

Labor Management Meeting

Wednesday, February 5th 2020

Ward 101, Dean's Office Conference Room

Notes taken by Chapter Assistant Patricia Downs, in Secretary Gerianne Wright's absence

1. UUP Welcome to President Enyedi!
2. Budget Update: Josee Larochelle
 - a. There is no budget yet, it's still in the advocacy/deliberation stage
 - b. The SUNY budget proposal has been submitted: It not only asked for maintenance effort, asked for
 - i. \$25 million state allocation and a \$25 million match. This would be a \$50 million increase to the base, but there are no line items on how to use that base. The intention is to restate to the State that we need more funding in general, "give it to us and we'll deal with how to utilize it."
 - ii. one-time request for retroactive salary increase
 - iii. request for additional capital funding
 - iv. SUNY Plattsburgh requested \$1.5 million for retroactive salary increase
 - c. Governor's Budget Proposal:
 - i. Continued predictable tuition plan. Next year is the last year of this plan, we can count on an increased tuition rate
 - ii. Funding for Educational Opportunity Program, which he used to cross out at the beginning and let the legislature put back in later
 - iii. Supported \$550 million capital funding with a \$100 million capital matching program
 - iv. Said yes to retroactive police funding
 - v. DID NOT
 1. include/approve UUP 1-time request for retroactive salary increase
 2. include the additional \$25 million that the chancellor asked for
 - vi. Last year the base funding for community colleges was changed, the Governors budget reverted, didn't support the new model, but if the legislature adds community college funding back in, there will be less funding for SUNY
3. UUP Higher Education Lobbying
 - a. NYSUT/HE day

- i. Testimonies from SUNY, CUNY, Fred Kowal, the Chancellor, Andy Pollatta, and SUNY Plattsburgh student Mac-Oliver Lalanne. Review of decision to reimburse Mac-Oliver for his bus ticket to Albany.
 - b. Fund SUNY Rally
 - i. February 26, Amity Plaza, 12-1pm. Still needs more organizing and speakers for the event. SUNY advocating for itself is the most effective way to convince the Governor. There will be media/news coverage.
 - c. NYPIRG/EOP day
 - i. February 27, UUP Organizing. In the past UUP provided transport. We have vans reserved, checking with SA, 20 students have signed up. EOP is invited to go Wednesday February 12.
 - d. NYSUT Committee of 100
 - i. March 3. UUP usually goes into meeting with local groups including K-12 representatives. Now we have separate meetings with Legislature because the local K-12 reps bring a big ask, which is hard to compete with in the same meeting
- 4. NY25 Handout Overview
 - a. NY25 is a SUNY 5-year plan, not specific to UUP
 - b. TAP Gap effects on SUNY Campuses: (Josee) TAP Gap is pure lost revenue. We see a similar gap with the Excelsior Scholarship. The state has been funding credit (“full tuition”), but the tuition amount freezes at the beginning of Excelsior Scholarship use and the gap continues to grow. We need to reset the tuition amount to the current tuition rate every 4 years, eliminating the credit/gap with the readjustment.
 - c. Union Teaching Hospitals: they are struggling financially, and we’re seeing Downstate layoffs. This has a significant impact on SUNY and the State. Funding is especially important this year
 - d. Revenue Raisers: These are not UUP proposals, not a position UUP can officially take, but the bills have been written and sponsored, and we would support legislators supporting these proposals. Mostly wealth taxes, loophole elimination. The only opposition is that with all these taxes “Wall Street will go away” – unlikely
- 5. Request for a job listing policy – Richard Aberle
 - a. Request that all full time job listings and vacancies for professional, faculty, and classified be announced in the digest when posted. Qualified applicants already working at SUNY Plattsburgh should be notified of positions for internal hiring. This would be revenue neutral if not saving. As of right now there is no avenue for adjuncts and lecturers to be promoted. We’d like to see a model similar to the Cortland MOU distributed and applied to the

Plattsburgh promotion process, implementing the Cortland MOU into our process.

- b. For now, there are instructions for those looking for promotion/ new positions, will be distributed on email list. We need a working solution, such as a specific agreement for SUNY Plattsburgh on a campus policy, not as a part of the performance overview (our "MOU"). Discuss more at next Labor/Management Meeting.
6. Departmental Review Process
 - a. peer review groups, faculty being reviewed
 - b. Can we space out the faculty reviews every few years? not every year or every/other year?
 - c. Plan for academic renewal: Reviewing 9 programs at a time. Goals are to reduce expenses, provide adequate resources for programs, and have faculty and deans work together to market refresh or re-look at the programs. Plans of action include reducing credits, reducing elective courses, collaborating with other departments in courses, and setting a timeline for making changes. 9 more programs will be reviewed this semester. Not limited to programs with enrollment issues.
 7. HR Structure
 - a. Sarah will be the new director for HR, filling in for when Sue Welch leaves, leveraging existing things. This is a non-permanent structure with moving parts. Sarah will be the point person for HR things. Her title is currently the Interim Director HBA, she reports directly to Josee. Sue is still the President contact until Michelle Trombley moves to Labor Relations. Effective April 25, 2020, Sarah will be the UUP contact, Sue Welch leaves
 - b. Mike Thompson is in Affirmative Action, as announced in October, and he will direct issues to Title IX (vice versa)
 - c. Title IX needs to have a letter with clear explanation of employee right to legal representation
 8. Update on "Social Media" Situation
 - a. "cryptic email" – email sent was all that was legally "allowed," sharing as much as possible
 - b. Questions on topic were raised prior to the social media situation, but it is a continuing conversation on the process, changes/improvements to the process are now complete. We are continuing to monitor and support. This specific case is sensitive information so no more information will be public to the campus. It has been handled internally.
 9. UUP Calendar
 - a. Patricia made a general membership calendar, @plattsburgh.edu access. We will put a link to the calendar on the website. We had a request for Executive

Board and Labor/Management meetings to be added to this calendar (with a clear disclaimer that they are not open invitation to the general membership)

10. Reminder of our March target for identification of articles and sections within our MOUs to open for negotiation
 - a. Erin very apprehensive about the timeline, says she's not comfortable/ready to negotiate this year.
 - b. Some of the LM group would attend, not all, list of names attending to be sent to LM group - having the meeting to discuss anyway, so Erin can voice why this needs to be postponed
11. Early Notification for New Employees
 - a. payroll/insurance – a heads up and a reminder of the delay in payroll and insurance for new employees would be appreciated
 - b. planning to remind new employees at new hire meetings
12. PBA Testimony
 - a. specific bill in place for 20yr retirement
 - b. difference between causing high attrition rate between campuses' police
 - c. We have some turnover here, transferring to other campuses and transfers in from the City Police. We just hired a City Police officer in University Police
 - d. We predict stability for the foreseeable future in individual campuses

Meeting adjourned at 2:53 p.m.