

UUP Professional Issues Meeting Notes

December 16, 2021 /zoom meeting Noon to 1:00 pm

The meeting had around 26 people attending. Matt Salvatore, the VP for Professionals conducted the meeting and LRS Kathy Briggs Renadette was also in attendance. This was finals week and Michelle Toth, President, could not attend.

1. The Contract Negotiations Survey: dead line to fill it out is tomorrow December 17th. The web link is: <https://www.surveymonkey.com/r/uupplattsburghcontract>
2. DSI in Dec. 22 Pay check: If you were alerted to receiving a DSI award, you can see the amount in your Monday Dec 20 electronic statement. For reasons unknown the amount was not given to members from Human Resources.
3. UUP Labor Management Meeting Dec. 15: Highlights are:
 - a. Most of the vice presidents were not attending the meeting, but Dr Enyedi did attend.
 - b. There is an interim Diversity and Inclusion director on campus, Dr. Richard Miller and should be on campus a week before the spring semester 2022 starts. Dr Enyedi sent a campus email to everyone Dec. 16 about Dr Miller's background.
 - c. Employee morale is a concern was discussed and one idea the president brought up for further discussion was having a faculty/staff lounge on campus. Long ago the campus had Java Joe's coffee shop and it was popular to employees and students. The president also brought up expanding his office hours for people to come and talk to him in 15-minute increments. He is open to hear our ideas on this topic.
 - d. Compensation Plan: Human Resources will review the salary increases when someone changes from SL2 to SL3 (for example). The last review was 2017 and the pay is not equitable to current time.
4. E-Procurement Process Training: The new software for purchasing goods and services is called Jaggaer and shared with SUNY Potsdam. Sean Dermody is having a 3-hour training session the week of Jan. 10.
 - A concern a few people noted is quick purchases, which were easily done with their p-card in the past is possibly not happening in this software.
5. Civility Training: UUP Statewide is having virtual training in February or March. More information forthcoming.
6. 30 days' notice when separating/retiring: Management is requesting members to provide at least 30 days' notice when a UUP members knows they will separate or retire. Lately there have been notices less than 30 days which can cause problems in getting things lined up in a timely manner.

7. Policy Management Group and future Covid19 processes: This group is meeting Jan. 3rd to discuss spring semester covid19 related issues.
 - Today Matt received a MOU (memorandum of understanding) from UUP Pres. Fred Kowal that extends through August 2022 how SUNY campuses handle covid19 testing and such. From what Matt read so far, the information is pretty much like it is now.
 - Right now, we don't know if a booster vaccine for students will be mandated by a certain date.
8. Spring Session Workshop: A date will be determined later, but the workshop is "Performance Program Evaluation". Matt has a list of 20 ideas Kathy gave him on training workshops. If you want this list email Matt.
9. Reminders
 - Intake forms are on the chapter's UUP website. If you have a concern or issue, start at this form and a chapter officer will contact you.
 - Spring 2022 Meeting dates: Put in your calendar these NOON Professional Issues Thursday meetings: Feb 17, March 24 and April 21. The professional issues meetings are scheduled the day after the Labor Management meetings.
10. Open Discussion/Comments from Members
 - a. There is a lack of applications for jobs to be filled on campus. The starting salary with a master's degree is \$45,000- \$50,000, which is too low. We need to prioritize the employees working here with salaries that match the work they are doing also or the compression issue will just continue to be a problem.
 - b. The President has the ability to pay employees more salary anytime per our contract. There are these rules that management does not want to use and help increase employees on campus the salary they should be paying.
 - c. Professionals do not feel respected for the work they are doing by higher management, which most of the time is much more than their performance program.
 - d. There is a reason employees are separating or retiring without giving 30 days' notice, it has to do with how disrespected they have been treated by management. Something needs to be directly told to the deans, vice presidents and president on the reason.
 - e. A quote "you should not be more than one FTE" (full time employee) You should not have more work added to the work you are already doing all the time.
 - f. The negotiations team is looking at "longevity raises" in the new contract. DSI is not an answer to increasing raises.

- g. Staff morale: people feel they are disrespected in the work they already do and have done in the past and then management expects them to more in addition to what they already do. The top down disrespect to the workers is evident. Upper management does not want to know who we are as people.
- h. I would like to give a performance evaluation to my supervisor and dean /VP.

11. Closing comments from Matt Salvatore: The Labor Management meeting yesterday was the first one Michelle Toth, our President facilitated and she did so in an efficient organized manner. She did a good job. And lastly, Happy Holidays to everyone. Please travel safely, rest-up for the next year, and enjoy yourselves.

The meeting adjourned at 1:00 p.m.

Meeting notes taken by Gina Doty

Edits welcome