

UUP Albany Chapter Labor Management Meeting Notes
August 23, 2016

Attendees:

Labor: B Benjamin, A Major, P Romain, J Harton, M Seidel

Management: R Stark, C Trethaway

1. **Presidential Search:** - UUP was saddened to hear of President Jones' resignation. We appreciated his work on many issues including contingent faculty, shared governance, and community engagement, among others. One important advance in his tenure was recognizing that putting people into major positions at public universities requires a degree of public vetting and scrutiny, that transparency is a necessity. In past presidential and senior administrator searches this was not done at UAlbany. We hope that the finalists for the presidential position will be brought to campus for public presentations, with an opportunity for faculty commentary. Stark indicated there were no updates, that SUNY administration (Alex Cartwright, in particular) is coordinating the search process for the interim position and that we should hear after the September BOT meeting. UUP strongly advocates that the presidential search brings finalists to campus and includes a public opportunity for faculty, students, and members of the community to provide feedback. Benjamin was directed to ask Hedberg about what opportunities faculty would have for feedback into the interim and search processes.
2. **Strategic Planning and Critical Conversation on the Humanities:** Stark indicated these are going forward despite the presidential vacancy. The Provost's note last week stated that strategic planning committee members were chosen. They are setting up a website to post updates. Hedberg had emphasized the we anticipate the critical conversation on the Humanities. Stark believes this is part of strategic planning process. Benjamin remembered that Kermit Hall said he had never been in a place that had so many 5 year plans that were put in drawers and never used. Will the new president not want to engage in this process too? There may be a danger of doing the work twice which could frustrate the faculty.
3. **Contingent Issues:** The Contingent Committee's Compensation and Benefits Subcommittee has come up with a new starting salary figure (\$3600/course), yet a week out from the start of the semester that has not been shared. Although the new minimum has not been released yet, it is being calculated in HR for payroll for all new lecturers and those currently under that figure. A concern was raised about salary compression issues for those who have been working here longer. Stark will take the concern back to the committee to discuss and see if anything can be done to bump others with longer tenure up. Benjamin asked administration to send notice to deans, chairs, and administrative managers so they are aware. The results of this year's compact process have not been released yet. We don't know if additional funds have been set aside for next year. Because about 500 contingents who were not appointed over summer were taken off the allfacstaff email list, they did not receive emails and the president's resignation was not communicated to them. Benjamin asked if the U could find a way to keep our contingent faculty connected over the break so they do not miss important news. Stark will share this with the Professional Environment Subcommittee for discussion. Stark thought moving 800-900 faculty off and on every semester seemed unnecessarily work intensive and wants to see if this can be made easier for all. Benjamin noted moving people to longer term contracts would help this.
4. **New Employee Orientations:** There was a session that put together a robust preliminary orientation outline that runs about 6 hours. The benefits orientation is a few hours. The U wants to make this something people want to attend. 70 new faculty are coming this semester, normally this number is in the teens. There are plans in fall to hold 3 different sessions to invite (only) new faculty uptown,

downtown, and East Campus. Benjamin noted being in a union means certain contractual benefits and responsibilities members should be aware of. With 5 unions and 8 bargaining units, Stark was not sure how best to fit this into the day. Benjamin asked that UUP be allotted at least 10 minutes to welcome new people.

5. **Discretionary Salary Awards:** The U received notification from SUNY of a 1% lump sum, not to base for DSA. HR needs to hear from president re: how to distribute these funds. When Hedberg returns he will convene a meeting with HR to lay out a timetable. Payment is in the 17th cycle paid 12/14/16. Paperwork must be in by the end of November to process checks. Benjamin emphasized the need to start early. UUP stated its position that the moneys be distributed across the board, and that special attention be given to contingent faculty who typically have inadequate methods of evaluation.
6. **Performance Programs and Evaluations:** A notice was sent regarding performance programs a month ago indicating these needed to be updated by 9/1. There is a lag time between being entered in SUNY HR--it is 2 weeks before it appears on the supervisor's review page. Getting the system to track dates for reports between crossover systems has been a challenge; a programmer is needed. Stark noted at Albany Med compliance was 98% because it was required for accreditation and that he wants compliance reports rates to improve significantly at UAlbany. Once set up, compliance rates/overdue reports can be sent to VPs monthly. HR has no sense for current performance program compliance figures at this time. Having current performance programs and evaluations is a top concern for UUP members. Benjamin suggested we may not want to tie performance programs to DSA funds, that this has not been working. HR may want to offer more trainings on compliance and writing appropriate programs and evaluations. If HR identifies where there are high noncompliance areas, they can mandate supervisors there to attend trainings. Seidel would be happy to attend and help facilitate trainings. The noncompliant are not likely to come unless required. Noncompliance is a violation of the contract and it is HR's obligation to ensure supervisors are in compliance. Benjamin asked for a copy of the compliance rates by department and asked that the U make it a priority this year to create a structure to manage this ongoing concern. HR wants to implement a supervisor email reminder. It was agreed that both sides would return to this issue regularly, and make it a priority for the year.
7. **Review of Departmental Renewal Tenure and Promotion Materials:** In UUP's internal review about a quarter of departments were out of compliance. Whether departments have bylaws, follow them, and these are accessible speak to due process standards. Evaluation of faculty is a mandatory subject. Stellar and Hedberg were going to gather departmental materials over the summer and create a central bylaws repository. Stark indicated the Provost's office collected the bylaws, are currently analyzing the materials and plan to report back in the fall semester. Benjamin stated that he was pleased to know that the collection was underway; he assumes that UUP will have a role in evaluating the documents and developing next steps. Benjamin will take the issue up with Hedberg when they next meet.
8. **Employee Discount on Season Tickets for Basketball:** UUP believes that this is a change in the economic benefits to bargaining unit members, and hence a mandatory subject of negotiation. Stark is working with SUNY System on this and sent a follow-up last week. Athletics and the U desire to generate new revenues. UUP has a 4-month timeline to file with PERB. We're at 2 months now and will need to file soon if there is no resolution. Unlike the contract where we could agree to extend a deadline, PERB won't permit more time. The U needs to work with Athletics—if there will be a change in practices these need to be negotiated through affected bargaining units.

9. **Lists of Bargaining Unit Members:** Thanks to Szelest and HR for sending Benjamin a preliminary email list. This will allow UUP to send notices about beginning of the semester events to everyone new and not to those not returning. Benjamin asked for the revised list when lists are updated in October for fall and that UUP receive the same update in February to include new spring staff. Specific fields on the list were requested.
10. **FLSA:** FLSA, which goes into effect December 1, affects about 280 UUP employees on campus. Stark provided VPs lists of people who are below the new threshold of 47K. At the end July HR did an education session on changes, including that being over the threshold doesn't mean you're exempt. HR has set up website information. Athletics and Residence Hall directors may be a challenge. HR is reviewing the list and updating job descriptions. Stark noted this is an HR opportunity to create an electronic database of job descriptions. HR will make final decisions on who is affected. Seidel noted that performance programs rather than job descriptions were needed. Those affected will need to understand if they are overtime eligible and be trained to do timekeeping. Benjamin asked HR to copy him on notices to supervisors so he is aware of any news. Benjamin asked for a list of UUP members who are in this category so UUP can reach out to them and provide an information session. Stark will check on this.
11. **ADA:** Benjamin inquired about the survey status. Stark indicated it started in April, is looking at all 3 campuses, and that Giarusso is hoping to provide report in fall. Benjamin shared members want the campus to be ADA friendly. It has not been very accessible. Benjamin suggested that UUP's Disability Rights and Concerns Committee, chaired by Carol Jewell, would be a helpful resource.
12. **UHS:** Benjamin reiterated this request from the last agenda. UUP is interested in the size and scope of the UHS program and member involvement. Hedberg spoke with Wulfert who is going to provide him with information about the program. As soon as he gets this he will forward it to Benjamin.

Meeting adjourned 11:30am. Notes submitted by J. Harton.