

Labor/Management Meeting Notes

Wednesday, Feb. 14, 2018

Ward 103 1:30 p.m.

Attendance: Kim Hartshorn, Ray Guydosh, Gerianne Wright Downs, John Ettling, Bryan Hartman, Richard Aberle, Sue Welch, Diane Merkel, Michael Morgan, Kathy Briggs, Josee Larochelle

1. Present UUP petition requesting a message of support from SUNY Plattsburgh administration to SUNY administration and state government officials for a fair and equitable resolution to our contract negotiations. Kim explained that UUP asked various chapters to ask for support. He presented John E. with a petition containing 126 names. John E. said Sue Welch forwarded an email from SUNY HR that instructs not to sign it or to send a letter. He said all SUNY presidents were advised as such. Kim reminded the room that we are now five out of the last seven years without a contract. He told management that the state has only agreed to one day to negotiate in February.
2. Joint Advocacy: Kim said that PUUP is open to jointly advocate alongside management regarding issues of common concern before public and local and statewide officials. Kim explained how there is talk that SUNY and the governor's office is giving legislators the idea that SUNY is healthy and enrollment is up, so during the budget process there seems to be a disconnect to what is happening and what legislators are hearing. He told management that Sen. Griffo met two weeks ago and said he was concerned about the dual messaging going on. Kim said that many of the campuses are hurting, mentioning Stony Brook, New Paltz, Geneseo, Environmental Science and Forestry, and also mentioned EOP being cut from the executive budget. He went to EOP advocacy day in Albany Feb. 13 where there were about 150 people turn out.
3. UUP and PUUP planned advocacy calendar:
 - Tuesday, Feb. 13, EOP/EOC Day
 - Wednesday, Feb. 28, NYSUT Higher Ed Day includes CUNY and community colleges. Kim asked John if he had any message to take with him, feel free to pass on.
 - Tuesday, March 6, NYSUT Committee of 100 planning another lobbying day with NYSUT in general, an education day
 - Thursday, March 1, UUP Day of Action, public event at Rugar and Broad streets 2-4 p.m. to let people know there's no contract. Invited management to join UUP.
 - Thursday, March 1 In-district lobbying (appointments to be scheduled)
 - Thursday, March 8, in-district lobbying (appointments to be scheduled) Will try to set up appointments with Betty Little and Billy Jones. Not sure if these are UUP specific or identified by legislators to be in town. Kim invited management to join us if they're so inclined.
4. Budget Update: Long discussion on issue of non-renewals and notification of non-renewals. Kim said PUUP is particularly interested in any non-renewals this year or next. Josee L. said they have plans for budget reductions for 2018-2019 submitted. She said the college is reaching the target reduction amount that was identified in the financial stability plan, citing the seven non-renewals already done. She said as a college we're not done with reductions to achieve financial

stability. She said cycles come up all the time and that they will be reviewed knowing there are still reductions, expenditures that need to be taken out for that year. Kim asked if reductions in personnel for 2018-2019 are completed and Josee said no, that's not an accurate statement. There may be non-renewals that come into play next cycle. She indicated that there may be non-renewals in the next cycle, the next and the next. She said we'll still need to reduce expenditures in the next few years. She said they are thinking of doing smaller sessions like we did in the fall where they hope to provide some level of context in those objectives met, non-renewals, new hires and to showcase what's been done well. Kim reminded management that it's important to remember the non-renewals have to be identified by need of position for budgetary reasons and not for the performance of the employee. Connecting it to the evaluation cycle gives the appearance that the decision is being made on the evaluation rather than the opportunity.

Kathy B. said she was hearing conflicting information. She said either management knows a person has to be non-renewed or it is using the opportunity to non-renew during renewal dates. John E. said he is reminded of being told that members are tired of blaming the budget situation on the state's not covering negotiated salary increases.

Kim said that goes back to what PUUP is saying: UUP suspects that people believe SUNY reserves are flush with money and that SUNY has money it's not distributing. This is the message getting to the legislators.

Kim brought up one more budget question: Years ago, the previous vice president for finances used to show at the all-campus budget meeting a slide that showed rank, years of service, salary, etc., which would show where an employee was in relation to that that line. It was a good indication of where they are in terms of equity. He said it's possible that there may be some opportunities to deal with compression and equity issues in the next contract. He suggested it's time to start thinking about how management would make those determinations. Mike M. said those discussions have already been had with the deans. Kim said the campus has always been above-board and fair in how the discretionary money has been used. John E. said he'd rather see it come in the form of a requirement to save him from having to make a "Sophie's Choice."

5. Provost Forum Objectives and Outcomes

Mike: People who need to be in the room are in the room; those who choose not to are doing so for various reasons. There'll be public communication to lend a voice if someone's not able to be there. And as far as my expectations? Outcome lays groundwork for us to do a formal strategic plan next year. He said it's important to do this kind of work and have info available to us that speaks to the outside environment that we have to pay attention to or we won't be able to meet our needs

- Short Term: to have a vision statement by the end of this semester. Kim asked if there's time for a three-year strategic plan, saying it would have to include curriculum reform, major organizational restructuring. Mike said they will be able to plot out what short-

and long-term objectives are. He said he hopes to position the college as an institution that will be a little more attractive than some of the other SUNY colleges. Kim asked how to get buy-in. Mike responded that we have the ability to work together to choose the course of 15 percent holding the rest from moving forward. He asked how Kim (exec board) can help motivate PUUPers. Kim said we have the same difficulty motivating people. He told management about the exec board's attempts to beef up the department rep structure to get more people involved.

6. Discussed service as scholarship in view of management's call to service. Kim said union would appreciate a letter from the provost that deals with scholarship and service. Mike pointed out those are two different things. Kim explained how the union would like consideration for members who are senior faculty for whom this would benefit; course release for service is another possibility and would like it to be more of a general policy as opposed to something at the dean's discretion. He said these faculty are very active in service and if there was some recognition in the process, UUP would appreciate it.
7. Discussion of electronic submission of annual activity report

Provost's office would like to move submissions to electronic submissions. We have no problem with it in concept; but the union would have to see what the implementation looks like. We're concerned with privacy issues. Mike said that this is not a publication issue — nothing has changed other than the medium. He said if members are uncomfortable with technology, the college would be able to set up appropriate workshops with IT. Kim agreed that made sense.

Meeting was adjourned at 3:03 p.m.