

UUP Labor Management Meeting Notes

December 4, 2013 1:00 pm

Attendance:

Gina Doty	Richard Aberle	Karen Volkman
John Ettling	Brian Hartman	Jake Liszka
Bethanne DelGaudio	Dave Curry	Diane Merkel
Rob Keever	Sue Welch	Anne Hansen
Kim Hartshorn	Kathy Briggs	George Still

*John Homburger could not attend due to an appointment.

1. Budget Update: John E. has not heard anything dealing with the budgets and the downstate hospital SUNY problems. Two nights ago John E. and Anne H. were at an alumni function in Albany and future applications are up 22.8% compared to other SUNY campuses. We are doing well and we have enough students to cover next year. Enrollments for summer are unknown at this time. Winter session is a nice profit center.

2. Outside Activities Memo from HRS status: The memo from Sue W. dated Oct. 11, 2013 was given out and UUP has been discussing this. Next Tuesday the Expanded Executive Committee meets to discuss this form along with UUP and CSEA comments given on this topic. One idea is an awareness campaign instead of using the form. The form will be discussed in-depth at this committee. The content of the form is more about conflict of interest.

3. Contract Implementation of On call/recall: Articles 2 and 3 prohibit direct dealing with UUP members. On call is more restricted and the professional member would be closer to the campus to resolve urgent problems. UUP 's position is that the President chooses the annual date the eligibility title list and the titles and positions that the President wants to be 'on call' and they are given 30 days notice. The activation does not have to be for the entire year. This is a flexible issue. We would like to see a collaborative effort to implement this new contract item. How much service can a campus pay for? The key thing now is to find out what is going on and in each case, resolve it case by case. John E stated that email is our official mode of communication on this campus and needs to be up and running in a functional manner 24 hours a day. George recommended a working group to discuss this in-depth with George, Sue, Kathy , Karen and the VP or Dean with the titles in question. George will be the person who will organize the meetings for this committee.

-- A survey of the professionals status: George had started to develop the survey and stopped. Response rates may not be accurate and members that receive it may feel like they are going to get financial compensation. An accurate picture of the campus is difficult. Meeting as a working committee group and working on this case-by-case right now is the choice. Dave C mentioned that it is getting more difficult the past 8 to 10 yrs for professionals to take liberal leave or comp time due to no break time during the semesters and now winter and summer sessions. Professionals have not complained as loud as they could about it. Kim H. brought up "Start Up NY" and how the IT services is becoming more demanding. We need to keep this in mind in the future.

4. Department Chair Stipend working Group: The group started to meet in spring 2013 and a resolution to the stipend and responsibilities has not been resolved yet. Kim H. has been contacted by a few chairs about workloads, compensation and more at this working group. Chairs cannot be earning compensation during winter session if they want to teach in winter. SUNY gave absolution for a person who did teach winter session and was paid and also received their chair stipend. Dave C. mentioned that with the economic crisis a few years ago and less secretarial support, the chairs have been doing more of their own administrative work. Dave C. feels it will be more difficult to obtain chairs in the future. Brian H. mentioned that there is no more Saturday orientation schedule in 2014. So right now, chairs cannot be paid to teach in the winter session. At other SUNY campuses they are paid for the academic year. Other SUNY campuses don't have the same type of orientation schedules like we have. Article 25 in the contract discusses the compensation for the department chairperson.

-- The working group : Kim H, Diane M, Karen V, Ray Gydosh, Tom Morrissey, and Sue W. Kim H. will be the person who will organize the meetings.

5. 5K per 3-credit course living wage campaign: This is a UUP campaign to improve a living wage. Richard A. discussed how this started at SUNY New Paltz and he sits on a UUP Contingent Statewide committee to discuss this. Adjuncts are not making a living wage and work several jobs. Most of these faculty teach the introductory courses and are the face of the campus for the freshmen. Richard discussed the other non-academic jobs adjuncts are performing along side their students they teach at some places. Some adjuncts are using assistance for food and home fuel due to their pay is so low.

Richard A spoke to Jamie Dangler the UUP chief negotiator if the adjunct issues were put on the table with the state, the state would not negotiate a contract at all. Adjuncts have a strong 'calling' to teach. Since 2009 there has been a push for \$5000 to be paid for a 3 credit course for adjuncts.

-- Discussion from Jake L.: It's a complex and systemic problem. We cannot fix just one part at a time because it affects another part of the system. It cannot be a piece-meal solution. In certain disciplines there are so many PhD's and not enough tenure tract positions.

-- Response from Richard: the reliance on adjuncts is becoming greater and how is the value appreciated in the institution? The discussion should be made now on how to improve equity with our adjuncts. Do we want to value teaching, so little? The wage of living is not even middle class. 30% of the campus uses adjuncts to teach classes and 60% of adjuncts teach the general education courses. There will be a critical point where something has to give.

-- Kim H. spoke of an assessment in the department on this topic to keep track of where we came from and where we are going in improvement.

-- Dave C. : A few years ago, we had more DSI and we had an agreement in principal to pay the adjuncts more, and the deans overruled this. This is a big problem and changing the culture and changing things incrementally.

8. Continuation of campus communication discussion: Karen V. discussed recent crisis problems in campus buildings. There was a power outage, and Brian H. is discussing a protocol in writing on this. Kevin Roberts in M&O is getting information to Brian H. on what the generators will give power to. Where the protocols will be located to read is unknown right now and possibly not everyone needs to be reading this. Mike Caraballo is working on these

protocols. Right now in Kehoe if a power outage happens, the servers in this building will not continue working. Using mobile devices, NY Alert will work due to the servers in Albany. With winter coming, a reminder for people to enroll in NY Alert will be a good idea. Meeting adjourned at 2:45pm.

Meeting notes by Gina Doty, UUP Secretary
Edits welcome