

Submitted by Donna
Flayhaan

Labor-Management Agenda, UUP Chapter and SUNY New Paltz

1-22-14

December 2, 2013, 2.30 PM

(WORKING DRAFT-for Executive Committee Discussion Only)

1. **Student teacher supervisors are concerned about the number of hours the College is mandating them to attend in order to learn how to work with new standards beginning in January. Last spring, they were required to attend at least four days of instruction. Now they are required to attend two more full days of presentations. Supervisors have not been paid for attending these. They are also concerned about a dramatically increasing workload come January due to increased demands on student teachers and thus supervisors, as well. Unless student teacher supervisors receive additional compensation for this increased workload, many may refuse assignments. How is the Employer going to address this—by increasing compensation for teacher supervisors, by reducing some other part(s) of their workload, or some other approach?**

Peter asked the question above. Jodi Pappa and Phil Mauceri said that they had been in contact with Dean of Education but had not yet heard back. Sue (guest) then explained that as student teacher supervisors, they are now being asked to attend 2 day training sessions in August and December (at no extra pay), and to have daily documented contact with the students who are out in the field in the classrooms student teaching. She also said that they are being asked to train students to create videos, that the students will then need to submit (and have to pay to submit) to Pearson's for evaluation and to receive NYS Certification.

Provost Mauceri said he will speak with the Dean of the School of Education and that the Dean will be looking into this.

2. **There have been reports that several members have had their paychecks withheld for not submitting monthly leave reports. Can the administration confirm that this has indeed occurred? If so, please state on what basis the administration justifies imposing disciplinary action without following the due process outlined in the 2011-2016 Agreement between UUP and NYS?**

Peter asked the question above. Michelle said that they never withheld payroll, and when a Chair or Supervisor doesn't submit the paperwork they get warnings, and after 3 months in a row they will hold the paycheck (stop direct deposit but paycheck is here in hard copy) at HR and the person has to go sign for it.

Bill stated that withholding pay is a disciplinary action and violates Article 19. Michelle countered that they are warned over three months.

Basically this ended with management stating that holding the check (and stopping direct deposit) are not a withholding of payment, but a way to get supervisors to comply and with labor saying this does actually constitute a withholding of pay.

3. **Full-time and part-time Academics were given the opportunity to apply for DSI in the spring of 2013. The administration stated at our previous Labor-Management meeting that these applications are providing the basis for the awarding of DSA in December 2013. Why did the administration never invite professionals in the bargaining unit to submit applications for DSA? While UUP has been urging the administration since spring 2013 to**

develop a process for awarding DSA, it waited until November, and then asked only the most senior supervisors to make recommendations by November 8. It is unfair that UUP professionals were not afforded the same opportunity to put their own names forward as were academics. How does the administration plan to improve the process of awarding of DSA in the future?

Michelle said that this was a bad year for timeliness and DSAs, but that the memo went to Supervisors in August on August 9th. Michelle said that there was a miscommunication to the Provost and that is where the later deadline and information confusion entered. Peter said that all Professionals should get this notice in a timely fashion, even if their supervisor did not send out within unit. Dawn said that we all agree that moving forward the letter should go out to all Professionals (not just supervisors) and in a timely fashion. Peter stated that the contract was ratified on June 4th. Dawn countered that the paybill wasn't sign until Sept. Peter countered that we (labor) have been asking about this since April in Labor-Management meetings and that the contract timing is not relevant to this untimely sending of the call to apply for DSA for professionals. Michelle stated that in a normal year the call will go out to all in May.

- 4. In the written statement from President Christian and Provost Mauceri distributed at the October 30 *Forum on Contingent Faculty at SUNY New Paltz*, it is stated that “although the nominal workload is 15 credit hours, 70 percent of our lecturers during 2012-13 taught fewer than that. Those who taught at the prescribed credit limit taught primarily seminars, independent studies or practicums with smaller number of students.” When did lecturers or other faculty start getting credit for carrying independent studies as part of their course load? Does the administration have a realistic upper limit on the total number of students for a semester that could be shared with the deans and chairs?**

Peter asked the question. Phil said that the assignments may be different depending upon the Department needs. Lecturers assignments can be flexible. They could do 3 or 4 independent studies. Peter asked if that equals one course release. Provost said it is not a formula, Deb Gould looked into this and there are 7-8 Lecturers doing Independent Study/Practicum and getting course release time. Peter asked if there is an upper limit. Peter asked if this formula could be used for full-time faculty (course release for Ind. Study), Phil said the obligations are different. Bill said that management can say “no upper limit.”

- 5. When is the Administration going to make its first annual designation of eligible On-Call/Recall titles? In this interim period, what is the Administration's inclination regarding what positions to designate as eligible? UUP will consider filing grievances where the Employer requires bargaining unit members to be On-call but does not provide the On-call compensation provided in the new *Agreement*.**

Peter asked the question. Dawn Blades said that they have been reviewed in each division and that “we will maintain the status quo. We are not going to designate any on-call re-call. Bill stated that the contract states that they must when employees are “required to take call after hours.” Dawn said that she and the President are interpreting that is only if the movement of the employee is restricted. Bill reiterated that it is not movement but whether they are required to take and answer the call. Donna stated that restriction is limited to areas that receive cell signals (so travel is indeed restricted). Dawn said that they are sticking to their rule of whether it restricts movement. Donna asked about the Study Abroad advisers that are indeed expected to answer and respond to students traveling. Dawn said it does not restrict their movement.

- 6. Which undergraduate and graduate fully-online classes were offered during the fall 2013 and the spring 2014 semesters? Who are the instructors in terms of their position at the College (full-time, part-time, retired, etc.)? What are the course enrollment figures and caps?**

Peter asked the question. Phil answered that that information is available in the course schedules. Donna asked if there was any collected information/data from his office or that of the Dean of Online Learning regarding number during semesters, who is doing the teaching, and caps on numbers of students. Phil said that is worked out in process of course development. Donna noted that she has been asked to teach a fully online course in the Spring semester and that is capped at 22 but that was set by her and the curriculum committee approved it that way. Donna asked if there is an upper cap and had heard it was 25 and that those teaching fully online in the Winter and Summer sessions get per-student overload compensation. Phil said that is worked out through Helise Winter's office.

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