

UUP Professional Issues Committee Meeting
Sept 12, 2013

Attendance:

Bethanne DelGaudio
Gina Doty
Erin Campbell
Thomas Burl
Greg Withrow
Samantha Bellenger
Kathy Briggs
Kristina Moquin
Amy Daniels
Anna Liem
Michele Carpentier

Karen Volkman
George Still
Angela Carlson-Bancroft
Peter Friesen
Susan Millett
Catherine Schwenker
Kim Fisher
Kayin Queeley
Kyla Relaford
Adrienne Wells
Crystal Price

The meeting started at 12:05 p.m. with VP George Still introducing himself to a group in the Amnesty room.

1. **Making Strides Against Breast Cancer, Cardinals Care Recognition Program and campus Scavenger Hunt:** Gina gave an overview about these three programs. The breast cancer annual fund raiser ends October 4th, so if anyone wants to sell or purchase raffle tickets or create a raffle basket contact her.

--The "Cardinals Care" program started in May and is going well with people giving thanks to others for great work or customer services rendered. Each month this program recognizes faculty, staff and students on campus. Anyone can join the Promote Community Building committee which promotes this program and other initiatives to improve communication and build positive relationships on campus. If you are interested in this committee, give Gina a call at #5011. Lastly the campus Scavenger Hunt is a new initiative in the works to break down silos on campus where people will learn more about what other departments do on campus and learn other useful information about our campus and the Adirondack High Peaks region. If you are interested in these programs contact Gina at #5011.

2. **Core Business Hour Discussion:** George discussed the recent contract's language on on-call/recall, which will now enable professionals to have the power to negotiate this work obligation. First the list of titles this pertains to needs to be formalized and determine what positions at our campus could be designated as on-call/recall. These have to be designated every year and the person is told 30 days ahead of time of when the obligation starts. This topic has not been defined in our contract leaving the professional working for free or without having compensatory time later to take off later on, so now we will be discussing this in more detail in future months.
 - a. On-call has specific titles that need set-up. The President of the campus appoints who in specific job titles will be on-call and the specific time range, which lasts a year.

An inconvenience pay of \$4.25 per hour is paid for the hours members will be on-call for. Recall designations require pay of a minimum of ½ day pay no matter if you work 10 minutes or full half day. The recall is a separate issue and you can refuse it. The professional obligation has not changed in all this. The question came up: does it matter if you get recalled from your home? Right now UUP is standing to say ‘yes’ and is in discussion with the state now. The campus management may choose to have fewer expectations of things covered due to this contract provision. How much does the campus want for services and what are they willing to pay? This has not been discussed yet.

- b. Discussed an area on campus where campus events with student helpers are used. Rules and regulations for student workers is the answer for terms and conditions of employment. A lot of students go through CAS and not temp services.
 - c. Some summer programs working with Academic Affairs employees work an entire summer month of July, so that month is ruined in taking time off. They cannot leave the area and must be accessible 24 hours a day. This is beyond a comp time issue. George will bring this up.
3. **Contract Salary Increases:** ON base increases for full-time and part-time members receive this. \$500 in 2013, \$250 in 2014, and \$500 in 2015. At this time we do not have the exact pay date for the \$500 this year.
 4. **Deficit Reduction Program (DRP):** There are 9 DRP (also you will hear them called furlough days) 2 days are not worked nor paid for. The 7 days left are lag days and you work them, but are paid at the end of the contract.

--The furlough money is taken out for two academic years, so this year it is Sept 2013 to June 2014 and it is 2.5% reduction before taxes. Sept 2014 to June 2015 it is 2.0% reduction before taxes. Sept. 25, 2013 is the first paycheck this will be seen.

--The governor would not budge on this furlough for any union.
5. **Discretionary Service Award (DSA) “not” DSI:** This is a bonus not on base salary in our contract. At Labor Management this month the UUP officers requested to management to use this money across the board to all UUP members. All members are enduring less money in their pay due to increases in medical insurance and the furlough days. Of course how the money is awarded is up to management.
 6. **Performance Enhancement Program for Professionals:** You can use your vacation time to reduce your medical insurance premiums, so talk with Human Resources if you are interested in this.
 7. **New item in contract making the Performance Program a grievable item:** Article A-28 is now grievable. More discussion on this later at a future workshop.

8. **Professional Development Needs:** This fall semester George plans to have a workshop on the Professional Evaluation system and also how to Request a Salary Increase or Promotion, but he wants to add two more:
 - a. Workplace Conflict/Resolution not covered in the contract
 - b. How to engage in a conversation with your supervisor

More information in the near future on these workshops

9. **Member Concerns:** A concern that should be addressed at Labor Management is when a change in departments is occurring and the supervisors are being left out of the loop. Communication is not transparent. There is a command hierarchy and it is being ignored. Another concern brought up at this group was about tasks that were performed by a person for quite some time was taken away and other items were added instead. The person feels that the items they were working on and building/improving on each year are now left. This can cause problems when members attempt to write a promotion or salary increase. There also were issues around transparency of decision making. In addition, the member saw a reorganization of people without a lot of transparency to everyone leaving some people off guard in terms of supervisory responsibilities being added to workload. There also was a total shift in the reporting structure of the group.

The meeting adjourned at 1:15 p.m.