

Planning meeting with CSEA and UUP and Cabinet

3:30 p.m.

July 21, 2020

Ethel Facticeau, Gary Kroll, Michelle Cromwell, Josee Larochelle, Kim Hartshorn, Gerianne Downs, Emy Pombrio, Anne Herzog, Lizzie Wahab, Nancy, Sarah Reyell, Ann Labier, Nancy Bennett, Anne Hansen, Ken Knelly, Michelle Trombley, Kathy Briggs, Alex Enyedi

Alex: Welcomed everyone.

Kim: Shared a list of nine things coming up frequently in the last week. Questions from members

- **Thresholds**

How bad before send everyone hold; go to all remote classes

Kim: Description of who makes call and how will they be determined?

Sarah: guesses governor?

Alex: Gov Cuomo is arbiter in this experiment. Embedded in plan is information on thresholds. 207 beds reserving in Banks Hall for quarantine.

Josee: Goal is to have 207; have heard some of the rooms still occupied with belongings. Working on getting full 207 available for isolation and quarantine ASAP. We will have that. Some of the belongings students asked us to keep because still coming back.

Kim: K-12 have threshold for closing schools — 9 percent. Don't know if that's 9 percent increase in positive tests or in community. Thinking that for colleges and universities, needs to be an institutional threshold. I would think there needs to be some ability to make a local decision at some point. I ask this because people are wondering: if there is an outbreak, at what point do we change modality or make a decision to send people home.

Josee: One of the metrics that the college is going to be continuously look at is # in quarantine in Banks Hall. That's clearly the student population. Those numbers are clearly going to be monitored on a day by day basis. Isolated incidents or clusters (those are the questions). A metric may provide some semblance of peace, but it limits our ability to be flexible and adaptable to the ever changing landscape in the best interest of our campus community as quickly as possible, regardless whether we reached the threshold.

Alex: Monitoring on day to day basis will give ability to track that model. If we're at Level 4 and we regress, we'd as a county move back to Phase 3 or even Phase 2. We'll do daily monitoring.

- **PPE Supply Chain**

Kim: chain seems to be breaking down already. Are we prepared?

Josee: PPE, encompasses a number of elements and components. Depends on what you're referring to. Face masks most important. Cleaning protocols — disinfectants, hand sanitizers, etc. Have been stockpiling. 13,000 face masks, received another 3,000 from another campus. We have a good stockpile of disinfectant. Struggling with nozzle on spray bottles for some reason. Doing everything we can assure we have what we need.

Kim: all UUP members being supplied. Going to send straight to the member. UUP logo masks.

Josee: Ethel and CSEA purchased 1,000 masks, added to the inventory for the campus. Being utilized and distributed.

Kim: theater dept. made about 400 that we gave out. Similar lines: Styluses. Departmental offices can order pens with stylus tips for using copier machines, etc.

Josee: Any vendors can donate; that would be great.

- **Equity Issues**

Professionals questions

Kim: Is quite a bit of unhappiness among the professionals feeling especially vulnerable, especially F2F student service wondering if some of these services will be curtailed as much as possible or put on line as much as possible. Wondering about their own ability to work from home.

Ethel: My members aren't complaining so much; most want the masks. My members feel underappreciated; Anne's doing some research. Going to give every CSEA member \$25 or \$30 gift card for appreciation. Checked with Pat Rascoe to do a drive through. Give each one a Stewart's card. Pat said he didn't see a problem. Parking lot behind the library.

Josee: I'm sure we can support a pickup.

Ann Labier: Looking to see if Stewart's can give us an incentive. Want to thank our members, let them know we appreciate them.

Alex: When do you anticipate you'll do the distribution?

Ethel: Sooner rather than later.

Josee: Clearly before Aug. 18. Ethel said absolutely.

- **Ventilation Filters**

Can we get the high-end filters for ventilation systems

Josee: world of air ventilation and our buildings. What I can say is we have completed a thorough inventory of all our buildings, including res halls, have determined that there are 50 percent of our buildings that have filters that are MERV 13 as recommended by certain groups but not a requirement. Per SUNY, they are in many ways not supporting campuses changing the filters. Have placed an order to support all of our buildings being at MERV 13. Our goal is to have in as quickly as can receive. No ETA on delivery, but to put it into how safety is going to be \$40,000. Putting our very precious money where our mouth is stating health and safety is a priority. Will be retrofitting all buildings to be at 13.

- **Fee-funded Positions, Assistant Coaches**

Funded out of IFRs

Kim: A worry. Assistant coaches are stressed out. Will the fee be charged coming into the fall?

Josee: I don't have an answer for that.

Alex: nor do I.

Kim: who makes that decision?

Josee: decision to not have fall sports came out last night at 6. We need to figure it out; campus decision? SUNY system decision? Can't answer that. Our fees period have not been approved by SUNY nor what the tuition is for fall, unless they did it today.

Kim: what can we tell the people being funded by those fees? Can campus make a commitment of any kind to the people funded by those fees?

Josee: Not today.

Kim: When are their renewal dates?

Josee: For athletics, across the board. Not in any particular cycle.

Kim: any possibility of using anything in case their positions are in jeopardy?

Sarah: Just defined as an "other" leave. Can't be granted with benefits unless at half salary.

Kim: can they be added as two-course adjunct?

Josee: 100 percent sympathetic; I wish we had an answer. Etc. What I can tell you we will do everything we can to help our programs, students, but we need some time to assess the situation. Answers just aren't available today.

Kim: Even if they could be given contracts with spring starting date, so they'd have some guarantee would be coming back anyway. This is going to be tough. What other positions on campus are fee-funded?

Josee: spread throughout campus. Fitness/rec, career development Center fee, ed tec fee, those are the big ones. But Helpdesk, Cardinal Care computer program, there are a number of fee supported positions across campus.

Kim: Possible to get a list of those positions?

Josee: I wouldn't even know if our systems are capable of doing something like that. We can take that under advisement and see what we can come up with. We have a practice here whereby a reimbursement goes into a state fund to bring in other revenues to support positions. Makes it complicated to determine which are funded by fees.

Kim: Do we have to worry about our RF positions?

Josee: always have to worry about those. Nothing new.

Kim: Any indication they're in jeopardy.

Josee: would be grant specific. TRIO program for instance. Where that is in the pipeline; are we hopeful will be reauthorized at the level we've had? Yes; our numbers supported. We have documented success. Possibility state will reduce funding to support TBI or Alzheimer's programs? Been concerns with regards. No specific sponsored program of concern or we are aware of in jeopardy, but there could be at any point in time.

- **F2F Student Services**

Professionals and CSEA what safety precautions taken?

- **Sick Time Clarifications; WFH Arrangements if Possible for Quarantines**

Sick time covid, quarantine, can work-from-home be used instead of accruals

- **Self-Screening/Testing**

Issues with self-screening and testing

Kim: Only testing those failing the self-screen?

Alex: Plan is to do symptomatic students

Josee: Fac/staff, if they indicated they have symptoms, they're told not to report to work or come to campus to do any work, and they are instructed to notify supervisor, HR and contact their doctor.

Kim: The symptoms are so similar to those we have every winter here, every fall, so I think from the self-screening, we'll have lot failing.

Josee: Daily health screening is a self-screen. Relying on honesty, etc.

Sarah: Anyone who can work from home can still do so if feeling up to it or just quarantine. If diagnosed with COVID, state does offer a 2-week paid benefit without charge to own accruals. The only time that doesn't work is if someone voluntarily travels to a state under list of self-quarantine after return. Have to use own time or work from home.

Ethel: I have two members in contact with they traveled to the state on the quarantine list. The question asked me: How come I can't use sick leave? He said this early on if you travel to these. They came back, had to self-quarantine. There is an executive order. That was out there from the beginning.

Sarah: They can use leave available that is not sick leave. If they don't have enough, may have some lost time.

Ethel: Is there something we can send out to the campus that they should be monitoring the states the governor has on the quarantine list?

Sarah: we did add to the daily screening form. If they have any questions about what state, they can call HR.

Josee: Not opposed to doing additional communication; just not sure what's the best way to reach the membership.

Emy: Civil service provisions allow people to be paid during COVID quarantine doesn't operate without HD orders. Not only do they need to contact doctor but also HD.

Kathy B: Not appropriate to use sick leave for people to travel to unsafe state. Punishing people for that seems inappropriate if state not on list when you left. Self-quarantine upon return doesn't qualify to sick leave. Makes it easier to understand what the issue is. For voluntary travel.

Kim: If someone fails a self-screening test (student) they will go to the health center and get tested?

Josee: going to contact the HC, which will have a nurse on duty. The HC will determine risk associated with student, symptoms, and what appropriate protocol is.

Kim: Employees will use own health professional?

- **Other**

- **Ethel:** Lot of folks in library don't want food or drink. Janitorial staff going to be busier than normal. Wondering if library could come up with policy not to eat and drink?

- **Anne:** Interested in perspective; did talk about this. I thought this was coming up from the library. As represented was a believe that students always eat in the library. Plans need to be made to having cleaning supplies in view; signage expecting them to clean up. I've seen disgusting tables in dining halls no person would walk away and leave. Happens all the time. Is true that proposal came out of cabinet. Went to OCHS.

- **Josee:** It was sent to OCHS; is on our agenda for review. There will be some comments, etc. There are restrictions in regards to restaurants/food providers. Chartwells is our provider. They have to abide by the rigid, structured guidelines and components issued by state of NY. Includes indoor dining and/or outdoor dining. Are doing that. Both will be options: takeout or dine-in. Based on NYS protocols at that time.

Kim: Lot of people all over campus doing remote classes, so they'll be on every bench and in every lounge participating in remote classes. Going to be an interesting semester.

Alex: Thank you for the opportunity to meet. Appreciate these conversations. Important for me to engage and hear the concerns. Expect opportunity to address other concerns as well. I see it as a win-win.