

UUP Labor-Management Agenda

Friday, December 9, 2016

1:00 pm

- 1. Representation of UUP members in grievances.** There has been resistance, at times, to having any more than one person accompany a member involved in a disciplinary grievance. We believe that we can best represent our members when both our Labor Relations Special and Grievance Officer are present. HR is always represented by more than one person, why should this not be the case on the UUP side?
- 2. Discretionary Salary Awards.** Given that these awards are to be made on one of the December payrolls, we would like to request the list of recipients, their departments, and the amounts awarded to each of them.
- 3. Distinction between adjunct/full-time status.** We have encountered several different situations in which members who have been teaching in a part-time, adjunct capacity have been asked to teach four, and even five courses, while still being paid at the adjunct rate. Could we please clarify the threshold at which the Administration defines the shift from part-time to full-time employment?
- 4. Lecturers' professional obligations.** Through examination of a number of letters of appointment for full-time lecturers, we find that there is currently a one-size-fits-all description of the professional obligation as 'teaching 30 credit hours or equivalent'. In many cases, a lecturer's actual duties may include a variety of other tasks, and the number of credits actually carried by individual lecturers varies tremendously within the unit. These ambiguities often give rise to workload creep and other situations that are difficult to address, without a more accurate description of the real professional obligation expected. We would like to discuss how the appointment letters for these members might be tailored to reflect the real needs of the College, and the actual work being done by our full-time lecturers.
- 5. Scope of assessment responsibilities for adjuncts.** Could the Administration please clarify the specific elements of General Education assessments expected of adjunct teaching faculty? In some departments, we have heard that they are being asked to generate the overall assessment plan, in addition to conducting the review of their particular classes. Given the number of GE courses being taught by adjuncts, we are concerned that they not be overburdened with duties beyond the normal scope of teaching the courses they have been hired for.



this process – for instance, by using email or electronic approvals for these last-minute additions to the faculty, rather than waiting for paperwork to wend its way through the various offices required before allowing these new hires to access the accounts necessary to communicate with their students?

6. Alternative work spaces for employees impacted by Central Hudson reductions.

The College is receives incentives from Central Hudson for reducing power during peak hours. A number of our members have asked whether employees affected by the concomitant cutbacks in cooling/heating might be provided an alternative work space, not just being permitted to take leave, if they did not want to use their accruals when it is unusually warm or cold. Who is monitoring the temperature? How hot or cold is it getting? UUP wants to support a green campus initiative, but also recognizes the need for employees to have a comfortable environment to work in. Could the Administration work with us to create a viable policy to accommodate these situations?

7. Composition of committees. UUP would like to discuss the composition of the following committees:

College Review Panel (Appendix A-28)

College Committee on Professional Evaluation (Appendix A-28)

Chancellor's Advisory Committee (Article 33)

