

UUP Labor-Management Notes
February 21, 2018
3:30 p.m.
9th Floor HAB Conference Room:

In Attendance for UUP: Bill Capowski, Anne Deutsch, Ed Felton, Morgan Gwenwald, Matthew Laudicina, Amanda Merritt, Kevin Saunders, Spencer Saland, Linda Suszczynski, Beth Thomas, Madeline Veitch, Lydia Willoughby, Beth Wilson

In Attendance for Management: Lorin Basden Arnold, Tanhena Pacheco Dunn, Jodi Papa, Shelly Wright

1. **Librarians' salary adjustments.** Library faculty are members of the academic faculty but their salaries are well below those of teaching faculty. Library faculty were not included in the faculty salary review conducted in 2016. The Provost's Office responded to librarians' request for such a review and three librarians received salary adjustments in December. Can the Administration share with us more detailed information about this review and decision-making process: what was the goal of the review, what criteria were applied, were all salaries reviewed, and when was the review conducted?

Jodi Papa stated the same criteria used for teaching faculty was used for the librarians. Salary as a whole was looked at, along with people who were not positioned well within their peers for longevity. Tanhena Pacheco Dunn stated the salary adjustments were primarily in response to recent searches, to reduce compression, to open up space for the position, and to avoid inversion in response to the market.

Beth Wilson mentioned that the scaffolding plan for the faculty was shared with UUP, and asked if there was one for the librarians.

Pacheco Dunn responded that it is essentially the same plan, but for a contained group.

Morgan Gwenwald asked if the librarians could obtain a copy of the chart? It wasn't immediately clear whether the decisions regarding the three people in the library had come out of a formal review, or if it had been ad hoc. She explained that even after the adjustments, there are senior librarians making only 3% more than the minimum for rank, which leaves very little room for newer hires without causing compressions or inversions.

Pacheco Dunn said the Administration's most recent adjustments were not meant to correct all the compression which happens over many years. We try to open enough gaps to make a hiring rate competitive.

Wilson said it would be useful if the union got a heads up to consult a bit with the process and to be able to address the potential concerns of the members. It would make things go smoother.

Provost Arnold said there is still more compression, but we were not able to dig that deep.

Wilson stated that it should be noted that the compressions have worsened as a result of the terms of the last contract, which included three year of 0% across-the-boards, and very little other money available on base beyond that. Any corrections being made now will only return, if the State insists on similar terms again. She suggested that the New Paltz Administration should let the Chancellor's office know what the local experience has been.

Gwenwald asked Jodi Papa if she will get the librarians the numbers, in addition to the specific criteria that were applied in the compression evaluation process. It was agreed that Papa would provide the criteria, and Wilson noted that the numbers could come from the salary data received by the union from the State's payroll tapes, so she would share that information with the librarians.

Bill Capowski said more so than other faculty, librarians' salaries are pretty close to the minimum in the salary grade. Anne Deutsch noted that when librarians are consistently promoted to minimum, they get trapped at minimum salary. There are some librarians with long experience here who are making only 3% above the minima.

2. Art Department Instructional Support Technician line increase requests. In May 2015 the Administration expressed a commitment to increase all 6 FAB and SAB IST positions from .5 to 1.0. It was stated at the time that "it can't all be done at once," and that the Administration was "looking at ways to phase it in." In early 2016, 4 of the 6 positions were increased to 1.0. One of the two remaining positions, in SAB, is the one for which line increase requests have been submitted the most frequently, and for the longest period of time. This tech is responsible for the most programs, faculty, students, spaces, and the largest budget in the Art Department. Does the Administration have a timeline in place for completing the phase-in of these line increases?

Ed Felton stated health and safety was a major factor in the administration's consideration to carry out positions. One of the remaining positions still deals with health and safety issues. The one left is in charge of the highest budget; it is not a part time job. Is there a time line to follow through on the next phase?

Jodi Papa does not recall a commitment to go full time, but to review the work.

Beth Thomas asked what would be needed to review the work? The current .5 line not being a 1.0 impacts all of the faculty and students. That line has the most work, the time allotted to do the work is not adequate. As chair of the Art Department, she has been requesting the conversion of this IST line repeatedly, due to the need. She asked “how can we set a time line, it’s a real challenge, what can I provide to help make the determination?”

Provost Arnold said she and Jodi will determine what is needed. They had to figure out budget, to locate funds.

3. **Core hours vs. professional obligation.** We have recently had several Professional members present issues related to the application of the College’s ‘core hours’ to their professional obligation. We would like to confirm, if possible, a joint perspective that the College's core hours are an expression of its legitimate operational interests, not an established work-day for UUP represented employees. Related to this concept, we would like to discuss the Administration’s philosophy with regard to the demand that an employee charge accruals if s/he is not present during ‘core hours’. The conflation of these concepts appears to be occurring in some situations regarding teaching as extra service as well, which we would like to clarify.

Beth Wilson stated the union is aware the college has core hours, but that the Administration should understand that UUP members have a professional obligation, not set hours or hourly work week.

Kevin Saunders said he has been hearing stories of professionals being marked as late if they come in at 9 a.m. where there is nothing in the performance program that says they are responsible for staffing the office.

Tanhena Pacheco Dunn said we do not differ wildly. The core hours in place are how we serve the college; it is about the operational needs. Supervisors may come to us with a plan saying I want to do this for my person, this is how it will work. If you are hearing of specific instances where you need help, bring it to me or Jodi.

Beth Wilson asked if there is a triggering event that causes someone to charge time (accruals).

The administration said it depends if you have to work with other people. If something comes up on policy, we would be willing to help. Provost Arnold expressed the concern of a supervisor with an office that includes both classified service and UUP members—it doesn’t seem fair that should that the supervisor should treat these employees differently. Wilson responded yes, they should be treated differently. The bargaining units operate under different rules.

Pacheco Dunn said she would like to give it the attention and thought that it deserves, it is a mutual concern. Wilson said she appreciates the door open for specific instances, and would bring them to the Administration’s attention.

4. **Accommodations policies for employees and job applicants.** UUP and the Administration share a commitment to diversity and inclusion. As part of this joint commitment, we would like to collaborate with the Administration to examine the College's reasonable accommodations policies for employees and job applicants with disabilities and recommend ways in which these policies can be enhanced for all involved parties. Is the Administration interested in collaborating with the UUP on this endeavor?

Spencer Salend noted that in looking at the current policy on the New Paltz website, it looks like it was taken from a business, not really reflecting the issues that arise when job applicants are invited to campus, how accommodations are to be made, etc. There seems to be a lot of useful information on the website directed toward students who need accommodations, but not so much for our own employees.

Pacheco Dunn acknowledged that there is room for improvement. We would like to work with you.

The agenda item on parking was tabled until the March 6 meeting.

Adjourned.