

UUP Labor Management Meeting

November 3, 2014 at 1:30pm

Attending: Diane Merkel, Karen Volkman, Richard Aberle, Gina Doty, Bethanne DelGaudio, Kathy Briggs, Kim Hartshorn, Anne Hansen, John Ettling, John Homburger

Not able to attend: Jake Liszka, Sue Welch, Bryan Hartman

1. Emergency Procedures: There was a major communication breakdown and chain of command during the Oct.28, 2014 incident

- Karen asked the question if the evacuation could have been done all at one time. Jerry Lottie established a 50 ft perimeter when he was first on the scene. John H. talked about the dog sniffing dogs would not be appropriate for this situation since the item was inside a box inside the mail box. Then a person from Ogdensburg who is an expert drove here to investigate. When you engage the State Police they are calling the choices. While that is going on, the 50 ft was changed to 300 ft and problems happened on whether to have classes or not. Myers and Feinberg classes were cancelled and evacuated everyone out of the Angell Center.

We were asking students to leave but not employees at the beginning of the confusion. In hind sight we should have closed the library. When debriefed a Captain of the City Police, Fire Department Chief and Eric Day, the Clinton County Emergency director with our University Police team Arlene Sabo and Jerry Lottie. These people came involved in the situation at different times. Our error was we should have closed the library. The Fire Department said vacate. There was a difference of opinion how far to be away from the postal box. Eric Day said 1500 ft and others stated 300 ft in the debrief discussion.

- Protocol moving forward was: This morning would be ultra conservative and cancel all classes. At this scenario there was not one chain of command appointed. The messages to the campus leaders were confusing.

- Things worked well to evacuate the Angell Center at the beginning and after that things got confusing.

- Mike Caraballo, the Emergency Response Management director is not the person in charge of the situation. Jerry Lottie was the first responder and the Angell Center was evacuated then Arlene Sabo came on board, then the Fire Chief was the unified commander, and later it kept changing to another agency with higher authority coming on board.

- At 9:08 a.m. a text came about a suspicious package was found. Not until 'all clear' was there text to read to know what was going on.

- NY Alert is not working that well, and John H. said they were looking into something better to replace it.

- Kim H. spoke about the confusion of students after the all clear at 12:30 p.m. on knowing if classes are in session or not.

- Dr Ettling said management apologized for all the confusion caused to everyone.

- This situation showed many things that need to change in the future.

2. Tobacco Free Policy discussion: Bryan Hartman told Dr Ettling that CSEA has some comments on this policy draft. Tomorrow there will not be a vote on this topic at the Senate meeting.

- The sidewalks are owned by the city of Plattsburgh so people could smoke there.

- This is the 3rd New York State legislative session forthcoming where the chancellor is waiting on this to pass.
- UUP had some concerns in the draft and Bryan Hartman included our comments in this draft policy.

3. Professional and Personal Absences Form: A proposed revision was given to UUP executive board from Sue Welch.

- About 2 months ago this form was brought up at this meeting. There was a revision made and UUP executive board was not aware of the changes to the form.
- We discussed the purpose of this form. There are a certain number of contact hours that have to be made by the instructor per credit hour for accountability to State Education. UUP's issue is "may result in lost pay" changes the nature of the form for UUP.
- Diane M. brought up that Sue Welch has received a variety of issues brought to her attention from UUP members who are taking advantage of their situation (taking vacation with their family while classes are in session or a person was doing a sport event when they should teach).
- A discussion at Dean's cabinet with Sue Welch present was to discuss this updated form. Added a reason for absence, can use the employee time sheet for sick time taken and match it with this form for audit purposes. This form is signed by the chair and dean and the course coverage is handled.
- The phrase "may result in lost pay" is the concern UUP has. Diane M. said that the Office of the State Comptroller is where this language comes from.
- Discussed Non sick time related time off, since academics don't accrue vacation time, could be a possible problem when abused often by a member.

- Dr Ettlting gave an example of an academic member has a reunion to attend and they have another person to cover the class. There is the contract between the college and employee and the student to the campus for instruction. Diane M. said what bubbled things up to the top was anonymous abuse of this practice and a repeat offender every year.

-Diane M. explained that there is an obligation and this form explains this obligation.

- Richard A. brought up a contingent point of view: Due to an ice storm the adjunct cannot attend class but he has another instructor do the class. How does this adjunct deal with loss of pay and how much due to a snow storm? Dr Ettlting says you would not lose any pay for this. Richard A. asked the question about attending his daughter's graduation from college, what will he lose financially? That is reasonable for Richard to attend without penalty.

- The dean's culture stated they don't want the culture to change for how it's been.

- The wording of "may result in lost pay" is the problem the union notes and Diane M. stated that this phrasing is more lenient of the campus culture than the wording from the policy that covers this in a more 'black and white' wording.

- The union welcomes more conversation on this form.

4. Update on Governor Mandate regarding Campus Sexual Assault: Dr Ettlting is getting a task force together. Amy Mountcastle will be the chair of this committee, but cannot start to do a lot until December 4 when instructions from SUNY Central on how to proceed. Linda Ames cannot initially assist in this and Bryan Hartman will be assisting Amy.

5. Budget Update: John H. -- Relatively quiet. The Division of Budget submission looks like a flat budget right now, though there are some salary increases with unions to deal with. Next year is the last year for the tuition increase. SUNY would like to know how the tuition increase was used in the past 4 years is being ask. John H. thinks this is somewhat like the 20/20 advocacy for a future timeframe. John H. brought up the concern of what is the tipping point for students?
 - This year 20.5% is the finances we received from the legislature.
 - Deficit reduction leave: John H. stated that the campus two years ago, set aside the money for this from cash reserves. Right now it sits in a reserve account.

6. JLM (Joint Labor Management) Leadership Grant update: Our grant was accepted. George Still, Sue Welch, and Steve Light will work on this project.

The meeting adjourned at 3:00 p.m.

*Meeting notes by Gina Doty, UUP Chapter Secretary
Edits welcome*