**UUP Professional Issues Committee Meeting**

May 1, 2012

Attending:

Kathy McClellan Bethanne DelGaudio

Gina Doty Erin Campbell

Sue Welch Barry Brown

Karin Killough Kyla Relaford

Amy Daniels Sarah Cunningham

1. **Comp Time document (Sue Welch):** Sue brought everyone a copy of a document discussing how comp time is handled for employees. She explained that a coach or someone in Admissions Dept. has travel obligations and they are hired with this being a normal obligation of their job. Comp time is mutually approved between the supervisor and employee before it is earned.
2. **Topics Discussed at Labor Management meetings (Bethanne and Gina):** There is a discussion going on now about alternate work schedules, flex schedule, car pooling and more due to the rising cost of fuel and concessions some professionals need in their careers due to elder care, medical reasons, and more from their supervisor for a specific timeframe. The focus group members discussing this are: Dave Curry, Bethanne D, Gina D, Sue Welch and Al Mihalek. During this summer this discussion will continue for an update to management at the fall labor meeting.

\*\*Some departments on campus during the budget crisis lost resources, such as administrative employees and have not received the full restoration of resources back. We all see hiring going on the campus, which is great, but these departments need the administrative staff and other resources taken away reinstated. The academics teaching will return to 3/3 this fall, as Dr Ettling said would occur. The professionals want similar resource compensation also.

 \*\*Please let David Curry know what the needs are with restoration of professionals to precrisis budget times. Could be administrative support and the need for more professional support.

1. **Update on Civility Grant Project (Gina and Bethanne):** On June 7th the committee meets with the campus Extended Executive council to discuss how we want to move forward to include all campus unions and eventually students to improve civility and respect on campus.
2. Dr. Mike Morgan in Education is onboard with being a part of this. We want more faculty involvement too.
3. Gina talked about the forthcoming CREW (civility, respect, engagement in the workplace) training in Albany in mid May that some of the committee members are attending. This training is free and given by the Veterans Administration. Gina has been in contact with the director spearheading this model for over 7 yrs in all hospitals in the VA system, and now it’s expanding to other parts of the VA system like benefits. Their model to improve civility and respect between employees in the hospital is working well.
4. The Civility Poster has been printed larger and is now located in the Angell Center help desk area through the end of the semester. An article and photo is forthcoming about this campaign which is included in Dr. Kirsten Isgo’s senior level communications course. A student survey on civility is forthcoming also.
5. Kathy Falcetta said that civility/disrespectful issues are taking a lot of her time on other campuses. She strongly urges this initiative to keep moving forward.
6. As a side note we discussed that the campus has two trained mediators on campus who are Elizabeth Bernat and Michele Carpentier. The issue to use a mediator is rarely a grievable issue.
7. **Other Miscellaneous Topics:**
8. The UUP Professional 2nd Annual Retreat is at Valcour on Wed, June 20th from 8:30am to 2:00pm. Please call #7887 to reserve a seat and for a headcount. Everyone should have received a “save the date” postcard with detailed information by now and more reminders by email will be sent. Statewide UUP VP for Professionals, Philippe Abraham will be there and there will be other events during this event worthwhile to experience--- so please attend. If you have questions, please call Bethanne at #2124.
9. End of Semester Mixer at Naked Turtle on Thursday May 17th starting at 4:30pm. Please come with your family too.
10. Year End Campus Rummage Sale for Employees: Be on the watch for emails about the details on this event to obtain left behind personal items from the dorms. All the money generated will go to a charity in Plattsburgh. Bryan Hartman is handling this if you have questions.

At this time there is no June –August meeting planned. If there is a reason to have a meeting, Bethanne will let everyone know. Please have a great summer, stay safe, and see you when the semester starts if not sooner.

The meeting adjourned at 10:05 am.

*Meeting notes taken by: Gina Doty, Chapter Secretary*

*Edits welcome*