

NOTES
UUP Labor Management Meeting
Monday, May 15, 2017
1:30 - 3:00 p.m.
UU 124

Present: S. Atav, F. Goldman, B. Kilmarx, S. Massey, B. Roth, D. Wood, Rebecca Benner, S. DeClemente-Hammoud, J. Schultz

Meeting began at 1:32 p.m.

Benita welcomed everyone to the May Labor Management Meeting, adding this was her last meeting as UUP Binghamton Chapter President. Benita will continue to attend these meetings in her new role as UUP Binghamton Chapter Vice President for Academics.

New issues from UUP:

Parking: Given that parking is a negotiated issue, and that in previous meetings, parking service has stated that there is no projected cost savings from switching to the license plate reader technology, UUP would like to know what the projected budget is for bringing the license plate reader(s) online this fall, and what kinds of revenue are projected from switching to this system, i.e. increased revenue from ticketing, etc. We would welcome anyone from management to attend the meeting and speak to these questions.

UUP (Benita Roth): We have been discussing this issue in previous Labor Management Meetings and Sue Crane came to a meeting to talk about it. With the license plate reader, maybe they aren't saving money but maybe they are increasing revenue.

Management (Joseph Schultz): \$37,000 for cars but some replacement was needed. About \$43,000 for software.

UUP (Benita Roth): So \$80,000.

Management (Joseph Schultz): They do not have projections on revenue.

UUP (Benita Roth): If it is bringing in a lot more cash we should have adjustments in the parking fee.

Management (Joseph Schultz): Thought it will improve efficiency, people are now walking the lots, a higher level of customer service. It is the hope that people who are not registering will do so

UUP (Benita Roth): We did come up with how long the data of the legally parked cars is going to be kept. I believe 60 days, if Vice President Rose can find a reason for data to be stored. Parking is a daily thing. It affects how we are able to work and when we come and leave. We will be coming back to you for the start-up costs.

UUP (Darryl Wood): There were all of these issues about entering and exiting campus. Have those been resolved?

Management (Joseph Schultz): The campus has worked with DOT to time the lights differently. I know from my standpoint to take a left onto campus, it used to take three lights. I might do it now in one and a half. To me, personally, it has improved a bit. But we are still looking into it. They have changed the lights.

UUP (Beth Kilmarx): I think it depends on when you hit it. It is a bit improved but not all that great.

UUP (Benita Roth): It will be interesting to see if the new 300 space parking lot changes anything.

UUP (Fran Goldman): It is getting off the campus.

UUP (Beth Kilmarx): There is a temptation to go to the left lane.

Management (Joseph Schultz): Long Island drivers speed up and they cut over.

UUP (Beth Kilmarx): Trying to get on Bunn Hill is a problem.

UUP (Benita Roth): Getting on Bunn Hill has always been bad.

UUP (Fran Goldman): It depends on when classes get out.

UUP (Benita Roth): it would be helpful if the brain were one way. But changing that would also cause issues.

Ongoing issues from UUP:

The electronic submission/maintenance of performance programs and evaluations: UUP was very pleased that UUP's idea of submitting and maintaining performance programs and evaluations was taken up by management, and that a committee was formed to start the process that would make this change possible. At the last LM meeting, UUP asked about progress on this issue, since we have heard very little since initial meetings among UUP officers and professional staff involved in the project. UUP would like to know what progress has been made on this project to date, and when it is likely to be implemented. We would welcome anyone involved in the project to attend the meeting and speak to these questions.

UUP (Benita Roth): We heard Scott Geiger is the lead person and it will be in place for 2018.

Management (Joseph Schultz): We are expecting him to contact us this month. He said he would add the four or five people to the list.

UUP (Benita Roth): Do we know how much time he built in for feedback?

Management (Joseph Schultz): I'm not sure.

UUP (Benita Roth): I have a lot of faith in him, and he is going to work for this.

Management (Joseph Schultz): He is the best person that could have been chosen for this.

UUP (Fran Goldman): Is there going to be some kind of training?

Management (Joseph Schultz): Yes. Once we figure it out there will be some time of training. There is definitely going to be training for it.

UUP (Benita Roth): UUP will want to be involved in that. Please coordinate with Fran as Vice President for Professionals and our new Officer for Contingents, Renee Andrews.

Management (Joseph Schultz): Renee is on the committee.

Binghamton University's legal office and communications: At the last meeting, UUP gave management a suggestion re: changing language for communications to members that come from the university's legal office. We would like to see what the legal office has come up with given that suggestion. We would Baarbara: keep the comment s in mind everything is case dependent

UUP (Benita Roth): She does not have a boilerplate. Joe, can you forward that email?

Management (Joseph Schultz): I will have to ask my counsel.

UUP (Benita Roth): We welcome anyone involved in the legal office to attend the meeting and speak to this question.

Management's storage of personal data and issues of video monitoring: At the last meeting, UUP made clear that we are adamant that the VSMRC -- the committee responsible for reviewing and implementing video monitoring/surveillance on campus -- needs to be either reconstituted entirely, or made responsible to a second advisory committee that is more representative of the campus community. We are aware that the Faculty Senate is also concerned about the lack of representation in the VMSRC's make-up. We want to know how management is responding to the generalized dissatisfaction of the way that management is dealing with questions of technological surveillance. We would welcome anyone from management involved in this matter to attend the meeting and speak to this question.

UUP (Benita Roth): Last time we spoke about one of the ways to solve this is for VSMRC to have an advisory committee who would be primarily responsible for it. We strongly feel with Faculty Senate that there needs to be some sort of voice for people that are going to be monitored. Joe, you sent me an email that I responded to on Work Place Violence. Where is the input on video monitoring? Don't think it is going to fly. Summary meetings, Tim Faughnan tells us what is going on, and we have some discussion. I don't think this kind of after

act summary of what has happened is the way to go. Representatives from the unions, students, Faculty Senate and Professional Staff.

Management (Joseph Schultz): July is the annual Work Place Violence meeting. The draft of the policy will be brought to the Work Place Violence Committee.

UUP (Darryl Wood): Trying to look back on when the violence committee was implemented and my memory is the law is all about the employee and employer representatives.

Management (Joseph Schultz): Have to have union representatives.

UUP (Benita Roth): Jon Karp is the head of Faculty Senate and Courtney Ignarri is the head of the Professional Staff Senate. And that would be something Sean would want to attend. I would like to see the agenda of that and see actual discussion on how to bring again representative voices from the campus.

UUP (Serdar Atav): It is on the agenda of the Faculty Senate Executive Committee.

A link on the Division of Diversity, Equity, and Inclusions website for employees who seek accommodations under the under the Americans with Disabilities Act (ADA): At the October 2016 labor/management meeting, UUP asked that a link be set up on the Division of Diversity, Equity and Inclusion (DDEI) website that directly links to forms that a represented employee would have to fill out to begin the process of requesting accommodation. We are still waiting for this and cannot understand why an easy fix to a problem has not happened given that it is now more than six months later.

UUP (Benita Roth): Since October we have been asking for DDEI to put something on their website that shows an employee what to do if they are asking for an accommodation when they have a disability.

Management (Joseph Schultz): I don't have an answer.

UUP (Benita Roth): This is a lack of responsiveness and lack of concern to what is a really simple three minute fix. All they need is someone to do it.

UUP (Serdar Atav): I can do it. It is a very simple thing to do.

UUP (Benita Roth): We are very disappointed that this has not been done. It is a kind of a sclerosis that should not exist. Really. It is the easiest thing to do.

Management (Joseph Schultz): I will try to get an idea. They are revamping their website.

UUP (Benita Roth): Again, it is a lack of responsiveness. I don't know who this falls on but Val (Hampton) is in charge. This just needs to get done.

Management (Joseph Schultz): I will see that this gets done.

Please note: As the UUP monthly Executive Board meeting will take place the week before this “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.) meeting, there may be "below the line" items to bring up.

Comp Time

UUP (Beth Kilmarx): Comp time issues have arisen again in the libraries. A supervisor who is unfamiliar with comp time is giving a staff member issues. It has been resolved but an issue where that person did not know what he was talking about and said that it doesn't exist. This harkens a need for supervisory training again. In terms of comp time even though the supervisor was told it exists. It is the union's staff, not an agreement between management for 30 years. He quoted the appendix. He was just throwing it back at the staff person. Supervisory training constantly comes up.

UUP (Benita Roth): Is comp time covered in the boot camp?

Management (Sara DeClemente-Hammoud): Yes but it is covered generically.

UUP (Beth Kilmarx): Coming in on weekends to get project done and the stance was that comp time doesn't exist.

UUP (Benita Roth): If I remember, the supervisor was hearing from his supervisor that it does exist. I don't know what to do about covering it generically.

UUP (Fran Goldman): As you know it (comp time) is always an issue.

Management (Joseph Schultz): It is a common theme.

UUP (Fran Goldman): A misconception on the part of staff and supervisors on what it is and how it can be used. We have a professional obligation but that doesn't mean we come in every weekend for three weeks (without comp time).

UUP (Darryl Wood): I got a phone call from a supervisor who was trying to do the right thing but still had some questions on how it would apply.

Management (Joseph Schultz): Did you tell them it was a management prerogative and to call me?

UUP (Beth Kilmarx): Some offices seem to think that it has to be taken within a week. Someone had accumulated comp time and they have to take it right away.

Management (Joseph Schultz): We never required that it be taken within a week. In the library this has been done for years and years.

UUP (Beth Kilmarx): Just started it (one week policy) They are requiring if you earned time in that week that you had to take it is the week that you earned it.

Management (Joseph Schultz): Was that in an email?

UUP (Beth Kilmarx): I can look.

UUP (Benita Roth): It makes no sense.

UUP (Fran Goldman): Made up.

UUP (Benita Roth): A lot of lore surrounding comp time.

Management (Joseph Schultz): Sometimes we get scenarios and a supervisor calls us with the same issues as an employee. We don't let on that either called. Sylvia put out a memo in 2002. We still use that memo. Yes, there are some circumstances. It isn't hour for hour. We still use that memo.

UUP (Benita Roth): Send out a bulletin that says take a look at our website?

Management (Joseph Schultz): We handle it on a case-by-case basis. We probably get a call a month on it.

UUP (Darryl Wood): Just to pick up on the concept. Do you have a supervisors' listserv?

Management (Joseph Schultz): We have two different HR listservs. One is for those doing the transactions and the other is the HR master listserv with fewer people. The HR master listserv is for those doing the approving and are the main people in the area.

UUP (Darryl Wood): Is there a lure in sending out some kind of quarterly bulletin? Here are some things you can remember.

Management (Joseph Schultz): It is the HR masters that are the ones that most likely are going to get questions.

UUP (Benita Roth): How many HR masters are there?

Management (Sara DeClemente-Hammoud): A couple of hundred.

UUP (Darryl Wood): We have raised here other issues of the source. Not every month but Joe we could also somehow relate it to the professional employee programs and evaluations.

Management (Joseph Schultz): The two seem to go together.

UUP (Darryl Wood): Reaching out to people in some way.

UUP (Benita Roth): I am also thinking about things in terms of representatives. Is there is a way to highlight on a quarterly basis to the HR masters? If you can think about that, comp time, what other kinds of questions?

Management (Joseph Schultz): A big one is if someone has both UUP and CSEA employees. There are well intentions. They want to treat people fairly and equally, but the rules are different.

UUP (Darryl Wood): Professional obligation is a difficult concept for some.

UUP (Beth Kilmarx): People don't know what family leave is all about.

Management (Joseph Schultz): That one is a bit complex depending on the person. We like to get the message out. Call us. Family leave is a similar one. You would be shocked on how complicated family leave is.

UUP (Beth Kilmarx): If your child is playing in an athletic event and you want to use family leave for that. It is a matter of trying to explain. What is the purpose of family leave?

UUP (Fran Goldman): There are a lot of grey areas.

UUP (Benita Roth): Your solution is to call you. Or maybe doing one of these email blasts to the master list and copying us on it.

Management (Joseph Schultz): People do call and ask for generic advice.

UUP (Benita Roth): Comp time and thinking about how much you want to include in one area. Could have other links to your website or our website, or whatever spaces are relevant.

Relocation of Employees from the Couper Administration Building (in response to a student occupation in protest of administration decisions and spending)

UUP (Benita Roth): We just want to let management know that it affected a number of our members in adverse ways. They felt inconvenienced. Even though there were efforts made to get things out, items got left behind and deadlines couldn't be met. **We hope due to this extraordinary decision to relocate that none of our members will be penalized in any way for work they couldn't turn in during the move.** Some people didn't understand why they were moved. They didn't feel they were affected in any way by the lobby occupation by the students. It has not gone unnoticed by our members. I can talk about how the occupation affected faculty after the meeting.

UUP (Sean Massey): Concerns given the nature of what was being reacted to. Quite a lot of money was spent in the tens of thousands of dollars on the move.

UUP (Benita Roth): We heard something like \$20,000 was spent on laptops.

Management (Joseph Schultz): Training and Development had a number of laptops that were distributed.

UUP (Benita Roth): We don't know actually how much money was spent in able for people to move but we heard that tens of thousands of dollars were spent.

UUP (Sean Massey): In response to a very peaceful protest.

UUP (Benita Roth): I saw them eating Doritos when I visited. They were a bunch of nice kids. I have no idea why anyone would feel threatened by their presence.

Meeting ended at 2:10 p.m.