

UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, FEBRUARY 19, 2020
SEYMOUR 228
12:00

Meeting Minutes

Attendance: President Macpherson, Katy Heyning, Jim Wahl, Dr. Alissa Karl, Jamie Gullian, Heather Packer.

Absent: Katy Wilson, Mike Andriatch.

I. Professional Performance Programs update

75% completed. They sent a note to all managers requesting completion of performance programs. HR 101 training will be available for supervisors and managers.

II. Human Resources Department

a. What is the transition plan following recent personnel changes? What is the current structure of authority?

Jim Wahl is the Interim HR director. They have posted the HR director position internally and it closed out. Currently they have advertised the position externally and it will be closed within the next week. They would like to fill the position as soon as possible.

b. Alissa Karl requested in the future to be more proactive about informing the Brockport UUP Chapter about big changes within leadership. Jim Wahl agreed to being more proactive in the future.

**III. REOC/Brockport Downtown: Workplace Climate Issues and Other Concerns
Workplace**

a. Climate – primarily REOC an ugly, negative, and fearful climate. The perception of an environment of stressful and difficult for people to go to work. For example, staff are told by supervisors, “I don’t like people that create drama.” Also, staff have been told not to ask questions. Also, staff has been discouraged to talk with HR. Some staff have been questioned by supervisors why they were called in by HR. Staff have talked with Alissa but do not want to share their names with any complaints.

Dr. Macpherson will speak with Dr. Mareus regarding the concerns of staff. President Macpherson suggested inviting Dr. Mareus to the next meeting.

IV. Informational items of concern

a. “0” credit course requirements for teacher education students.

If they take an undergraduate but already have a Masters then they receive “0” credit and do not get a teacher’s certification.

The Provost would like more information about the “0” credit issue and how it might be related to financial aid. Eileen Daniels can probably work on this issue. Alissa shares the concern of loosing enrollment due to this “0” credit impacting the teaching certification.

b. End of RTS bus line from Rochester to Brockport

Concern that the RTS bus line will no longer be available for students with internships, and how it will impact student enrollment.

RTS will create a “HUB” in the Rochester Technology Park (Gates) which is ten minutes from Downtown. Every 30 minutes a bus will arrive at the Technology Park and then there will be an RTS application in which a student can reserve a shuttle ride to Brockport campus (Monday – Sunday). It will be an on-demand services. The RTS company has changed routes to Rochester which will also help students.

Also, the Eagle Run shuttle travels to lots of places (Malls, Airport) and will also start an “on demand” option.

c. Bias Reporting

They retired the first version of the Bias reporting. They are rolling out a new Bias reporting and asked some people to test it out.

They will be working with Dr. Aker and Dr. King with the Bias reporting system and concerns will be addressed.

The new Bias reporting team – Dr. Aker, Karen Podsiadly, Sara Kelly, Tamie Gouger. All Bias reporting team members signed a confidentiality agreement. The team will act like a funnel and ensure the complaints are going to the right department.

No types of investigations can go ahead with out Union representation.

Alissa Karl stated, we would appreciate being informed about when the bias reporting revisions will occur.