



Professional Issues Meeting Minutes

October 6, 2022

Matt Salvatore, Michelle Toth, and Kathy Briggs were present along with approximately 15 professional members.

Matt made several announcements concerning upcoming dates/events of importance:

- Contract Negotiations Town Hall: 10/3 & 10/7 – preregister
- UUP Week of Action: 10/3-10/7
- Workshop: 10/5 @ 12:00pm - Problem Solving processes for Members and Leaders
- Fall Delegate Assembly: 10/14 & 10/15 – Albany Hilton
- Labor/Management Meeting: 10/19
- Pre-Retirement Workshop: Part I 10/19; Part II 10/20
- Workshop: 10/27 @ 12:00pm - Professional Performance Review
- Members Only page sign on update
- State Healthcare Worker Retention Bonuses
- *FISU World University Games*

Discussion on Watermark ensued. Members should attempt to attend training being offered by Michelle Toth and/or JoAnne Gleeson-Kreig. Members in cycle 2 & 5 should be prepared to utilize the new format in January.

Local leadership continues to research the process to work with HRS to move professionals away from the requirement to submit an annual activity report. This would require opening the local agreement to the negotiations process. Leadership is working with UUP at the state level to move this process forward.

While we missed the official committee formulation dates for September, Matt and Michelle are interested in hearing from any members who would be interested in sitting on the Committee for Professional Evaluation and or the College Review Panel. These important committees are currently one in the same and serve as an important tool for members to ask for review of an unsatisfactory evaluation or a promotion denial.

HRS is doing an effective job of reminding members that vacation day allowances over 40 on December 31st, will be forfeited. If you are over 40 days, you should be seeing a validation

warning on your time record. Please work with your supervisors to take whatever time over the holidays necessary to reduce your vacation day allowance as necessary.

Included are some highlights from the contract negotiations town hall from 10/3 & 10/7. The recording of the town hall is now available on the members page for viewing.

A few highlights of UUPs proposals to the state:

- Asking for telecommuting to be included permanently
- Asking for more than the 2/3/3/3 raises; propose 2/4/3/3 and
- initial \$3000 lump sum retention bonus (not on base) the first year (this was in the CSEA contract)
- Longevity proposal instead of DSI
- Lump sum to base pay at year 7 (we already get this, but would increase)
- Lump sum annual payments years 12-16
- Escalated lump sum payments years 17-21
- Re-escalated payments years 22+
(not sure if that payments after year 7 would be on base)

What caused the biggest stir from what the state has proposed:

First-year health care workers - temp contracts
Direct patient care health workers - no permanency
Post-tenure review for teaching faculty

Next professionals meeting date: Thursday, November 10th @ 12:00pm. Format TBD.

Yours in solidarity,
Matt.