

**DRAFT**

**UUP Labor Management Meeting Notes**

Monday, November 16, 2015

1:30 - 3:00 p.m.

AD 712

**Present:** F. Goldman, J. Goldman, B. Kilmarx, B. Roth, S. Seibold-Simpson, D. Wood, S. DeClemente-Hammoud, J. Schultz

Benita Roth welcomed everyone and thanked them for attending.

**New Items from Management:**

**Academic Calendar 2016-2017:**

Management (Joseph Schultz): There are changes to the Academic Calendar for 2016-2017. One change is move in day is on Sunday. We reached out to Vice Presidents to identify which offices are going to require staff for operations on Sunday. For the most part, this is Student Affairs based. Once I get that information, I will share. Employees will be given comp time or adjustments to their schedule to compensate for working on Sunday. At this point we are in the information gathering stage. The largest group affected will be employees in Physical Facilities and CSEA.

UUP (Beth Kilmarx): What are the dates?

Management (Joseph Schultz): I don't have the exact dates, but I will send you the link to it.

UUP (Benita Roth): A week earlier, only a half a week earlier? Still given what does that do for the position of brand new academics' health insurance and paycheck?

Management (Joseph Schultz): Move in and pay checks are all separate. The Provost puts out a memo on obligation dates. Health insurance date for counting your 42 days based on your obligation date, not the September 1 date.

UUP (Benita Roth): A shorter intersession as well. From our standpoint, if staff have to be here on Sunday they should be given some choices on how to deal with it. If health insurance is the same lag time, it is what it is.

Management (Joseph Schultz): Policies of the Board caveat can begin before the pay day. Infor is out to the Vice Presidents. Need to get it out to your operation -- at the point when they let us know, then we will go out with the information. (BR note: the VPs need to let HR know which employees are affected by the Sunday move in.)

UUP (Benita Roth): Timeline?

Management (Joseph Schultz): We put the call out a couple weeks ago. Info is starting to trickle in.

UUP (Darryl Wood): On comp time—are supervisors being given any recommendations?

Management (Joseph Schultz): My task is be flexible. I don't expect to get involved unless there is something unreasonable going on.

UUP (Darryl Wood): Comp time is usually a discussion between an individual and supervisor. In an ideal world there is a one for one trade, but that is not always the case so that is why I raise the question. Could it be clarified for people?

UUP (Benita Roth): If you get information (about who is affected by the Sunday move-in), it would be helpful if I got that information. People have questions and queries. It is a change; not monumental, but it is a change.

Management (Joseph Schultz): Ok.

Management (Sara DeClemente-Hammoud): August 21 (move in day) is Sunday. August 25 is Thursday when classes begin.

UUP (Benita Roth): What about the breaks?

Management (Sara DeClemente-Hammoud): October 3 and 4, Fall Break/Rosh Hashanah, October 12, Yom Kippur, last day of classes is December 8, and final exams is December 12-16. Winter session starts December 19, Winter Session Break, December 24-January 1. Last day of Winter Session is January 13. Classes begin January 17.

UUP (Benita Roth): That is considerably earlier.

UUP (Darryl Wood): Obligation date is for returning academics as well.

Management (Joseph Schultz): That should be out soon.

UUP (Benita Roth): Ten day difference re: the winter start date – again, substantial.

Management (Joseph Schultz): It was on Dateline in July.

UUP (Benita Roth): I think an insert in payroll or another article is warranted. We want people to be aware.

### **New Items from UUP:**

***Hygiene in “Gender Neutral” bathrooms: The shift to gender neutral bathrooms across campus is a welcome one, but we have heard complaints about hygiene and cleanliness. The cleanliness issue was present before the shift. We would like management to consider posting signs and other sorts of reminders in the converted bathrooms.***

UUP (Benita Roth): The shift to gender neutral bathrooms across campus is a welcome one, but we have heard complaints about hygiene and cleanliness. The cleanliness issue was present before the shift. We would like management to consider posting signs and other sorts of reminders in the converted bathrooms. Science 3 bathrooms are still closed. There are concerns from some of our members about plumbing in some of the buildings, O'Connor and Johnson. Any reaction?

Management (Joseph Schultz): Working with facilities on this. We are going to have signage placed in the bathrooms. I think it will be done in the next two to three weeks. They will be stickers, such as “Lock the Door.” I have a student who is going to be doing this. We are working with facilities, and I have the resources.

UUP (Fran Goldman): One toilet won’t flush, but I don’t know why they won’t replace it.

UUP (Benita Roth): How often are the bathrooms looked at or cleaned?

Management (Sara DeClemente-Hammoud): Every day.

UUP (Benita Roth): Why are bathrooms in Science 3 still closed?

Management (Joseph Schultz): I don’t think there was any mass reopening. There are still bathrooms across campus still closed. I remember closing them for financial reasons. I don’t know if any were reopened for gender neutral.

UUP (Fran Goldman): In Fine Arts, they closed and reopened them.

UUP (Benita Roth): People carry those wipes around. The wipes are actually not flushable.

Management (Joseph Schultz): The manufacturer says they are flushable. The plumbers say they are not, which is why we have some problems.

UUP (Susan Seibold-Simpson): Science 3 has a single stall on the first floor. People are cutting through to get to Science 4 or Science 5.

Management (Joseph Schultz): That one is closed.

UUP (Susan Seibold-Simpson): I want to say it is the west side or center where the elevator is. I think it was the west side that was closed. Not only do you have to walk but you have to go to another area.

UUP (Benita Roth): We have to know what the activity patterns are.

***Salary Compression Study: We have heard rumors that management has stated a willingness to pursue a study of salary compression at BU. Can management inform us of any plans in the works?***

Management (Joseph Schultz): There was a conference call with Cortland to understand their regression analysis re: salary compression. Their Provost is a labor economist, so he is intimately familiar with this. Cortland used to take ½ of discretionary money and apply it to compression issues – this shifted when the money no longer went to base. We asked them to provide more information on the regression analysis so we can look at it. We made decisions that the question of compression was more of an institutional research.

UUP (Darryl Wood): My understanding is Cortland hired some kind of company or consultant to do the work.

Management (Joseph Schultz): I have to check to see if they actually sent anything to us.

UUP (Benita Roth): If methodological approach is sound, perhaps it would work here.

UUP (Darryl Wood): Cortland has been committed to alleviating compression -- 25% agreed to fund inequity per year for four years. 25% per year, for four years. Details have not been shared with the union as of this point.

UUP (Benita Roth): Interested in knowing more. We can pursue our leads at Cortland. We think salary compression is a big problem. The very idea that management is starting to look at these issues and the very fact that management is starting to take this seriously would be welcome news.

**Ongoing items from UUP:**

***Family leave: At the last labor management meeting, the BU deans were set to meet on this issue, with a formal set of guidelines to be issued by the end of the semester. Has the meeting taken place? Can management shed any light on what the parameters of such guidelines might look like?***

UUP (Benita Roth): Have they met?

Management (Joseph Schultz): Yes. We are almost there. I think we are about 90% there. Two larger components to this policy. First, professional obligations of faculty may be adjusted during semester of or following birth or adoption. Could have their professional obligations changed to research and service (BR note – in effect this would give new parents time off from teaching). Second, during that time period, they could request that the tenure clock be stopped.

UUP (Benita Roth): That would apply to anyone?

Management (Joseph Schultz): Yes.

UUP (Darryl Wood): I have some concerns that a birth or adoption on December 15 rather than November 15 would be treated differently. It is easier if birth/adoption occurs in the summer. Fall subsequent. Early or later in semester, I can see some huge differences.

Management (Joseph Schultz): A new parent who is a faculty member could charge six weeks of sick leave and then get some relief the next semester.

UUP Benita Roth): They are guidelines, right? Individual deans can decide to do more?

Management (Joseph Schultz): Yes.

UUP (Benita Roth): Any language that it is a minimum but that deans could do more would be good.

Management (Joseph Schultz): We are almost where we can get you a copy. The issue that we have had historically is that faculty do not have vacation. Disability (available to everyone) is

six weeks. What this is doing is basically changing the mix of their obligation so they can't teach. Professionals, we will continue to work with employee/supervisor on leave.

UUP (Beth Kilmarx): They have the same amount of time off.

Management (Joseph Schultz): Professional or faculty member are still required to use sick leave for the period of disability. Then we work on holidays and vacation. On faculty side, et we are okaying that they get a semester where they are not going to be assigned teaching.

UUP (Beth Kilmarx): You don't have to be on campus, correct?

Management (Joseph Schultz): Doesn't say you don't have to be on campus.

UUP (Beth Kilmarx): This doesn't seem fair to professionals Any attempts to make it more equitable?

Management (Joseph Schultz): There are limited options on the faculty side. Too much variation -- Sorry, you get the six weeks, and I want you back and another dean would say, ok, take two.

UUP (Benita Roth): In some ways these new guidelines are making things more equitable.

UUP (Beth Kilmarx): To me child or adoption should have the same time allowed. You could be back to work in seven weeks.

Management (Joseph Schultz): This is one of the more complicated things we deal with. We sit with people one on one. Professionals: everyone wants to be flexible to maximize, to give them the time they need. Faculty: we want to give them the flexibility. Operational piece on faculty side. Student component, too. We are going to have someone cover the whole semester or part of it.

UUP (Benita Roth): Good base line. I would like to see it extended to other kinds of family care.

Management (Joseph Schultz): This is one of the areas permissible based on state guidelines.

UUP (Benita Roth): We need federal change on this.

UUP (Darryl Wood): This is wonderful.

UUP (Benita Roth): It is a step forward.

UUP (Darryl Wood): What little I know about this issue in corporate sector, there is wonderful leave available in corporate sectors. But if you are gone for too long things happen to your job. I would hope that the people at the higher levels, deans and above take very seriously the issue of stopping the clock.

UUP (Benita Roth): I would recommend that management publicize this shift. When the language is completed and guidelines established, I hope there are good plans for publicizing

this. It needs to go out to every single member of UUP. Dateline it is not enough. Four different academics in the past two weeks have told me they do not read Dateline. Our efforts to revamp Dateline have come to naught.

UUP (Beth Kilmarx): Can we reserve the right to revisit this with professionals? It seems like faculty are getting reduced workloads.

Management (Joseph Schultz): It is not a reduced workload. It is a change in the mix of their duties.

UUP (Beth Kilmarx): Reserving the right to revisit this.

UUP (Benita Roth): I think the new guideline is a great starting point. I think this is good. One of the things that could be used for raising morale. I think this is a big deal but I hope that management makes sure the guidelines are followed through with. We need to change the culture around these questions. Academic women have the lowest fertility rates among professional women.

UUP (Darryl Wood): Is this (policy) for both individuals?

Management (Joseph Schultz): You can't double dip on it. A husband and wife can't both get a semester off. 12 weeks is combined.

UUP (Darryl Wood): If I and my wife are both academics and my wife had the baby she could take it, but I couldn't?

Management (Joseph Schultz): You both could but both wouldn't be able to get the double benefit. I would have to take a look at it. It is the semester piece. Let me take a look at that piece.

UUP (Darryl Wood): If you really wanted to be family friendly – a wife could take one semester and a husband the following...

UUP (Benita Roth): Once we get the language we can have more of a discussion.

Management (Joseph Schultz): By the point you get the language it will be approved by the SUNY people.

UUP (Darryl Wood): Talking about a change in professional obligation. That does happen for birth or adoption you could do it regardless.

UUP (Beth Kilmarx): Just birth or adoption.

UUP (Benita Roth): Yes. FMLA does allow for unpaid leave for other care of family members.

**Gym Membership: At the last labor management meeting, UUP asked for information about the usage of the gym on campus – numbers of students, UUP members etc. Do we have that information?**

Management (Joseph Schultz): Usage of the gym is 90% students, 10% faculty and staff. Gym reports that we are at maximum capacity during the day. Here is what is available now: Find your fit classes, five classes every semester during lunch or right after work. Free to access to M-F until 12:30p open rec lap and recreational gym. Outside disc golf course. De-stress December and free group fitness two weeks prior to finals. Chair massages, hiking and snow shoeing. This is run through recreation. There are a fair number of free resources available now.

UUP (Benita Roth): Did they give you actual hard numbers?

Management (Joseph Schultz): They indicated that at the peak periods they are full.

UUP (Benita Roth): I would like to know what the actual figures are.

Management (Joseph Schultz): I can ask.

UUP (Benita Roth): That would be interesting for us to know.

UUP (Darryl Wood): What are peak periods?

Management (Joseph Schultz): I will find out. Remember what we talked about in the beginning. The hope for this has not gotten any larger.

UUP (Benita Roth): Whenever we go back to our members with data, it helps.

UUP (Susan Seibold-Simpson): Who is paying and who is using?

UUP (Fran Goldman): They do know because they now because they have fingerprints of users (for access). Now it actually says when you are there.

UUP (Benita Roth): When peak periods are and the actual numbers of users would be helpful.

UUP (Beth Kilmarx): Free classes. What is the composition, students to staff and faculty to those? Sometimes the timing is not good. Free but maybe staff and faculty are not taking advantage of them because of the timing?

UUP (Darryl Wood): If we can report back that there are these free events.

Management (Joseph Schultz): I will send you the list.

UUP (Susan Seibold-Simpson): Find your fit. You can try weightlifting or spin classes. It doesn't benefit anyone unless someone is looking at something. Even though it is free of charge, it is minimal.

UUP (Benita Roth): If it is only 10% faculty and professional staff that is a greater argument for making their memberships entirely free.

UUP (Fran Goldman): You go at 6 a.m. and you never have to work out with students. There are very few students there.

**Note to management: As the UUP Executive Board Meeting will take place on November 4, it may be the case that additional “below the line” items may be added to this agenda.**

---

#### “Below the Line” Agenda Items

(As agreed to by UUP and Management during the October 2011 Labor Management meeting, agenda for these meetings may include “below the line” agenda items that are added after the agenda is set. These items can be discussed formally or informally (no notes) at the current Labor Management meeting if both parties agree, or can be postponed to the next Labor Management meeting upon request of either party.)

UUP (Benita Roth): We received a concerned message from a faculty member who does research in the community. He was contacted by a member in the President’s Office. A community member objected very strongly to the member’s research. The person, Chief of Staff to the President, contacted the faculty member about this. He sent the faculty member the 2010 SUNY policy on campaigning in the classroom saying “don’t worry about this memo. I send this memo out all the time.” Alarming the policy on political campaigning had nothing to do with what the complaint was, so it didn’t actually fit the complaint or research the faculty member is doing. Second, getting any contact from the President’s Office is very intimidating. We would actually like to know how many times the Chief of Staff has sent this memo on political campaigning out. It is very clear that members of the community write to management to complain about one or another thing. In the past, boiler plate responses have been sent out, letting community members know that the university is a diverse place, etc. The Human Subjects Research Review Committee reviews and makes sure that studies are done in an ethical fashion. It doesn’t seem to be something the person in the president’s office is familiar with. We would like to know how often this happens. Are there protocols in place in responding to those complaints from community members? I am trying to keep names out of it but would be happy to meet with you and the parties in question.

UUP (Beth Kilmarx): Do we have a date when the new Dean of Libraries is coming?

Management (Joseph Schultz): No.

UUP (Beth Kilmarx): Rumor has it, in January.

Management (Sara DeClemente-Hammoud): The Benefits Fair, when picking the date we want to avoid the holidays. For the future, make sure it is not the day before, on or after a holiday. We had a lot of folks unhappy because it interfered with Veteran’s Day (BR note: third shift employees come to a fair that happens the night before, hence the fair happened on their holiday).

UUP (Benita Roth): We also want Sodexo back.