signed a “non-disclosure” agreement to keep confidentiality. Heidi will set up a meeting with her Joe and Dr. Archie to discuss more.

- X. Performance Programs:** We still have several employees who have no performance program. The union is getting questions from new employees on how to obtain one. This was brought up previously as an issue and still remains one. We need to work on this. Kathy Wilson has agreed to contact all supervisors in her division and mandate that they submit a PP for each of their employees by July 1st each year to Chaley and Chaley will submit to HR thus keeping track of who is not completing. Katy Heyning will work on doing the same. Joe: Thank you, if we have the support of Administration and the VP’s stress the importance of this we will have more results.
- XI. Performance Programs and Professional Obligation:** Professional obligation keeps coming up with supervisors across campus. Professional employees do not punch a clock. They are not 9-5er’s. They work to service their clients and need to work within the hours to do so but should not be “clocked” by supervisors. We have supervisors on this campus who knock on their employees door at 9:02 to see if they have arrived. This is not ok. If an employee works late one evening they are able to come in later the next day to differentiate that time. Pat Domaratz, we always stress the importance of communicating with the supervisor and creating a plan for time compensation. Professional Employees are not hourly employees. Wendy, HR is developing a checklist for supervisors for new hires. Will add to this the explanation of professional obligation to this list.
- XII. Academic Releases and Workload Issues:** May 22nd the Jim Haynes, Interim Provost sent out a letter to Deans that went to Chairs for release related Extra Service. There was much confusion with the wording of the email, deadlines were after academic obligation. This is treated as a privilege. Katy H, I started after this and was inherited this process. I am combing through applications and asking many questions myself. As we move forward we will relook at process as I don’t think it accomplished its goal rather created more hardship. If don’t next year I’ll ask for job descriptions, will want an evaluation, will require knowledge of funding sources. Right now, there are no records and this needs to change. We need to think about what is service and what service is becoming administrative duty? My goal is to have something in place by spring to give faculty enough time to prepare and understand the process. Pat: Just a reminder, all evaluations need to be signed off by the union.