

UUP Labor Management Meeting Notes October 8, 2014

Ward Hall Conference 101

Attending: Anne Hansen, John Ettling, Diane Merkel, Rob Keever, Gina Doty, Karen Volkman, John Homburger, Bethanne DelGaudio, Sue Welch, John Homburger, Richard Aberle, Kim Hartshorn, Bryan Hartman, Kathy Briggs

1. Discretionary Salary Allowance "DSA" (There is a concern about potential additional compensation for junior academics only occurred last year and junior professionals should be treated equally)

- This is discretionary money with the president and management to manage. The extra \$300 went to the junior academics and not the junior professionals. Dr. Ettling thanked us for bringing this up.
- This year 70 academics and professionals do not have tenure/permanent appointment.
- Across the board was given to all professionals last year. Last year for pre-permanent academics they received a little extra, which only happened in Academic Affairs. Jake L. is not present today to discuss this topic, and will be here tomorrow.
- Right now the allocations have been given out to the Deans already. This year there is no extra funding allocated for untenured faculty.
- Oct 31 is the timeframe employees will be notified and then there is time for John E. to handle any appeals. There is almost always money left over after appeals are accomplished.

2. Current Tobacco Policy and Plan for a Tobacco Free campus for 2015: (There is a concern over the language of the current policy requiring enforcement by everyone; reporting of violations to UP, HR, and SJA.)

- The language sounds like enforcement is everyone's responsibility.
- Bryan H. discussed that the concern over "reporting tobacco use" by all employees is included in the policy already on campus. Bryan H. said right now at SUNY Cortland, Potsdam, Brockport, and Oswego there is language to report tobacco use. Kathy B. brought up that other SUNY campuses do not have the reporting language for it is problematic. Bryan H. noted that as a community there is a role that everyone has to play.
- The language appears heavy-handed in the tobacco free future policy Kim H. noted.
- Kathy B. noted that an employee should not feel like they are to speak to a smoker to stop smoking. Employees should not be held responsible to the policy.
- Bryan H. has discussed this in the past at this meeting. A New York law was expected to be passed, but it was not in this election year. Many campuses have already gone tobacco free on their own without the law. A healthier campus is the goal and not keep waiting for the state law to be in effect first.
- The union does not think this is not a good idea, but the language needs to be addressed. We appreciate Cori Jackson giving Karen V. a heads-up on this. The city owns the sidewalks and smoking there is allowed. It would be a good idea to have more public forums to talk about it with employees and students.
- About 18 months ago Bryan H. said there were group meetings on this topic and this topic has been in the works. The goal has been the same to be tobacco free for the past few years; it is not 'if' but 'when' this will occur. More promotion is being prepared for the campus that this is happening.

- Bryan H. gave Karen V. a draft copy of the new policy.
- Kathy B. asked what about medical marijuana in the future or is this only tobacco product? In Colorado, for example, on a campus this could not be used either. In New York state medical marijuana is not legalized.
- Getting this draft policy to "Cabinet" first and later Executive Council to be passed is forthcoming. The academic exemption statements (smoking in a theatre production or for educational research purposes) should reach Bryan H. no later than early November.
- January 2013 SUNY Cortland went tobacco free and is the leader on this. SUNY Potsdam has three parking lots to smoke in until the law is passed on this.

3. UUP Representation on Campus Committees -- Safe zones and safe workplaces

- Having official UUP members on certain committees would be helpful.
- Last Friday Governor Cuomo announced that there will be a first ever state-wide uniform policy to combat sexual assault on New York college campuses. This may affect reporting language Bryan H. said.
- Legal council is the lead on this. Last Tues, SUNY got a call on this topic that the Board of Trustees had to meet (Chancellor was not in the area). The details have not been received to John E. yet. There will be a SUNY- wide group put together. Bryan H. noted that he did not see unions were not included in this group to discuss. We are to implement something in 60 days, but we do not know details yet.
- Campus Police Chief, Arlene Sabo, has been on a sexual assault task force and is part of the process of the university police perspective. Hopefully forthcoming documents will not be foreign to us due to Arlene's role in this.
- The Victim Bill of Rights needs to be worked out also.
- True training on conducting investigations and having uniformed procedures/policies on investigations and codes of conduct processes would be useful.
- The definition of 'consent' universal was chosen and our policy will be changed to mirror this definition.
- There is also federal legislation being worked on now and it could impact what we are doing with this.
- This issue is, the more we discussed these issues, it is apparent things are complex.
- John E. solicits from us any updates from the union on this topic and vice versa.

4. Budget update (John Homburger): A memo 10/7 from SUNY System "the call letter", and it states the message from DOB to the chancellor is a flat budget. We still have one more year of tuition. John is not certain exactly what "flat budget" means yet and is waiting for more information.

- Funding the SUNY system: Our campus has to pay \$27,000 this year and \$58,000 the next year and it keeps going up until in 5 yrs we have paid \$147,000. This will be reviewed this year for the 15-16 year.
- Next year is the last year of rational tuition. There is a possibility, though uncertain, to have it another year.

5. Introduce Conversation: Compensating part-time employees for attending mandatory training sessions: (withdrawing this topic and UUP will speak with Human Resources soon)

6. Gen Ed: The Gen Ed vote was 'no' yesterday, and a meeting is being requested by Karen V. with the other Academic union board members with John E. and Jake L. for a Labor Management Contingent Concerns meeting.

- Current General Ed stays in place and Middle States is in agreement with this.
- No lobbying was done on this topic by John E. or Jake L. nor any other administration.
- Richard A. brought up that there will be a loss of adjuncts due to this vote.

Course offerings will be less in the Humanities.

- Richard A. brought up that the effects of this for adjuncts are profound with people losing their classes to teach in spring 2015 and their medical insurance.

The meeting adjourned at 2:50 p.m.

Meeting notes taken by Gina Doty, Chapter Secretary
Edits Welcome