

Subject: UUP New Paltz Chapter Labor-Management Meeting Notes
1:45pm March 21, 2013

Administration Attendees: Provost Mauceri, Asst VP Halstead, Chief of Staff Wright, HR Director Blades, HR Associate Director Papa

UUP Attendees: President Brown, VP Smith, VP Miller, NYSUT Labor Relations Specialist Capowski, Secretary Hanley

Provost Mauceri opened the meeting by reiterating a point previously made in another forum. Specifically, that the administration will not discuss contract-related issues (in this instance, agenda items 3 & 5) until after an agreement between UUP and New York State has been ratified. Acknowledging the administration's prerogative to remain silent on issues it did not wish to discuss, President Brown reiterated that it was still the union's prerogative to set the agenda for these meetings.

1. Over-use of Temporary Appointments. It appears that new employees are too often given a temporary appointment when first hired at the College, thereby lengthening the time they must serve until being eligible for permanency. UUP asks that the College refrain from such routine over-use of temporary appointments in instances where the position is clearly not intended to be a temporary one.

Brown opened the discussion by noting that appointments are governed by the provisions of the agreement between UUP and NY State. He also noted that he and LRS Capowski had been looking into reports of full time employees repeatedly being offered temporary appointments. Though not yet complete, research thus far revealed that some employees had indeed received multiple, consecutive temporary appointments, a practice that seemed to have first started some years ago. Associate Director Papa stated it would be helpful to know who these employees were as HR was not aware of anyone in that situation. After noting the accepted uses of temporary appointments, Capowski asked if there was in fact a practice of putting full time employees on temporary appointments. Director Blades stated "yes." Capowski pointed out that such a practice appears to fall outside the guidance governing the use of temporary appointments specified in the SUNY Policies of the Board of Trustees. He also noted this practice has negative consequences for the affected employees. Blades indicated she would look into the matter to determine how and why this practice got started in the first place.

2. Appointment Letters. According to Article XI of the SUNY Policies of the Board of Trustees, only the "chief administrative officer of a college" has the authority to make appointments. There have been a number of recent instances where the appointment letters were not issued by the College President. UUP asks that all appointment letters come from the College President.

Brown noted there is no language in the SUNY policies that allows this task to be delegated. Blades indicated she had looked into this and had been advised by SUNY Central that although the President cannot delegate the responsibility for making such

appointments, he can delegate the task of signing the letters. In the future, the wording of appointment letters will be changed to reflect "on behalf of" as appropriate. Capowski thanked Blades for the information and stated his intention to check this apparent solution against a similar matter currently under consideration by NYS Public Employee Relations Board (PERB) to ensure it was indeed satisfactory.

3. Furlough Days. According to the Tentative Agreement reached last month between UUP and New York State, "Employees will have their salary reduced by the value of a total of nine days over the course of fiscal years 2013-2014 and 2014-15. Once the reductions begin, employees shall be scheduled to take off a total of two days during the course of those fiscal years by determination of each campus president. Such determination shall be within the sole discretion of each campus president." Although this agreement has yet to be ratified, in view of the Governor's insistence that any contract with public employees' unions must contain at least several furlough days, how does the College President intend to implement furloughs as part of any deficit reduction plan?

Brown briefly summarized union concerns on the matter, highlighting in particular the difficulties that furloughing academics is likely to entail. Capowski concurred, noting that while furloughing professionals should be relatively straightforward, this would likely not be the case with academics. Brown also noted the impact furloughs were likely to have on morale, a concern seconded by VP Miller. Chief of Staff Wright pointed out that the campus had previously received very specific instructions regarding how furloughs were to be handled for members of other bargaining units. She was unsure what guidance would be received in the case of UUP members. Mauceri stated that he appreciated the union's comments and concerns on this issue.

4. Course Load for Lecturers. At previous meetings, we discussed the course load for lecturers, which UUP maintains is not only unusual within SUNY and excessive, but harmful to faculty and students alike. We were told that lecturers only rarely teach a 5-5 course load. UUP requested data from the College Administration on the actual course load of our current lecturers. We are still waiting and would appreciate receiving this data on the actual number of courses being taught by lecturers at SUNY New Paltz during the 2012/2013 academic year.

Brown briefly reviewed a supplementary handout ("Course Load for Full-Time Lecturers at SUNY Comprehensives") that had been provided to help inform the discussions on this agenda item. He then stated he would either like to see some research indicating the 5/5 course load has value or – absent that – a reduction in that course load. Mauceri noted that Executive Assistant to the Provost Gould was currently in the process of determining the number of lecturers actually teaching a 5/5 load. Though she was not yet finished, initial indications were that not many people actually taught a 5/5 so the practice does not appear to be widespread. Miller asked if the administration would share the data when Gould's research was complete. Mauceri stated it would, and in return asked Miller to share similar data the union was attempting to collect. Noting that the union's input on this was appreciated, Wright indicated the administration would also be following up

with the other SUNY Comprehensives to solicit further information. Mauceri indicated he was not convinced this workload issue was as bad as it has been portrayed. Brown concluded by asking that the ongoing process of information gathering be expedited.

5. DSIs. UUP suggests that the College administration consider distributing some form of salary increase to those meritorious employees who applied for and were approved for DSI after the previous Agreement between New York State and UUP expired on July 1, 2011. While there may be no contractual resources available, the College has other resources at its disposal to boost retention and low faculty morale. The College administration would do well to use its resources not just to hire new faculty, but also to compensate existing employees who have been performing outstanding work here for many years.

Again focusing on the morale aspects of this issue, Brown stressed the importance of doing something for those employees who should have and would have received DSI during the past two years had it not been for the expiration of the previous agreement. Miller pointed out that the lack of DSI is particularly problematic for junior faculty and might actually be a factor in decisions about whether or not to teach at New Paltz. Status of DSI notwithstanding, Capowski pointed out that under the still-in-force Article 20.12 of the agreement, nothing prevents the administration from granting upward adjustments to employee salaries. Wright indicated that no position on the issue had yet been taken. Mauceri concurred, also observing that while no formal discussions may have taken place yet, this does not mean people aren't thinking about the issue. Wright stated that the administration is aware of people's concerns, a view seconded by Mauceri.

The meeting adjourned at 2:45pm.

Respectfully submitted,



Ed Hanley
Chapter Secretary