

UUP Labor-Management Agenda

Monday, December 11, 2017

11:00 am

1. **New transfer advising policy.** We would like to discuss the imposition of a new policy, under which the department chairs are now charged with doing winter intersession transfer advising as part of their duties, and should the chair not be available on a particular date, of no longer paying for faculty doing transfer advising during the winter intersession. What section of the statewide Agreement does the Administration believe sanctions this practice? How is this not contravening long-established past practice of paying extra service for these advising duties?
2. **Salary compression.** We would like to follow up on any plans with regard to addressing salary compression, which was done last academic year when the Administration 're-scaffolded' salaries of mostly junior teaching faculty to create room for new hires. Given the lack of meaningful opportunities for salary increases on base, compression will continue to be a problem. Are you taking requests from employees for review of problem situations? Are you considering any other, more systematic review moving forward?
3. **Money saved through adjunct non-renewals.** We would like to revisit the question of how much money was actually saved through the process of mass non-renewals of adjuncts that took place last Spring. Given the figures of how many certified letters were sent, against the number of those individuals who actually returned to the payroll in the Fall, we would like to share our calculations of the net gain or loss experienced by the College as a result.
4. **Information shared regarding members not engaged in formal disciplinary proceedings.** It has come to our attention that there have been several recent cases in which a member was the subject of an investigation, but not subsequently disciplined through the process outlined in the Agreement. In a case where someone is either non-renewed (and bought out), or if there is a legal settlement that takes place outside the disciplinary process, we believe the College should not share information down the chain that helps to generate a negative inference about the member in question. We would like to discuss our concerns with these cases with the Administration, in hopes of avoiding similar situations in the future.