

NOTES

UUP Labor-Management Agenda
Wed. Oct. 18, 2023
1:30pm Kehoe 6th Floor Conf. Room

Old Business

1. Proposal on campus Joint Labor-Management processes for grants (IDA and Drescher) (see attached)

Announced that the Drescher leave program is now live and has a Nov. 1 deadline for the first round. To expedite the process the Deans of applicants will be notified of their applications.

Clarified the role of management in this process. It is not employee evaluative, rather is it ensuring that applicants meet the requirements set out by this program.

Management has been asked to identify 4 MC people to serve on the campus joint labor-management committee. Allison Heard VP for DEI has put Mike Thompson forward for this committee.

Management will identify three others to participate.

New Business

2. Implementation of the 1-year and 3-year contracts for Adjuncts and Lecturers.
 1. We've heard from UUP/SUNY that some campuses are retroactively applying new letters and longer appointments for Lecturers reappointed in the spring. We are asking the same for our Lecturers.
 2. Question about whether time as an adjunct will count if recently hired as a Lecturer?

As of yet no official memo from SUNY or the state has gone out to HR about this. Clarification from the DA by the Contingent Committee, the lead negotiator, and UUP lawyer confirmed that particularly for Lecturers appointment letters that went out in the spring of 2023 actually are for appointments starting in Fall 2024, therefore new appointment letters should be issued for those qualified lecturers.

It was also noted that it would make sense to update adjunct contracts so that the 1-year terms could start this fall to cover the academic year.

We made the case that adjuncts who have recently been offered Lecturer positions should be granted time toward the 7 years, especially if they were already working a full load (4-4 teaching) in the years prior.

3. Plan to address compression issues with new hires coming in at substantially higher salaries.

In the new contract the starting salaries for SL1, SL2, SL3, and Assistant and Associate and lecturer positions have been increased. For those hired in the last year or two, the negotiated raises may not fill the gap between new hires, and in some cases they may be below the new starting salaries. We are asking Management for a plan to address this. It is both an equity and compression issue and would likely affect employee retention. There was a discussion on the possible use of DSI in the contract to address this. The first round is distributed uniformly, but the following years is at management's discretion.

4. Mandatory Ethics Training. What are the consequences for not meeting the deadline?

We are all relieved that after the initial email that included only two training dates/times that further options have been shared out. Todd Moravec VP for Administration & Finance clarified that the state statute does not list any particular penalties for not meeting the training deadline. It was noted that those not in compliance would likely get emails if they missed the deadline and show comply as soon as possible. This is not a campus or SUNY requirement, this is legislated as a requirement for all state employees. It was stressed that Lauren Currie (one of our UUP members) as the campus Internal Control/Risk Management Officer is the one sending out the emails but she is not responsible for the schedule, format, or content of this training.

5. Will the college adjust the adjunct rates for summer and winter and extra service in the regular semesters given the contractual increases in the new contract?

The current memo on Intersession Instructional Salary Schedule is from Oct. 23, 2017, and was implemented for summer 2018.

Suggestion to increase intersession amounts to reflect the increases being made under the new contract. Clarified that the UUP contract does not cover Summer teaching and the campus has set the rates.

There have also been some issues around the notification of instructors when there are less than six students, and the option or process to cancel the class. No instructor should be teaching and not getting paid.

There was a more general discussion on planning for intersession course offerings and how to ensure that in-demand courses were offered.

It was unsure if the interim Provost Brent Carbajal would take this item up given its complexity and it may be more appropriate for the next incoming Provost to work through this.

6. Faculty and Staff Retention.

UUP Professionals have been particularly hard hit. Most offices are working with reduced staff and higher turnover, requiring more onboarding and training in addition to regular ongoing work. And there continues to be an increased call for the amount of work all are doing. There is no overlap so taking sick or vacation time does not feel like a break as the work has just piled up.

Promotions and raises are one way to acknowledge these increases. However the A-28 process has not worked particularly well.

Being mindful of work-life balance and the use of telecommuting as an option would be beneficial for many.

It was acknowledged that while we may have slightly fewer students at the moment, they are students with greater needs.

We look forward to the discussions on retention that the Faculty Senate has schedule in the next two weeks.

Announcements:

Allison Heard VP of DEI shared a handout for the listening sessions sponsored by DEI and HR on achieving a more diverse applicant pool for campus job searches. In-person and zoom sessions are offered next week.