

Draft

UUP Labor-Management Meeting Agenda, November 17, 2014

- 1. Joint Workshop on Drescher Leaves.** Would the administration be interested in offering a joint Labor-Management workshop on Drescher Leaves next spring?
- 2. Nursing/pumping room.** UUP supports requests that the College identify a dedicated nursing/pumping room for its female employees. When could such a room become available?
- 3. Employees exempt from FLSA.** How many non-exempt/overtime-eligible employees are in the UUP bargaining unit? On what basis are most of our Professional employees exempt from the Federal Labor Standards Act?
- 4. Human Resources forms and procedures.** HR should make salary increase and promotion request forms more accessible, e.g., online on the HR website, in the HR office reception areas, etc. Can the process and timeline for salary increase and promotion request also be made more accessible and distributed to all UUP members and supervisors?
- 5. Athletic & Wellness Center fees.** The membership fees charged to UUP members by the College's AWC are substantially higher than at most of our SUNY sister institutions. The College should consider bringing our fees more in line with those at other SUNY comprehensive colleges.
- 6. Sick leave bank.** UUP asks the College to establish a process whereby employees, who have accrued over 40 vacation days, at the end of the year may donate their excess vacation leave to a sick leave bank for employees who need extra sick leave.
- 7. Winter weather emergencies.** Both Governor Cuomo and Director of State Operations Jim Milatras have acknowledged that "severe weather is becoming more frequent and more extreme in our state" (Memo to All State Employees, 9-16-14). While the administration recognizes the campus President's longstanding authority under Article 23.11 of the *Agreement* to direct employees to leave work without charge to leave credits, UUP encourages him to be more willing to invoke this authority as appropriate. The administration should also recognize that during limited weather emergencies, many of our members are capable of fulfilling their professional obligation from home and should have the option of doing so, without undue risk of serious physical harm to themselves or others. If the Administration does not approve of working from home in certain circumstances, than alternate work locations should be identified in advance, as the morning of a weather emergency is not the best time.

Labor-Management Meeting Notes

Monday, November 17, 2014, 10:30 AM

In attendance: Dawn Blades, Peter Brown, William Capowski, Michele Halstead, Provost Mauceri, Lori Nutting, Jodi Papa, Spencer Salend, Vika Shock, Shelly Wright

1. Joint Workshop on Drescher Leaves. Would the administration be interested in offering a joint Labor-Management workshop on Drescher Leaves next spring?

-Provost was in agreement to have a workshop in the spring; in March or April with refreshments or lunch.

2. Nursing/pumping room. UUP supports requests that the College identify a dedicated nursing/pumping room for its female employees. When could such a room become available?

-Section 206 of State labor law, proximity guideline. Employee makes employer aware (required) before they return to offer a space that is close to their office space or a location central on campus for all to utilize. This option is being investigated. Last year 2 requested, this year it is 8-10 people. Tom Gaffney and Tanhena have met to discuss this recently. Issue has been dealt with on an individual basis so far. Peter, Vika and Bill spoke about the membership's need for a more standardized procedure/guidelines as to maternity leave and benefits surrounding it.

3. Employees exempt from FLSA. How many non-exempt/overtime-eligible employees are in the UUP bargaining unit? On what basis are most of our Professional employees exempt from the Federal Labor Standards Act?

-48, most are part-time.

-Their designation is professional exemption.

4. Human Resources forms and procedures. Can HR make salary increase and promotion request forms more accessible, e.g., online on the HR website, in the HR office reception areas, etc. Can the process and timeline for salary increase and promotion request also be made more accessible and distributed to all UUP members and supervisors?

-Jody, Dawn and Cathy Gilbert are revising the form to include a sheet that explains the process and eventually place it online on the Forms page. In the meantime, the current form can be placed on the webpage.

5. Athletic & Wellness Center fees. The membership fees charged to UUP members by the College's AWC are substantially higher than at most of our SUNY sister institutions. Is the College willing to consider bringing our fees more in line with those at other SUNY comprehensive colleges?

-Michele has asked the EAP and Workplace with Heart to come up with some funding options. NP has not had a PE program for a while, this means that the operations and faculty at the AWC are paid for by student fees and AWC memberships. Michele will ask Stew for membership demographics. The idea of a bare-bones membership with possible limited hours.

6. Sick leave bank. UUP asks the College to establish a process whereby employees, who have accrued over 40 vacation days, at the end of the year may donate their excess vacation leave to a sick leave bank for employees who need extra sick leave.

-Fredonia has a plan in process. Dawn will call and get more information on it.

7. Winter weather emergencies. Both Governor Cuomo and Director of State Operations Jim Milatras have acknowledged that “severe weather is becoming more frequent and more extreme in our state” (Memo to All State Employees, 9-16-14). While the administration recognizes the campus President's longstanding authority under Article 23.11 of the agreement to direct employees to leave work without charge to leave credits, UUP encourages him to be more willing to invoke this authority as appropriate. The administration should also recognize that during limited weather emergencies, many of our members are capable of fulfilling their professional obligation from home and should have the option of doing so, without undue risk of serious physical harm to themselves or others.

-No work from home policy, and Dawn does not see it becoming a possibility at this time. There is no SUNY-wide telecommuting policy.