

**UUP-New Paltz Chapter
Labor-Management Minutes
October 23, 2018
4:00 pm**

Attendees:

For UUP:

Beth Wilson, Gowri Parameswaran, Kevin Saunders, Linda Suszczynski, Amanda Merritt

For Management:

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

- 1. Parking.** Following up on previous discussions regarding fac/staff parking, we would like an update on the status of the upgrades to the Route 32 parking lot, and the changes to existing lot designations that may be made once that work is complete. We are also concerned with utilization of existing space, in particular the fac/staff only lot behind The Terrace, where Sodexo regularly takes up a number of spots with its trucks, and where a large number of spots are blocked off on days when there is a Distinguished Speaker event, which we would like to discuss.

Halstead responded by informing the attendees the College has been working with the Department of Transportation on improvements to crosswalks lights and signs for the Route 32 lot. The cross walk has been moved to a safer more visible location and now has flashing lights in three different colors. Management does not anticipate making any changes to existing parking lots in the near future.

Wilson expressed concern that adjuncts, who may not have offices, often have to carry significant amount of material to the buildings where they work. There are parking lots in closer proximity to the teaching buildings.

Halstead said administration will look into it. The students would probably say the same thing. Everyone will not be happy unless we have parking lots for every building. The administration is sympathetic to people lugging stuff. On a related topic, a new room has recently been designated for adjuncts, HUM 316, near the new lactation room. There are four desks, power strips, and lockers.

Wilson said she will look into it with UUP's VP for Contingents, Robyn Sheridan, and inform the adjuncts who could make use of it.

Wilson noted that Sodexo parks large trucks in the parking space behind the Terrace, which don't move for days at a time. These take up 3 or 4 designated faculty/staff spots. Halstead said she will speak with Sodexo personnel and try to understand what their parking needs are in that area.

In addition, Wilson pointed out, spots behind the Terrace are blocked on the day of Distinguished Speaker series presentations from early in the morning on the day of the event, which seems excessive. President Christian noted that once someone is parked in a spot, it's unclear when they will move; Wilson countered by saying that by the time of

the evening event, the parking lots are emptying out anyway. Christian agreed that holding the spots all day does seem a bit too much.

Saunders added we could consider moving Resident Hall parking close to HAB and academic spaces to 32 lots because students may not move their cars that often. Halstead responded by stating that would mean we are pushing more students across the street. There may be safety issues involved. We are trying to avoid vehicle/pedestrian contact.

Merritt asked if we could charge a lower rate for parking in the Route 32 lot, to encourage usage further from the center of campus. Halstead said we have done this before, it is complicated. These ideas are always on the table for discussion with the Parking Committee.

2. **Contract Implementation: Adjunct health benefit thresholds.** Under the newly ratified CBA, the definition for health benefit eligibility for part-time teaching faculty has changed, to state that “Effective January 1, 2019, part-time academic employees, whose professional obligation is primarily teaching classes, who teach six or more credits, contact hours, or credit equivalents shall be eligible for health insurance.” We would like to know how many (and which if possible) adjuncts may lose coverage because of this change, and to clarify our joint understanding of how this new language will be applied.

Wilson said during the recent contract negotiations, the union’s goal was to minimize people losing coverage. She asked the administration what their understanding of the implementation of the new language was.

Pacheco Dunn said they would prefer to discuss item at another meeting, as HR personnel are currently busy calculating individually the upcoming pay increases for all the adjuncts. The matter deserves follow up and focus.

Jodi Papa said we will apply it the best they can and they will ask SUNY wide for advice. The administration is aware that the new language reflects the interest of SUNY Central and the State to create a new, higher test for eligibility, in order to save money.

Wilson agreed to table this question until the next labor-management meeting.

3. **On-call/Recall.** Section 20.22(b) of the CBA states that “In addition to full-time professional employees otherwise eligible for on-call pay pursuant to the provisions of this article, the College President has discretion to designate other specific positions at the campus as eligible for on-call pay. Such discretion may be exercised annually on or before a date determined by the College President. The College President, or designee, shall provide the local UUP chapter advance notice of the date such determination will be made and shall provide the local UUP chapter such determination when completed.” We would like to know 1) when the President last performed such a review and 2) when the next such review is planned to take place.

As the newly ratified Agreement also stipulates significant increases to the on-call and recall hourly rates, we would like to know how the College plans to increase remuneration to any employees that the Administration believes currently perform such

duties ‘as part of their performance programs’.

Saunders asked when is the date of annual determination? When are faculty and staff eligible for on call recall pay? Papa said that the lists the College provides under Article 16 lists these dates, maybe around July 1st.

Wilson asked when was the last time these determinations were reviewed. Papa replied in Spring of 2018. She added that they need to talk with IT, as some staff may have it in their performance programs. These people appreciate the flexibility when they have to do work outside of their performance program. No one has been designated to receive on- call or recall pay at this time. They have pockets of employees to review. They are open to looking at specific positions.

Wilson said in the new agreement there is an increase in on call pay. In that event, if you are claiming it is rolled into their program, will there be a comparable increase in compensation for these members?

Papa said they would have to be on call for immediate return. Positions affected by this would probably be in hospitals, not here.

Saunders said here at New Paltz, there are faculty and staff who are a part of emergency management team. To the best of his knowledge it is not up to them if they want to participate in the emergency management team, they are appointed do to their positions. If there is a disaster, they are required to work.

Papa said when they reviewed the positions involved, they considered what would happen if these people did not respond. Papa asked if there is flexibility and if unofficial comp time is granted. Saunders noted that perhaps the problem is that the emergency plan only lists specific individuals to respond, and that if there were a pool of positions to be called it might avoid some of the problem. Papa said they would need to look into it further.

- 4. Lack of detail in lecturer appointment letters.** We are concerned that there is no detail provided to describe the professional obligation of full-time lecturers beyond ‘30 credits or equivalent’ in their appointment letters. There are a number of lecturers whose obligation includes significant elements that parallel work done by professionals, who are provided with a detailed performance program to outline their duties, yet these lecturers are given no clearly defined responsibilities or benchmarks for their obligation beyond teaching. This opens them up to insidious workload creep, and lack of clarity as to how they will be evaluated for reappointment. Can the Administration provide more detailed, clearer descriptions of the professional obligation expected of lecturers in their appointment letters, so as to avoid misunderstandings and potential exploitation moving forward?

Provost Arnold said that the Administration stands by the existing language in appointment letters, as this allows department chairs flexibility to run their departments.

Wilson said the lack of clarity is leaving lecturers nothing in writing. There are full time lecturers in some departments whose professional obligation combines teaching with other responsibilities, like equipping and maintaining labs, etc. There is nothing to outline the scope and content of these extra responsibilities, which in some cases allows department chairs to add significant volume to the work, and the member has nothing to fall back on to substantiate a claim about workload creep. It puts these lecturers at a significant disadvantage compared to our professional faculty, who have detailed performance programs in place to achieve the sort of clarity we are asking for. UUP is looking for a way to establish a base level of what these non-teaching duties are. It would avoid room for misunderstanding.

Arnold said we have MOUs (Memos of Understanding) for some lecturers. Papa said we define the obligation; we cannot put it in the employment letter. Wilson asked if she should bring lecturers with problems forward to negotiate an MOU. Arnold stated that could be done; at this time, they do not anticipate changing the employment letter.

- 5. Safety of students, faculty and staff in contentious situations.** We would like to thank the Administration for its clear statement to the campus community about the importance of maintaining a safe environment, in the wake of the student demonstrations a few weeks ago. We would like to follow up on this statement, to discuss how the Administration intends to enforce its stated policies, and what provisions it has made to anticipate potential actions in response to contentious situations on campus, and to address them meaningfully to resolve them.

Beth Wilson said at the first basketball practice there were six University Police officers present and at subsequent practices none even checked in. The first game is scheduled for November 16. Is there a contingency plan in place?

Wright responded yes, we are on it. Wilson asked if the plans had been shared with members of the Athletics staff, who are feeling very out of the loop. They should know what to expect, whom to call if something arises, etc. Wright responded that they have been having meetings with the Athletics Director, and some of the staff, so the members should know what's going on.

President Christian asked how do we balance safety and security with free speech? How would UUP feel if the protests were limited to outdoors?

Wilson said that UUP didn't necessarily have a position with restrictions on where protests take place, our interests are in making certain that our members should not feel unsafe at work. If the College wants to set a policy, that is the prerogative of the institution. In Wilson's opinion, to ensure the best interests of both students and employees alike, we need a long term plan with more creative resolutions.

Wright added it's about how we treat each other. We are trying to give the students a lane for expression, but we don't want them to violate others.

Christian said the students protesting created a sense that people could not get out of their offices. Disabilities Resources students were disturbed during their testing. Students in

the Humanities buildings were taking tests. They are thinking about having a training workshop on the principles and constraints we operate under as a public university.

Kevin Saunders said we should train faculty and staff so they have an idea of what to do if/when it happens in their area. Wright said the Admin forum will talk about preparing people.

6. Budget shortfall/projected impacts.

This item was tabled for a future meeting.

7. Thank you!

UUP thanked the management for the new lactation space in Humanities.

The meeting adjourned at 5:15 p.m.

Respectfully submitted,

Linda Suszczynski
Chapter Secretary