



Professional Issues Meeting Agenda

December 1, 2022

I. Announcements

- Workload Issue Assessment Intake Form
- Quadrant Biosciences Issue
- Negotiations Update
- Cycle 6 (Promotion/Salary Increase) 1/9/23
- SL Promotion Salary Adjustment
- Productivity Enhancement Program (PEP): Deadline 12/12
- DSI/Compression Awards 12/21 Paycheck
- Vacation Day Cap Removed

II. Discussion Items

- Watermark – Delayed for Professionals
- Update on Annual Activity Reports for Professionals status
- Other

III. Reminders

- Intake Form on UUP website
- UUP Connect
- Friday Reminders (Patricia Downs)
- Next Meeting Date: Spring TBD
- Professionals Workshop: Spring TBD

Minutes from Professionals Meeting:

Thursday, December 1, 2022 @ 12pm

ACC Alumni Conference Room

UUP Attendance: Matt Salvatore – UUP VP

-Approximately twelve professionals in attendance.

Several announcements:

-Workload Issue Assessment Intake Form

<https://docs.google.com/document/d/1epd09afxxJmBGWFenFJEYrtTQdKyp7Df/edit>

Matt brought this new process of documenting workload issues such as “workload creep” or a significant increase in workload needing to be addressed where action hasn’t otherwise been taken by management to accommodate members. The intention, from UUP state-wide, is to begin to formally document workload related concerns that have become pervasive with considerable reductions to the SUNY workforce of late. The form is available electronically on the UUP website or you contact Matt for a copy.

-Quadrant Biosciences Concern

Quadrant Biosciences, the outfit the campus, and SUNY, partnered with to conduct covid-19 testing and warehouse member health information sent an email to various members of the campus notifying them of their intent to update their health information storage system. They were providing individuals with the opportunity to decline or opt out of the migration process.

Upon attempting to opt out of this process, members discovered that SUNY Plattsburgh was no longer on Quadrant’s partner list and therefore, could not opt out without Quadrant’s Customer Service doing so manually for our members.

Viewing this as problematic for our members, the issue is being discussed with various parties including Quadrant, our HRS department, and UUP leadership. Health information data privacy is of the utmost importance to our members and we ask for a suitable solution to address member concerns.

-Negotiations Update

Matt provided an overview summary of the negotiations team’s most recent member only statement on the status of negotiations with the state. Matt encourages members to visit the “Members Only” page to stay informed throughout the process.

-Cycle 6 (Promotion/Salary Increase) approaching:

Members considering requesting a promotion or salary increase should be aware that one of the two calendar year cycles is quickly approaching. Cycle 6 (and cycle 7 in July) are the two formal opportunities for members to submit their files and request a promotion or salary increase. The performance review calendar ensures that members will have their files reviewed and be given a decision by management regarding their request. The calendar also provides recourse for members if denied promotion through the College Review Panel. Matt reminded members that they may only make a request for promotion 18 months past the most previous request. The due date for cycle 6 material is **January 9, 2023**.

-Professional Employees' Compensation and Promotion Plan

Through efforts made at Labor Management meetings, UUP has been informed that HRS plans to announce a change to the pre-established salary increase amounts when members are promoted between SL levels. This is welcomed news as the current levels are approaching six years since established. We were told HRS plans to make the update available in January 2023.

-Productivity Enhancement Program (PEP)

Members were reminded that the ability to trade vacation days for a reduction in NYSHIP Health Insurance premiums for 2023 is fast approaching. Applications are due in HRS by 12/12/23. Members have the ability to trade either two or four vacation days and apply the associated dollar value to reducing health care costs next year.

-DSI/Compression/Inversion Awards

Members should have received an email from HRS notifying them if they are to receive an increase related to the aforementioned and an opportunity to petition management if they were not to receive an increase. Members receiving awards will see the extra pay in their 12/21/23 paychecks. This was the final round of DSI/Compression/Inversion related to the 2016-2022 contract.

-Vacation Day Cap Removed

For the third year in a row, vacation days exceeding 40 days are permissible beyond end of the year. However, UUP recommends members work with their supervisor to schedule sufficient time off to lower accumulations.

-Watermark

Watermark, the new platform for housing vitas, resumes, and performance review related material, has been postponed specifically for professional members. This is welcomed news as cycle 2 & 5 professional members as these cycles for evaluation arrive the first and second week of January. Members are encouraged to spend some time reviewing the new platform and attending training as we will be migrating to this process for submitting performance review files in the near future.

-Annual Activity Reports

No specific decision finalized on HRS's interest and ours to eliminate this duplicative process for member evaluation material. This is a local agreement that made the Annual Activity Reports a requirement. We continue to work through the process of language change without opening other aspects of our local agreement with management. The hope is that AAR's will not be required for professional members come July 1st.

As always, stay up to date on UUP events, workshops, meetings, and town halls. UUP Connect and Friday Reminders from Patricia Downs also keep members informed. Spring 2023 meeting dates and workshops in the works.

Thanks for supporting UUP!

Matt.

