

PUUP Exec Board Zoom Meeting
Wednesday, Dec. 9
12:30 p.m.

Attending: Gerianne Downs, Kim Hartshorn, Erin Campbell, Ray Guydosh, Dan Gordon, Ben Sarraf, Kathy Briggs, Karen Volkman

1. Items for L/M

- Work Logs for work-from-home: There isn't a work log for professionals unless you want to give one to academics. Teleworking does not require a work log. Supervisors should know what you're doing and trust you to work out of their sight.
- Follow-up on INQ, performance program update and amendment issues, characterization of INQ volunteers rather than reassignments.
- Retrenchment and identifying 25 percent cuts
- Budget update

2. Plan for members meeting next week

Tuesday, Dec. 15 at 4 p.m.

Need to discuss:

- a) **DSI.** Asked Sarah if they had discussed at cabinet level yet; no. Last year, all DSI was applied to compression. Need to discuss with members. Many would like DSI distribute not connected to compression. Can't mandated it, but should be able to communicate what employees think. Kathy suggested that Stephen do a survey of membership on DSI and compression.
- b) **Compression:** Should have document by Tuesday. Changes: consider experience at previous titles as part of compression, consider past experience for adjuncts, 5-to-1, in compression formula. Catch outliers, and those who served in MC role and then return to teaching.

3. Discussion had on retrenchment, buyouts and incentives.

Kim: Managers have been tasked with identifying areas that could be cut or cut back with the idea apparently identifying positions that are cut-able. In order to do this, there would have to buy out contracts or incentivize contracts, which would cost money. They're looking at 25 percent cut. Identifying positions that could get them toward that. That would be horrendous.

Kathy: Every professional position has already been reviewed for its criticality. Those positions have already been defended on basis of function. What functions are going to be eliminated from the operation of this college at any level? I say they already did it for the professionals. What are they doing for the academics?

Kim: Managers are being asked to give a worst-case.

Erin suggested we discuss this at L/M. Kim is sending an email to Sarah Reyell saying we'd prefer to have this discussion at L/M.

Ben: Asked about a work from home log

Kathy: Professionals are not required to keep a work log.
Suggested to include on L/M

Adjourned 2:03 p.m.