

Agenda
UUP Labor-Management Meeting
Wed. Nov. 20, 2024, at 1:30 pm
Meeting Room 1, College Center

Held over from the Oct. meeting:

1. Request for clear, transparent, and shared information on compensation (adjunct and extra service) for labs and clinicals (Dept or School level info).
2. Summer and Winter instructor salary scale.
 - a. While outside UUPs direct purview, members have brought this to us. The current memo and amounts are from several years ago. The increases in adjunct pay in the contract may make these amounts less attractive to instructors.
 - b. Concerns about courses limited by space/equipment getting paid less, since pay is based on enrollment.
3. Chair/Co-Chair compensation, any updates or changes to the formula being used?
4. Reluctance of members to share things outside of UUP with supervisors, HRS, etc. Fear of retaliation and non-renewal. Also concerns about personal relationships and confidential info being shared.
5. "Acting" vs "Interim" Are there SUNY guidelines on these terms and the ability for people in those positions to apply for the jobs.

New Items:

1. The value of having a campus ombuds or mediator.

Many of issues that come to UUP or HRS do not rise to the level of official grievances or discipline processes but should be addressed. Employees including supervisors have reached out about where or how to get help on communication issues, clarifying expectations, or improving group/team dynamics.

Some SUNY examples:

<https://www.binghamton.edu/offices/ombudsman/index.html>

<https://www.oldwestbury.edu/division/office-diversity-equity-inclusion/campus-ombuds>

<https://www.stonybrook.edu/ombuds/>

<https://www.alfredstate.edu/ombuds>

<https://www2.cortland.edu/faculty-staff/mediation-resolution-service/>
2. Counseling memos - training for supervisors on the purpose, process, and goals for counseling meetings and memos.

(Not sure if this may be addressed in the SUNY supervisor training on Nov. 7th)