

Labor/Management Meeting

Wednesday, March 17, 2021

1:30PM via Zoom

<https://plattsburgh.zoom.us/j/91233707477>

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

1. Budget Update

Josee gave update March 16 to campus community. Summary of federal stimulus funds and where are with 2021-2022 budget process with all the funds that go into the overall budget.

Kim asked about assumptions based on executive budget. Josee said yes and no; we do a multi-year financial forecast. Assumptions have changed constantly this year. Numbers basing off of includes 5 percent reduction in state funds as well as \$100 tuition increase. One of those may go away — would offset each other. Governor's budget is always presented as a balanced budget: he's required to. Can only go up so much as revenues increase to a large extent. VPs all asked to identify 7 percent reduction to operating fund for next year for president. That amount is 3.6 million across all divisions. President asked each VP to look hard at current vacant positions. 4.7 million of vacant positions focused on to meet their 7 percent reductions. 4.7 million dollars in vacant position; asked as a group to identify 3.6 million reductions for next year. Would be some room to move forward with vacant positions.

Kim said we'll be having chapter president conversations — noticed a retirement incentive built into both house budgets. One bill addressing retirement incentives for SUNY but not sure.

Kim asked about retirement incentives.

Josee: not sure how far will go; not really developing a program based off that until it becomes real. Her reading of the state bill language requires SUNY to cover the cost of the early incentive program. Not sure what that would amount to. Would be an added complication. There'd be a lot of work to prepare for it.

Kim: Asked about statewide allocation or distribution from CARES act from governor's money.

Josee: Said she is unaware of that. She referred to table shared with campus yesterday. There's been no conversation amongst campuses and CFOs about funds allocated from governor's office from CARES act.

Kim: Asked if could spell out acronyms on emails sent to campus. Complicated.

2. Compression/DSI Results, Pushback?

Kim: Received much pushback?

Josee: Not in comparison to Year 1.

Kim: Discussed how he hasn't heard much yet but said it is evident people who did not receive or identified as compressed will not be identified now, and that'd be four years in a row where people not be getting additional money. Whether or not correct in terms of calculations, hard on people. To extent can take into account going forward would help;

Second observation for statewide: once analysis is in for four years state agreed to, will find a very complicated and labor-intensive method and what would have happened if UUP had just been given contractual steps. Subject for negotiation in the next round. Would suggest if SUNY or campuses wished to have money available because they feel merit increases help reputation of college or system, should be coming from state and not come out of negotiated raises. Going to find we put in a lot of work, made some happier, others not, and become a wash rather than put in contractual steps. Union has asked for steps on the negotiation forever and state has always rejected it.

3. **Telecommuting**

Kim: Current agreement expires in April; unclear if will be renewed and even then will be temporary. Would be helpful if a plan in place to transition out of telecommuting so people don't have to just change what they're doing overnight.

Josee: Governor's exec order extending telecommuting for state agencies scheduled to expire April 1 or 2nd. Regardless, because we're back at work for the majority, are some UUP professionals and CSEA on a COVID accommodation for medical or K-12 accommodation, not restricted or predicated upon executive order. Our program doesn't end or change as the governor determines telecommuting. Other portion is teaching faculty; we built in consistency throughout entire term.

Kim: Reassuring email go out would be helpful for people who might be worried about it.

Josee: Would cause more concerns than fewer. But if you start hearing chatter or concerns, we can send out an email. Some campuses have not been back since last March; SUNY Central has not been back since last March.

4. **Vaccine Eligibility/Full Vaccination**

Kim: Will full vaccination impact jobs?

Josee: No intention of doing that.

5. **Employee use of Accrued Time**

Kim: This is becoming more evident. People being denied use of accrued time by supervisors to take longer vacations. Going to be increasingly a work-life balance. People near the breaking point.

Erin: Did research on HR report, publicly available. At last couple years, 2018-2020, professionals have decreased FTES faster than student FTEs; our workload isn't tied to student FTEs. I suspect the duties of the FTEs reductions have also been reassigned in many cases. Would also be remiss if didn't mention administrative support more sharply declined in that time. Could have direct implications for professional staff; expectation for those functions to be covered by professional staff. No one left to cover vacations. We have a situation that started before the pandemic that is in direct conflict. May be funds to fill positions on professional FTEs. Hoping a plan to address this. Work-life balance is important. Hard to expect people to set selves on fire in order to keep others warm.

Kim: Desperate for a two-week vacation with their family or even a long week. Seen denials from supervisors say things not appropriate, like, we might be busy. Main reason an employee has to get approval is for planning purposes; it's not for a judgement on whether should be

allowed to take or not but for plan for absence during a particular time. People are accumulating many hours of accrued time.

Sarah: Number at or above 35 days: 89 UUP employees have 35 or more. Over 40, can't roll over, 57 employees.

Josee: Asked Erin to send data and work with HR to message leadership and supervisors across campus. Time off is way to recharge and reenergize for professionals and CSEA employees. Direct correlation between appropriate work-life balance, unique to each individual. Direct correlation between productivity and work-life balance and time off away from campus. Message from HR regarding vacations. Complicated with COVID travel restrictions. That's complicating and potentially impacting operations because of quarantine considerations.

Kim: Primary responses based on staffing.

Erin: Need to be careful making assumptions about how people are taking and using their time off. Denials run gamut from multi-week or several-day requests. FTE issue — if departments are at point where unable to allow someone a few days leave, that's a bigger issue.

Anne Herzog: Do supervisor say no with no recourse beyond that?

Sarah: One couple-day request we're aware of and are trying to work with supervisor on that.

Josee: Agreed it's critical for Erin and Michelle strive toward finding a balance for employees finding balance.

6. **Request for a Statement of Support to provide UUP funded release time for an elected UUP Professional as Chapter President**

Kim: Not planning on re-running but difficult for UUP professional to become chapter president; part of this reason is that there is typically release time bought by union for the professional from campus, the nature of the work professional ends up not working out. Professionals will often opt out from taking on this role. Too large a demand on their job.

Josee: I know Michelle and Sarah have done research.

Sarah: We found a letter approving 25 percent leave for union activities.

Josee: It's an issue of operational leave predicated upon the position.

Kim: academics easier to replace than professionals. Question is, would the reduction in performance plan be real? In the old days, sometimes campus hired a visiting professor to take over for an academic chapter president. Not sure how that would work for professional. Would the campus use the money to augment that position rather than just going into the general money for the division.

Josee: In principal, the portion provided would go back into that operation; difficulty is finding a resource to do that portion of the professional's job. Some don't align well to find replacement for quarter time.

Kim: Typically it's 40 to 50 percent. My experience has been the buyout for my time was enough to create a lecturer position to boost a two-course adjunct to a four-course lecturer. Difference was a wash. But a guarantee or affirmation that whatever replacement cost money would be dedicated to replacing the performance program of that employee.

Josee: It would be leveraged to support.

Kim: Not happening on the professional side.

Josee: if are interested parties, have to have concentrated conversation on whether it will work out.

Kim: conceivable any professional can run; if elected, they're elected as chapter president that you have to work with.

Sarah: Whomever that ends up being elected, we'd look at performance program to see what pieces have to be moved in order for us to make it work. We don't have a choice

7. **What is the Campus Infectious Disease Plan as Submitted to SUNY? Consultation?**

Sarah: We have our letter for new hires saying you are essential; when pandemic first happened, added more people to that list at that time.

Kim: Expect UUP to be advocating very strongly for disaster or emergency plan pay. May be a differential for people called into extra service.

8. **A need for the campus to support more than one Drescher applicant as noted in the Campus Climate regarding scholarship.**

Kim: Climate survey indicated differentiations between women and male faculty. That is a particular focus of Drescher applications. Campuses receive more than one Drescher award, and not just larger campuses. Some our size have received two or more.

Anne Herzog: I don't know finances behind the Drescher at this point, or restrictions imposed, but I want to continue talking about it.

Kim: not a limit per campus at statewide level. Was used as a mechanism for retention. Not supposed to be used as such

Anne: Fall there were two applicants; doesn't mean the deans will be reviewed.

Kim: My understanding they've only picked one. It is dependent on strength of the application; it is not limited to one.

9. **Likely change to the fall academic calendar and modalities for course delivery**

Anne Herzog: We have been hearing increasingly the other comprehensives pretty much leaving/pushing for fully back to back vaccination rate accelerated rapidly. Lot of feedback from students who struggled with number of remote classes; I am concerned about students coming out of HS with entire senior year, part of junior year, remotely. Gone back and forth. Didn't have clarity. At one point asked all chairs to plan for f2f return; started hearing about variants. Backed off, at this time, looks like its advisable for us to move to f2f. president hearing in some of his chancellor conversations that SUNY may come to us and say move to f2f. In Times, article on CDC saying in fall as we move out of pandemic three feet sufficient as opposed to six. Minimally we could move to something like that.

Aware when advising starts; under gun at this point. Talking again we may need to pivot quickly again. What is best way to pivot, whether three foot or pull back from f2f. Very soon, within the next week, make a decision. Pretty important for us to be in the same game as comprehensives. They're looking at that f2f experience..

Dan: Not quite clear what it means, fully f2f we have online classes. Public gatherings? Meetings on campus?

Anne: My perspective, teaching of classes. We do agree that there is some web based classes. We have to be clear which type are appropriate for web-based delivery. Will not be that faculty have their choice. I can't speak to gatherings.

Alex: When Provost first spoke to density, if slight bump to 22 or 23, those subtle changes could allow us to have much greater proportion of f2f to have a normal fall semester. simultaneously one of question, does that mean clubs can get together. Expect over the next few months we'll

have these discussions. If identify certain spaces in Angell center a way to do this maintaining distance, make sure have high degree mask wearing, these are all things need to be worked out. Need have conversation with HD director to lay out what does f2f fall look like. Courses offered traditionally distance or online modality will continue being offered. Sense lot of eagerness to return to normalcy but have to be super cautious. Vaccine provides an optimistic approach to this; hopeful will have a high degree our student population getting inoculated as well.

Anne: In some of our conversations also talking that our first year needs to be f2f.

Dan: Events?

Anne: important to consider what CDC determines. All will need to be considered.

Dan: Have already made reservations for events in the fall.

10. **Electronic File Quotes: Next Step?**

Kim: \$23,000 a year or so quotes.

Anne: Holly Heller-Ross has some ideas how to manage this.

Kim: What Holly told me she has some ideas on how they could fund it; didn't tell me what they were. I don't know how that number reads to you as a group.

Josee: Holly should be speaking to you, giving you an update on changes we talked about.

Other Issues that May Arise

Adjourned 3 p.m.