

PUUP Labor/Management
Wednesday, Sept. 16, 2020
1:30 p.m. Zoom meeting

Attending: Gerianne Downs, Kim Hartshorn, Alex Enyedi, Anne Hansen, Lizzie Wahab, Anne Herzog, Michelle Cromwell, Dan Gordon, Kathy Briggs, Erin Campbell, Diane Merkel, Josee Larochelle, Sarah Reyell

1. Telecommuting assumptions for spring

Kim: Asked if we are putting the spring schedule together under same assumptions used to put fall together.

Anne Herzog: There is no change, and JoAnn Gleeson-Kreig is working with Pam Munson to try to get clear information back from all chairs from all departments so we have less confusion around hybrid courses. Anyone with questions has to work closely with JoAnn and Pam.

Kim: We appreciate you're taking this stance. I know from statewide calls I've had, other campuses are not; it's causing some consternation. I think it's a good decision.

2. Distance learning agreement update: class size

Kim: Asked if we could re-examine the DL agreement, which was put together at a time when distance learning was fairly rare on campus and not that many people were experienced doing it. Decided it would be appropriate to re-examine given how much it is being used at this time.

3. Using telecommuting to lower density (masks with office doors open)

Kim: Received several queries from people about people who work in an office suite where some are in a cubicle, others in offices with doors. People in offices with doors were not wearing masks and had doors open. Density of suite called into question. Want to request looking into if people would be interested in using the working from home agreement toward the specific purpose of lowering density.

Josee: Said she would be more than happy to assess any suite or area on campus to determine the appropriate safe working environment. The Operations Continuity Health and Safety Team will evaluate the workspace to see if it conforms. We just have to know the area, building, etc. We can do that. Let us look at it if anyone doesn't feel safe.

Kim: Said if working from home won't disturb operations and density could be reduced, that should be supported. One of the things we're learning and looking at some of our other institutions, is that many of these went from zero case to hundreds in the case of Oneonta in two weeks. Oswego is very close. Even though we're doing well right now, if it hits, it can really spread quickly, so I think even though we're doing well, we have to be careful about not dropping our guard.

4. Unattended students, open labs

Kim: Mentioned some areas that people have noticed students who have access to open labs, especially during open hours, have been working without direct supervision in different places, and they're not always maintaining social distancing or even masking or having more people than rooms allow. A lot of students in these situations are accustomed to working without supervision. There are many locations on campus where expected to work alone without direct supervision. Not sure if some way to get a handle on.

Anne Herzog: Said she can communicate with chairs and supervisors.

Josee Larochelle: Said if there is a need, we have to make it safe. I know we can figure it out. We have to know there's an area of concern.

5. Cleaning protocol oversight

Kim: There seems to be faculty and staff who are not cleaning classrooms on a regular basis.

Anne Herzog: Said she's a little horrified that faculty would not have personal self interest in cleaning/sanitizing classrooms.

Kim: Said in his own faculty, I've noticed they're following the protocols but they're interpreting them also. It's something we need to watch.

Anne Herzog: Interpretation should not be at play.

6. Testing updates: Who, how often, employees, off-campus students

Sarah Reyell: Just UUP at this point; hopeful get all other unions to hop on board.

Josee: We're waiting for additional guidance for those covered.

Sarah: I have no sense of timeline. We are hoping it comes as soon as possible.

Kim: Employees would appreciate as soon as possible to roll it out. How far into future will students be tested?

Alex: Said reported that some 500 students have been tested per pool test over three days; it's focused on residential students. We will get through majority of those today. Also included athletes being cleared for fall sports. Next round testing will branch into off-campus. Project has to be worked out, logistical, determining who's actually here. Going to have to look to see who's out there.

Kim: Asked what to tell people when they ask when employees will be tested. President said there will be clear communication coming out.

Kim: Employees are well aware that testing is required now. Even if you could put out something that says we're working out a plan, that would be helpful, especially if you can give it a timeframe.

7. Electronic files for performance review

Discussion of how electronic files for performance reviews for both academic and professional employees took place. **Diane Merkel** said We agree there is a need to address the language in the agreement and provide clarification regarding existing language that would allow for and enable the submission of electronic documents. Once a taskforce or group can be formed to explore that and provide explanation for interpretation, we could move forward to from taskforce to examine software on market that could work for maybe not only academic

employees but professionals as well. **Anne Herzog** said her main concern is keeping information confidential and ensuring files are where they're supposed to be electronically and after that not accessible anymore to that individual and that group. She said we would have to nail these things down, not offloading more work on one or more individuals

8. Academic and professional issues with this change

Kim: Said he understands there are some hiccups in regards to MOU we did sign in regards to professional files. **Josee** said there are issues with people being trained on the new process. There are bumps and some minor issues and suggested HR and Erin Campbell set aside time to participate in a debrief on bumps could be enhanced. **Erin** said there were a couple people who had some minor, technical issues.

9. Budget outlook for spring: worst-case scenario; best-case; anticipated scenarios

Josee discussed what she could tell about the budget, saying they are working on scheduling a budget open forum for the campus community at end of this month to provide as much clarity as they can. She reported the college =did receive some additional state funding related to last year after July 1st. It's the only state funding we received this year. All system-wide funding resources budgeted for only 25 percent of the budget. Includes a variety of things. Challenges are significantly great. We really don't have any clarity on what the state is intending to do. Best assumptions are all state resources will be reduced by at least 20 percent.

Kim asked about reserves. **Josee** said we ended the year better than last year when you add back in the 85 percent of the state resources that came late. She said she's optimistic; but we have to continue saving and tightening belt. It's why she wants to have the open forum to get that point across. Enrollments for fall are strong; we have a fairly robust student residential program this fall. Not every campus can say that. We're doing pretty well.

Anne Hansen said that, relating to cleaning classrooms and being responsible, **Anne Herzog** is putting together a communication to remind everyone about cleaning classrooms, taking the Cardinal Pledge and that everyone is responsible for helping everyone stay healthy.

Adjourned 2:46 p.m.