

## UUP Labor-Management Agenda

Friday, October 21, 2016 3:00 pm

1. Union Service Counting as Service. We would like to follow up on this issue, which was discussed at last month's labor-management meeting.
2. Redressing salary inequities. Again, we would like to follow up on this question. What is the status of this process, in which a number of junior faculty (and some assistant professors?) were identified for salary increases? Also: is there any plan to conduct a similar process on behalf of professionals?
3. Adjunct pay. Given the structure of the across-the-board increases in the last Agreement (which included three years of 0% increases), adjunct per-course pay has remained depressed, causing difficulty in recruiting high quality instructors in a number of areas. Is there any plan to increase the starting rate for adjuncts to ameliorate this situation? Is there any plan to recognize the longstanding service of some of our adjuncts, by giving them a pay increase that will counter the compression resulting from the current policy, which has been to increase the adjunct base rate across the board, making it applicable to new and existing adjuncts alike?
4. FLSA. Given the changes to the Federal law that will take place in December, what plans does the Administration have to accommodate employees who will be affected by the new overtime regulations? How many employees will be affected?
5. Recently updated emergency closing policy. We would like to discuss the updated emergency closing policy, recently shared with the campus community, in particular some areas where it seems to be unclear with regard to UUP bargaining unit members.
6. Reimbursement notifications. A number of members have noted that the State's use of direct deposit for reimbursement of travel and other out-of-pocket expenses can create some confusion, as the approved amount simply appears in the member's bank account. Is it possible to generate an email or other electronic notification of the amount approved for reimbursement on each requisition submitted, to clarify the process?

**UUP Labor-Management Minutes**  
**Friday, October 21, 2016**  
**3:00 pm**

**In Attendance for Management:**

Lorin Basden Arnold, Donald Christian, Tanhena Pacheco Dunn, Michele Halstead

**In Attendance for UUP:**

Bill Capowski, Kevin Saunders, Linda Suszczynski, Beth Wilson,

1. **Union Service Counting as Service.** We would like to follow up on this issue, which was discussed at last month's labor-management meeting.

It has been agreed Union Service counts as service. UUP suggested this issue be memorialized, perhaps in the UUP Faculty Handbook. Lorin Basden Arnold stated she is hesitant to state this in the Handbook because not everything that counts as services is published in the Handbook. Don Christian stated he wants to ensure the boundaries between campus governance and union are not blurred. Beth Wilson agreed.

2. **Redressing salary inequities.** Again, we would like to follow up on this question. What is the status of this process, in which a number of junior faculty (and some associate professors) were identified for salary increases? Also: is there any plan to conduct a similar process on behalf of professionals?

Beth Wilson thanked administration for the recent UUP increases. UUP requested administration share statistics including how many people, what amounts received. UUP asked if this process of redressing salary inequities would be performed for professionals. Tanhena Pacheco Dunn stated administration is not planning on reviewing professional salaries as the administration believes these inequities have been addressed when new people are hired and when positions have changed.

3. **Adjunct pay.** We have recently learned that the University of Albany has instituted a major raise in its per-course adjunct pay (from \$2800 to \$3600 per course). Low adjunct pay rates cause difficulty in recruiting high quality instructors in a number of areas, as reported by a number of department chairs. Is there any plan to increase the starting rate for adjuncts to ameliorate this situation? Is there any plan to recognize the longstanding

service of some of our adjuncts, by giving them a pay increase that will counter the compression resulting from the current policy, which has been to increase the adjunct base rate across the board, making it applicable to new and existing adjuncts alike?

Administration stated 2016 – 2017 will be a difficult year to address this, due to the current budget environment. Don Christian was curious as to if the schools which increased adjunct salaries were as high as Newpaltz is now.

4. **FLSA.** We would like to discuss how the College intends to comply with changes to the FLSA. Also, UUP requests information on which of our bargaining unit members will receive salary increases, and which members will be reclassified from exempt to non-exempt?

Tanhena Pacheco Dunn stated administration is in the process of complying with this change.

5. **Recently updated emergency closing policy.** We would like to discuss the updated emergency closing policy, recently shared with the campus community, in particular some areas where it seems to be unclear, inapplicable, or inappropriate with regard to UUP bargaining unit members.

UUP wants to ensure accruals are protected in the event of unscheduled closures. This issue remains open.

6. **Reimbursement notifications.** A number of members have noted that the State's use of direct deposit for reimbursement of travel and other out-of-pocket expenses can create some confusion, as the amount ultimately approved by Accounts Payable simply appears in the member's bank account. Is it possible to generate an email or other electronic notification of the amount approved for reimbursement on each requisition submitted, to clarify the process?

Michelle Halstead stated all refunds come from SFS (State Wide Financial System) and the campus has no control over their process. She stated campus Accounts Payable will telephone the member if there is a change greater than \$20.00. She also stated the campus Office of Information Technology is in the process of creating an expense statement software for campus use. It is not been determined when this will be ready to roll out.