

**UUP-New Paltz Chapter
Labor-Management Minutes
February 14, 2019
11:00 a.m.
HAB 9th Floor**

Attendees:

For Labor:

Bill Campowski, Amanda Merritt, Kevin Saunders, Linda Suszczynski, Beth Wilson,

For Management:

Lorin Basden Arnold, Donald Christian, Tanhena Pacheco Dunn, Jodi Papa, Shelly Wright

1. **Contract Implementation: Adjunct health benefit thresholds.** We would like to thank the Administration for its timely response to our information request related to this ongoing issue. We have several questions that have come up as we have been reviewing this information, and receiving additional inquiries from our members.
 - a. When adjuncts go from benefits-eligible status to non-benefits-eligible, how are they notified of this change?
 - b. Has the Administration taken the official position that it will only consider regular credit hours when calculating benefits eligibility for adjuncts, and not contact hours or credit equivalents, as is included in the language of the CBA?
 - c. It appears that some adjuncts may be doing non-teaching work that is not being included in their letters of appointment/ARFs. We are concerned that this additional work may thereby escape notice when calculating benefits eligibility, as well as weaken our ability to represent these individuals as part of the bargaining unit. We are concerned with the College's compliance with article 30.3 of the Agreement, and would like to discuss how this will be addressed moving forward.

Beth Wilson - how are members notified they will be rolling off health care eligibility?

Jodi Papa - by campus e-mail. For Spring term, it extends into the beginning of March 2019. Members are informed about the run off period in February.

Beth Wilson - Were Chairs notified as they were making their schedules for the Spring?

Lorin Basden Arnold – No, I don't send out messages on contracts.

Beth Wilson - The analysis was performed by Jane Gallucci?

Jodi Papa – Yes, she is in charge of benefits.

Beth Wilson – Was the guidance from Albany verbal or in writing?

Jodi Papa – I will have to look. It is about credit thresholds. We need not create something if it is currently not in place. There was intended and interpreted language. We are not the only campus with this issue.

Beth Wilson– Different campuses are applying it differently. Maybe you were told something different?

Tanhena Pacheco Dunn – If the language were clear, you wouldn't have that many issues with interpretation. Other campuses are having issues too.

Beth Wilson – from the Delegate Assembly, not all campuses are applying this rule. The contract may be ambiguous but it allows for three rules.

Bill Campowski – All three metrics should be uses. Can we address those who are affected? Solve these cases so they don't go through grievances?

Beth Wilson – It is mostly the Music Department. There are some members there who teach applied lessons. There is already a method for the department. Applied lessons count for credits, these members may be eligible.

Donald Christian – What are the efforts above our pay grade to solve this?

Bill Campowski – There has been discussion, but no remedy.
There are buckets:

- Clearly not eligible
- Eligible
- Maybe eligible

Lorin Basden Arnold – and a fourth bucket, those who had health care, but now won't.

Beth Wilson – Our position is to get as many members benefit eligible as possible.

Amanda Merritt – What about science lab instructors?

Beth Wilson – This is the semester we have to make the statement how this is to be read.

Tanhena Pacheco Dunn – The State's prospective is we are trying to close that gap.

Beth Wilson – I am all for that fourth bucket, it represents the language that was negotiated. There are notes from discussions at the table. It is difficult to have a Statewide rule, because each campus is different.

Bill Campowski – What is the universe of those not benefits eligible? What does or doesn't bind you? If we can't come to an agreement, we will go through the grievance procedure.

Beth went through the ARFs presented out of the 87, 10 or 12 were identified as questionable. If a liberal interpretation of the language was used, they would not make it.

Management - Of those, about five of those are in the “had it, now don’t” bucket.

Beth Wilson – Notification is critical. If they had known, they may have been able to trigger retirement, but you have to be benefits eligible to declare a constructive retirement.

Donald Christian – A principle needs to weigh in that contact hours in a studio or lab is not the same amount of effort as a seminar or lecture hour, how are they equivalent?

Beth Wilson – It’s not a one to one.

Lorin Basden Arnold – The Dean of Fine and Performing Arts proposed switching hourly people to credit based. The proposal was too expensive; they continue to work on it/revise it.

Beth Wilson – The Chair of the Music department is concerned the pool of faculty available for private lessons will be small if faculty do not get medical insurance.

Jodi Papa – During negotiations I was asked how do we pay our adjuncts. We pay them by credit hour.

Donald Christian – The language was designed for institutions to use what they have in place, rather than to create new situations.

Jodi Papa – The intent of the Sate was to limit the amount of people who get health insurance.

Bill Campowski – There is a disagreement, what do we do about it? Use all three measures? Or look at the five to ten members and see what we can do, or use the grievance process?

Jodi Papa – Is it appropriate for music to assign credits to applied lessons?

Beth Wilson – If there is work assigned to adjuncts that is not in the ARF this work won’t be used in the calculation.

Jodi Papa – It is not enough detail?

Beth Wilson – No, it’s not mentioned. There is no method to pay adjuncts besides appointment requests. Can an adjunct have work not in the ARF?

Management – if they do, we need to know about each case.

Jodi Papa – The appointment letter is complete if there is another assignment and we generate another appointment letter it will need to be signed. We should use the collective bargaining agreement as the mechanism.

- 2. New partially paid family leave provision.** Now that our bargaining unit members can take advantage of the new paid family leave program, we have heard some concerns raised about how the workload for the member taking the leave will be handled. In the case of teaching faculty, we expect that adjuncts will likely pick up the courses involved, but it is less clear with regard to our professional faculty. We are concerned that there be sufficient support for the remaining professionals when one of their colleagues takes paid family (or other) leave. Will the College commit to hiring temporary help where it is warranted to fill in for such leaves? We have additional questions which relate to the number of weeks that someone can use the PPFL if they are part-time, and/or if they use the PPFL intermittently.

Beth Wilson – How will the workload be handled?

Tanhena Pacheco Dunn – No differently, the same as any other leave would be managed. It will not add a new dimension to how we handle workload.

Donald Christian – I agree.

For maternity:

Four weeks prior to birth

Six weeks after birth

Leaves are reviewed on a case by case basis. It doesn't impact benefits. Stacked, intermittent. They have to be taken on and off the payroll.

Kevin Saunders – I am concerned we will be just asking employe to do more.

Jodi Papa – We talk to supervisors; I help them think about ways to manage the work flow.

Donald Christian – Sorry to interrupt, but we need training on how faculty and staff interact with students. We need to set aside days that work for everyone. Perhaps the Thursday and Friday in January the week before classes start.

Tanhena Pacheco Dunn – We need to structure this. There are a lot of people who need training.

Beth Wilson – We will help however we can.

Donald Christian – Students want culture competence training. Faculty and staff don't know how to approach a lot of situations.

Beth Wilson – FYI - The Hasbrouck renaming resolution was supported unanimously by the UUP Executive Committee.

- 3. Pending line increase request for Music Department .5 Instructional Support Technician.** We would like to discuss the proposed change from half- to full-time for an IST in the Music Department. The employee's responsibilities have grown since position was created, and the current part-time commitment is not meeting the needs of faculty, students, and facilities. This proposed increase to full-time has the support of the Chair and the Dean.

There is an IST pending full time.

Lorin Basden Arnold – I would need to look at the position as a whole.

Requests from Deans are due tomorrow. They will be reviewed and then the decision goes to Cabinet.

This is a robust need and we would like to thoughtfully consider your request.

Labor: A few professionals received DSA in January which was supposed to be given in December.

Management - Yes, there was a little mix up.

Meeting Adjourned at 12:00 p.m.

Respectfully Submitted,

Linda Suszczynski