

Labor-Management Agenda, UUP Chapter and SUNY New Paltz

November 26, 2012, 2 PM

1. **Information on leaves.** UUP's Women's Rights and Concerns Committee met three years ago with HR about creating a centralized webpage detailing what leaves employees are eligible for and how to go about applying for them. At the time, HR agreed to do this, but has not followed through. Currently, advice about leaves is given in an *ad hoc* manner, and the characteristics of the leaves granted vary from person to person. HR claims this individual advising on leaves enables employees to tailor a leave better to their own needs, but in practice members remain unaware of all of the possible options related to leaves.

There is only a link to the FMLA on the HR website (<http://www.newpaltz.edu/hr/policies.html>). One can also get some information indirectly via a link to GOER on the same page, but one has to dig quite a bit to get anything about leaves. Some statement about College policies and the costs and benefits of leaves would be helpful. It could also link to the UUP's publication titled *Family Leave/Work-Life Services Guide*:
<http://uupinfo.org/reports/reportpdf/FLWLSguide012611Updated012012.pdf>

2. **Lost accrual days.** There are many "non-essential" employees who personally were negatively affected by Hurricane Sandy last month. The Governor closed down transportation and other systems to protect citizens and is currently requesting banks not to charge late fees, for instance, due to the storm. In light of these special onetime efforts by the Governor, a waiver of accrual time use by non-essential State employees working in counties deemed eligible for FEMA aid by the storm seems reasonable. Will the administration ask the Governor's Office of Employee Relations to waive the use of accruals on Monday, October 29th, due to the emergency conditions existing at the time as a result of Hurricane Sandy? The numerous "state of emergency" declarations issued at all levels of government from State down to local municipalities must also be noted. No one, including the Governor, could possibly have foreseen the precise nature and extent of the hazards that would ultimately arise from this storm, given its unprecedented size and destructive potential. Our members should not be penalized with the loss of an earned vacation day for taking an appropriate, justified, and eminently sensible precaution: that of not reporting to work on October 29th so as not to further jeopardize either their own safety or that of our local emergency personnel. If reinstating lost accruals is not feasible, could members have the option of two emergency days off annually to be used when staff fear for their personal safety due to states of emergencies and advisories not to travel?

3. **Workload for lecturers.** Our research (see attachment) indicates that New Paltz is the *only* SUNY comprehensive college where the teaching load for full-time lecturers is a crushing 15 credits per semester. UUP has long maintained that this represents an excessive workload that not only leads to rapid burnout of the individual teachers, but it also inevitably lowers the quality of education for our students. In view of the widespread use of lecturers at New Paltz, we urge the administration to reduce this unreasonable workload and bring it in line with that of our sister institutions. As is now the case with the other comprehensives, it would then be possible for lecturers here teaching 12 credit hours to assume some advising or other duties that would help alleviate the burden within departments on tenure-stream faculty.