

**Subject: UUP New Paltz Chapter Labor-Management Meeting Notes**

4:00pm October 19, 2011

**Administration Attendees:** President Christian, VP DiStefano, Chief of Staff Wright, HR Director Blades.

**UUP Attendees:** President Brown, VP Smith, VP Miller, Secretary Hanley, Labor Relations Specialist Capowski.

**Agenda Items**

**1. Mentoring. At our last meeting, UUP presented a detailed draft of a proposed mentoring program that could be established as a joint labor-management undertaking. Is this something the administration is willing to explore further, and how might we proceed to develop a pilot project tailored specifically to academics, professionals and part-time employees?**

VP Miller briefly recapped his meeting with Interim Provost Torsney on mentoring, noting that initial implementation might be possible as early as next semester. Chief of Staff Wright asked what had happened to the previous mentoring effort in the Teaching and Learning Center (TLC). Miller stated the initiative never took off because nobody really pushed it. VP Smith concurred, citing both that lack of effort as well as a general lack of interest in participation. Smith, noting that professionals are not included in this new mentoring initiative, stated they should not be overlooked; VP DiStefano agreed. Smith has already talked with HR Associate Director Papa about establishing a mentoring effort for professionals. Miller observed that there is presently a viable mentoring effort underway in the School of Business. Wright suggested it be looked at to see what works and perhaps incorporate some of those successful practices into this wider effort.

**2. Post-Irene loss of accrued leave. Professionals are extremely displeased about their loss of a day's leave when they were ordered by the administration not to come to work on August 29, without being given an alternate work site or the option of working from home. What progress has been made in efforts to get this day restored to them? What procedures can be instituted to avoid similar situations in the future?**

Director Blades stated the administration followed statewide policy which required employees to charge an accrual in this instance. DiStefano noted that requests for restoration of leave credit had already been sent to both the NYS Department of Civil Service and the Governor's Office of Employee Relations. She does not yet have any "ETA" on when we might receive an answer. However, should similar situations arise in the future the college will again seek the Governor's approval to close the college but, barring receipt of such approval, the procedures will be the same as they were in this case. Regarding the issue of alternate work locations, President Christian expressed some concern about the equitability of a policy that would permit some people (i.e. – nonessential personnel) to have alternate work locations while others (essential) would be required to report. A brief discussion ensued. DiStefano indicated there could be no support for any "unofficial" give back of the day in question, noting that timesheets are official documents and cannot be falsified.

**3. Workload. Increasing workload continues to be a widespread and growing burden for both professionals and academics within the UUP membership. What progress is being made to establish a task force to deal with workload issues? What will its charge be? Since professional workload issues directly affect academics, why isn't the workload of both employment groups being examined, either by the same task force or two different ones?**

President Brown asked the status of the administration's workload task force. Christian stated that the first meaningful step is to gather data. He's asked the administrative staff to provide as much information as is available. The task force will be formed after the data collection phase is complete. Brown restated the union's interest in addressing workload issues of professionals as well as academics. DiStefano pointed out that professional positions that were targeted for attrition have been left unfilled with the presumption that technology would be used to offset the effect(s) on workload. If that is not proving to be the case, people can raise the related workload issue(s) with their supervisor. Capowski asked how people should proceed if these issues cannot be worked out at the supervisory level. Blades stated that HR can get involved at that point and that they have help facilitate similar situations in the past.

**4. DSI. What is the status of the current round of Discretionary Salary Increases? When does the administration anticipate that the final announcement of awards will be made? When may new faculty members begin to apply for DSI? What provisions can be instituted so that tenure-stream faculty members do not continue to be given the bulk of the 1% DSI funds generated by the PST payroll?**

Per Christian, the current round is on track. Brown asked when new employees can apply; DiStefano replied that this is specified in existing guidelines. Brown then asked about dedicating a specific amount of DSI monies exclusively for part-timers. Christian replied that this idea had been discussed repeatedly and that the "D" in DSI stands for "discretionary" and that the DSI funds for full-timers and part-timers are not separate and distinct pools of money.

**5. Load credit over summer. Several departments, particularly in the School of Education, believe they could improve their competitive position by enabling students to complete their programs in two years and a summer. Can some arrangement be developed whereby faculty could receive load credit for summer teaching? Without such a mechanism, there appears to be insufficient incentive for certain courses to be offered in the summer.**

Noting that this is something that might be affected by SUNY Board of Trustees policies, Blades indicated it is something that could be looked into; Christian concurred. DiStefano stated it would have to make sense financially or the idea would not be viable. Wright suggested that changes to course sequencing and offerings might achieve the same thing.

**6. Training sessions. Our members are being required to take mandatory two-hour training sessions. Since adjuncts are paid only to teach, how will they be compensated for the additional time required to complete these mandatory training sessions?**

Blades noted that HR had already received some inquires on this and they are still looking into the matter. However, there is presently no compliance issue as affected members have not yet been required to attend the training sessions. DiStefano observed that since such training is legislatively mandated, the issue will have to be addressed at some point. When Capowski asked if affected members would be paid at their hourly rate for attending, DiStefano answered “no.”

**7. Parking. Our members maintain that the parking situation this semester is the worst it has ever been. Parking has indeed been a long-festering problem, which appears to be steadily getting worse instead of better. While proximity is provided in the case of student residents, faculty and staff are often required to walk considerable distances between available parking and their places of work. During inclement weather, the lack of dedicated proximate parking poses an additional challenge and a safety hazard for some. What plans does the administration have to improve the current situation for our members?**

DiStefano indicated that the College’s current landscape master plan took into account previous recommendations about parking. However, available parking has obviously been affected by the ongoing construction on campus. On a positive note, completion of the new Route 32 parking lot has been moved up from Phase 3 of the master plan to Phase 2. DiStefano also noted the College has a very active Parking Committee which remains available to address parking issues as they arise.

The meeting adjourned at 5:00 PM.

Respectfully submitted,

Ed Hanley  
Chapter Secretary