



**United University Professions
Albany Chapter**

Labor-Management Minutes

February 28, 2022

1. Change in masking guidance. Throughout the COVID-19 pandemic the University has, rightly in our view, followed or exceeded CDC masking guidance. As the State relaxes its COVID-19 restrictions and campuses await further guidance from SUNY we believe that continuing to set masking policies in line with CDC guidance is the best course of action and would like to discuss this issue.

M. UAlbany continues to follow CDC guidelines, but there is also guidance coming from SUNY. Unmasking will come within the guidance of CDC and also the Albany County Dept. of Health.

L. Should we take the most cautious approach considering health and risk anxieties? Could masks in classrooms be considered, and zones where masking is encouraged?

M. Appreciated the idea of mask-encouraged zones. UAlbany can't do anything until the Governor's mandate goes into effect. Plus, SUNY has its own requirements of following CDC and ACDOH guidelines assessing transmission on campus. Management understands that many may be anxious about abruptly going back to being unmasked.

2. Leave accruals for GSEU members that roll into UUP positions: We have had some instances of new members joining our unit who were previously GSEU members but without a break in service (most often graduate assistants who transition to lecturers) who do not carry their sick leave accruals earned while a GSEU member into their UUP positions.

M. Article 18 of the GSEU contract provides up to 5 days of sick leave, a one-shot deal. HR tries to be liberal, but there is nothing that carries over to full-time employment as a UUP member. There are individual situations that can be addressed by HR.

L. This is good info.

3. Alternate work locations during severe weather: We are disappointed that the campus

did not make use of telecommuting or alternate work locations to reduce the number of our professional members who had to come to campus to work during the snowstorm that hit our region on February 4th. At the same time, instructional faculty were directed to teach remotely on that day, despite being told repeatedly that they could not offer in-person classes through remote instruction. It is the Chapter's position that classes should have been suspended, consistent with past university practice, and professionals should have been given the option to either use their accruals or work remotely. We would like to work with the campus to develop clear, consistent policies regarding the use of remote work.

L. There were no complaints from UUP Professional members about work requirements after the most recent snowstorm. Are we not allowed to suspend classes during storms as we used to?

M. It's not that we would never suspend classes, but the technology allows faculty to teach online. VP for Finance and Admin has asked HR to publish a policy on inclement weather and leave. They'll want to be flexible because of individual issues of transportation.

Also, with teaching remotely, it's about the available technology and the tight schedule we're in this semester with the week's lag in starting the term.

L. This seems inconsistent with required in-person teaching modality, although the messaging during the most recent snowstorm was better. What is the policy of missed classes?

M. The only policy has to do with the number of contact hours. New guidelines will help, and we'll try to be flexible.

4. Review of renewal, tenure and promotion guidelines and procedures: It has come to the Chapter's attention that several academic departments and some colleges are reviewing and revising their bylaws related to processes and procedures for renewal, tenure and promotion of academic faculty. As the processes and procedures for renewal, tenure and promotion are a mandatory subject of negotiations, the campus must negotiate these documents with the Chapter before they are finalized and implemented. We are also requesting a list of all academic units currently in the process of revising their bylaws.

M. Would like to meet with Associate Vice Provost for Faculty Development for an initiative on renewals and tenure. Some guidance needs updating to match the current reality. We're not looking to change the by-laws.

L. Updating should take into account that individual departments control the criteria and process. Maybe UUP should look at the departmental policies before they are finalized. Contingent promotional pathway is separate from tenure promotional procedures. Where are we on the promotion back-log?

M. The promotion process is trying to get back on track. Will set-up a meeting with Associate Vice Provost for Faculty Development.

5. Term lengths for contingent academic faculty: As we begin to put the COVID-19 pandemic behind us we urge the campus end policies implemented as emergency budget measures. When will full-time lecturers be restored to three-year teaching contracts and when will part-time lecturers be restored to full-year teaching contracts?

M. Term length is situational. The hiring of tenure track folks will affect contract length. We need to navigate through the budget although term lengths are not budget driven necessarily. Will discuss term lengths with the Provost and Deans.

L. Contract timing and lengths are important especially since the course schedules need to be finalized earlier.

M. noted of the great loss of Errol Millington, of the Office of Campus Planning, who served the campus for 28 years and was a member of UUP for 26 years. A small memorial service will be held on Wednesday in accordance with the family's wishes.

Respectfully submitted by Elizabeth Strum