



United University Professions
Albany Chapter

Labor-Management Notes
August 31, 2020

Attendance: (L) Aaron Major, Zakhar Berkovich, Anne Woulfe, Paul Stasi, Greta Petry, Maureen Sidel
(M) Joanne Bocchino, Keiffer Peralta, William Hedberg, Brian Selchick
Guest: Andy Berglund (RNA Institute)

1. 2020-2021 Schedule of Holidays: Human Resources has yet to distribute an announcement of the holiday schedule (https://www.albany.edu/hr/assets/HR_Holiday_Memo.pdf for last year's memo). We are requesting that this information be promptly distributed so that our members can plan their schedules accordingly.

The Schedule of Holidays has been sent to the campus on the morning of August 31, 2020.

2. Surveillance testing and the COVID-19 dashboard: What is the status of surveillance testing of UAlbany community members for COVID-19? What is the status of the COVID-19 "dashboard?" When will this be up and running, what information will be on it, who is providing this information (i.e. is it the Albany County Department of Public Health, or is it campus data) and who will have access to this information?

There is a pooled testing will be going on this week and the results will come out at the end of the week. The tests are being put together 25,000. Wednesday through Friday there will be distribution. The tent will be available behind Science Library for faculty/staff. By weekend we hope that kits will be all distributed. This week there is a small pool testing happening as well. Starting next week, members that are randomly pooled will be asked to submit their tests. On dashboard will be # of people tested and positivity rate. This is not diagnostic test.

UAlbany will be doing pooling of 4. Other institutions doing more. If there is one positive, the outcome may be that 24 others should do diagnostic test. There are three pools: on campus students, off campus students, and faculty/staff.

Over the course of the month every on campus student should be tested.

If pool comes in with presumed positive, the members in the pool will be notified and asked to do a diagnostic. There will be strong encouragement that these members do a diagnostic test, but there is no mechanism to force members to do a diagnostic test.

There will be additional testing kits, including singular testing vile. The drop off points will be on campus. There are 7 of them: 1 downtown and 1 east campus and 5 on uptown campus: UAB, Indian Quad, State Quad, Campus Center Commuter Lounge, Empire Commons Community Building.

3. Status of Forward Together Committee, task force: What is the status of the Forward Together Committee and its sub groups? Are any of them still meeting? Did the Committee issue any final reports beyond what was presented to the campus in May? Who is currently making decisions

regarding campus health and safety protocols? (for example, who made the decision to roll back the required negative test date for students to July 26?)

The Forward Together Executive Committee and Forward Together Steering Committee (broader than Executive Committee) meeting 3-4 times per week. There is also Incident Management Team meetings that are hosted MWF from 8 – 11:30 AM. Recommendations from these groups go to executive committee and executive council. The subgroups were collapsed into the IMT. The membership will be provided to the Chapter.

4. SUNY, Cleary Act and COVID-19 reporting: We have heard that SUNY has promulgated guidance from the State Department of Education regarding the reporting of COVID-19 cases under the Cleary Act. Has the campus received this guidance and how does it fit in with our current procedures regarding the testing for, and distribution of information about, COVID-19? *There are DOE & CDC guidance that is satisfied by the COVID-19 banner that is currently on the web page. A known or potential case of COVID-19 who is quarantined, will not trigger a Clearly Notice. A known case that is not quarantined and is threatening the health of the UAlbany community may be notified. There is no clear guidance when information will be disseminated. The dashboard should provide information on the number of cases that are associated with campus. The dashboard will include number tested and % positive cases.*

5. Cost savings through personnel reductions: We have learned from our members that directors of some professional units are being asked to develop lists of employees who are near retirement, who may be fired from their current, year-long jobs and re-hired on 10 month appointments, and who may be fired and not re-hired at all. We are deeply troubled by this as it suggests that management, in its effort to cut costs, is engaging in practices that are illegal, in violation of the collective bargaining agreement, and contrary to a spirit of cooperation and collaboration with the Chapter. Recognizing that these are difficult financial times, we are concerned that senior leadership has issued broad budget-cutting targets to Deans, Vice Presidents and Directors without ensuring that they have appropriate training or guidance on New York State labor law and the UUP Collective Bargaining Agreement. *With respect to the email on 8/20 - VRWS, it was more informational. Three phone calls were received and were directed to UUP. The language was not clear, and a clarification email is necessary. There was no consequent communication between HR and members, all members were directed to UUP. Members are encouraged to think carefully about this option, and some members are willing to participate in this program, if the outcome will result in keeping some of our contingent faculty on the payroll and with health insurance. The Chapter is asking that a clear communication be sent to Deans, Vice Presidents and Directors about the New York State labor law and the UUP Collective Bargaining Agreement. There should be better communication between chapter and senate leadership and management as we are creating new UAlbany.*

6. Final budget figures: What are the final budget figures given our enrollment and occupancy in the residence halls? Throughout the Forward Together Committee presentations and other open town halls the campus has said that it would make its budget available to the campus community. When can we expect this? *The President will be sending out budget update, possible the week of 8/31.*