

UUP Professionals Issues Committee March 12, 2015 Noon

Attending: Tom Burl, Peter Friesen, Elizabeth Bernat, Gina Doty, Stephen Guenzi, George Still, Christi Minck, Kristina Moquin, Kim Fisher, Cindy Fuller, Avis Foster, Kathy Briggs

1. George is not hearing much from Professionals if there are issues and solicits people to speak to him.

2. All UUP members are welcome to come to the Leadership Academy sessions. The session size is maxed to 20, and it is open to others if there is room after UUP members have first priority.

-- The discussion compared our having this training on campus versus at the local Chamber of Commerce: One of the topics is "Constructive Criticism" and the local Chamber of Commerce has a cost of \$300, so our having this training on our campus is more cost effective.

3. UUP Professional Retreat in June: The survey that George sent to help pick the date and retreat topic. There is a statewide IT conference on the date we usually choose in June, so we gave other dates on the survey. Send George an email if you have any issues on the survey. In the past we have had this retreat at Valcour Conference center.

4. UUP Statewide Committees: UUP has a variety of statewide committees that you may want to get involved with and some may pertain to areas in your professional life. If you are interested on becoming involved in a committee, let George know. Gina will send a list of the statewide committees to this group to look at. Here is the list from the statewide UUP website: <http://uupinfo.org/committees/committee.php>

5. OnCall/Recall in our recent Contract: George discussed that he brought up at Labor Management yesterday, this topic again. There are some areas that are being accommodated with different work schedules, but if you are having problems let the union know about it. There can be individual temporary basis of working Monday-Thursday and longer hours and taking Friday's off, for an example.

- The question was asked: Can you be told to work 10 hours for 4 days a week? That is a negotiated change with the union, terms and conditions of employment is the reason.

- There should be flexibility in our jobs. A member should propose it to their immediate supervisor first.

- The question was about rotating shifts where there are people working through a weekend when they did not before due to the mission changing. There is a conversation with one area due to avoiding recall being paid for, to have people working these different days/hours. The original ATR (in Human Resources), like in Admissions, states occasional working weekends and evenings.

- There are class action lawsuits on oncall /recall from other campuses with SUNY that are not finalized yet, so our campus leadership is waiting for information which is slow in coming.

6. What is going on in your area?:

- How is the negotiation process going? July 1 2016 the contract we have now ends.

- The campus negotiated tuition increases, which will end up paying for our contractual raises.

- Leave of Absences: There is the Drescher Leave and Title F leave: these are available to all members. If it is personnel related, there is FLI (family) leave per calendar leave. We don't currently have a sabbatical type of leave.
- Professional Evaluation process: The question was asked if there a process to go the other way? In other words, how are our supervisor's performance evaluated by their employees? All MC's are supposed to have some kind of evaluation process around their reappointment time. Evaluations always seem more top down and supervisors don't hear how they are doing their job from the employees working for the supervisor.

The meeting adjourned at 12:50 p.m.

Meeting notes by Gina Doty, Chapter Secretary