

UUP Labor-Management Agenda
(rescheduled from February 7)
Wednesday, February 21st, 2018
2:30 pm

1. **Librarians' salary adjustments.** Library faculty are members of the academic faculty but their salaries are well below those of teaching faculty. Library faculty were not included in the faculty salary review conducted in 2016. The Provost's Office responded to librarians' request for such a review and three librarians received salary adjustments in December. Can the Administration share with us more detailed information about this review and decision-making process: what was the goal of the review, what criteria were applied, were all salaries reviewed, and when was the review conducted?
2. **Art Department Instructional Support Technician line increase requests.** In May 2015 the Administration expressed a commitment to increase all 6 FAB and SAB IST positions from .5 to 1.0. It was stated at the time that "it can't all be done at once," and that the Administration was "looking at ways to phase it in." In early 2016, 4 of the 6 positions were increased to 1.0. One of the two remaining positions, in SAB, is the one for which line increase requests have been submitted the most frequently, and for the longest period of time. This tech is responsible for the most programs, faculty, students, spaces, and the largest budget in the Art Department. Does the Administration have a timeline in place for completing the phase-in of these line increases?
3. **Core hours vs. professional obligation.** We have recently had several Professional members present issues related to the application of the College's 'core hours' to their professional obligation. We would like to confirm, if possible, a joint perspective that the College's core hours are an expression of its legitimate operational interests, not an established work-day for UUP represented employees. Related to this concept, we would like to discuss the Administration's philosophy with regard to the demand that an employee charge accruals if s/he is not present during 'core hours'. The conflation of these concepts appears to be occurring in some situations regarding teaching as extra service as well, which we would like to clarify.
4. **Accommodations policies for employees and job applicants.** UUP and the Administration share a commitment to diversity and inclusion. As part of this joint commitment, we would like to collaborate with the Administration to examine the College's reasonable accommodations policies for employees and job applicants with disabilities and recommend ways in which these policies can be enhanced for all involved parties. Is the Administration interested in collaborating with the UUP on this endeavor?
5. **Parking.** At the beginning of the academic year, the reorganization of the parking lots to include more dedicated fac/staff parking seemed to work well. With beginning of construction on the new engineering building, however, a large number of spaces was lost. Since that time, it has become very difficult for faculty and staff arriving after 9 am to find spaces in appropriately marked lots. Under Article 38.1 of the Agreement, "In the event that existing parking is impacted by [such] modifications, the State and UUP shall meet to consider alternatives for such parking. Such consideration shall include the issues of transportation to and from parking areas and parking for the handicapped." As solving this particular problem is likely beyond the capacity of this Labor-Management meeting, we would like to schedule a meeting as described in the Agreement.