

## UUP Albany Chapter Labor Management Meeting Notes September 20, 2016

### Attendees:

Labor: B Benjamin, P. Stasi, R Tolley, T. Hoey, M Seidel  
Management: B Hedberg, R Stark

BB: Introduces Paul Stasi. Congratulations to Interim President Stellar and Interim Provost Wheeler. Look forward to working with both.

- 1. Contingent Issues:** Hedberg confesses that the issue has languished over the summer. We did make some substantive progress. Oversight committee reconvened last Friday 16. There is a draft progress report, shared with oversight committee on Friday. Asked for permission to share it this morning but the Presidential transition has slowed that down. Plan is to share it with UUP this week before it is publically posted. It would ultimately be posted on a web page as a link from Jim Stellar (as Provost) and as an opportunity to re-affirm his support for the report's recommendation. It would also announce the pay raise. Hedberg handed out a brochure listing benefits available to contingents. The Compensations and Benefits sub-committee met at the end of the Spring semester. That's where some of the more immediate things could be done. Working to convene the Career Paths working group (including pathways to Permanence). Idea is for three working groups (Compensations, Professional Environment and Career Paths) to meet every other week and the oversight committee would meet once a month to oversee it all. Another progress report by beginning of spring and then another at the end of the academic year. Each of the panel's recommendation has been assigned to one of the working groups. Had conversations with Provost and Deans over the summer about pathways to permanence. Looked at other models (Temple, U Toronto, Stanford). For the Professional Environment Group – some of the issues that UUP brought to management's attention in this agenda (contingents being removed from mailing list over summer, not having annual access to parking, libraries, etc..) – would become part of their agenda. Issuing a general invitation in that first public announcement of the progress report: this is your moment if there are things not addressed specifically in the contingent panels report or recommendation now is the time to bring them forward. Hedberg will be identified in the progress report as the point person. Haven't yet discussed this exactly with the new Provost but is certain he is on board and Stellar is eager to press ahead. He's committed to this agenda and is open to recommendations and proposals to really move this forward. Hedberg mentions the importance of having a balance of interests, particularly on the Career Paths group, to give it credibility. Benjamin turns the conversation to appointment letters. It is an absolute necessity that people who are working for the university have an appointment letter in advance of their service. This is especially true for people who are contingent and whose professional obligation is only what is stated in the appointment letter. Stark says they've been working on it. It's a matter of resources. Sometimes the paperwork is not coming from the departments in time. The idea was raised that departments might be waiting on Fall paperwork until Summer is finished, despite the fact that they have assigned course to academic contingents in April. Hedberg suggests that this could, potentially, be taken up at the College level. CAS in particular has about 2/3 of the academic contingents. But it would require oversight and training. Perhaps could be done in CAS as a pilot program and scaled up. Benjamin and Seidel re-iterate the importance of the issue, since it is required by the contract. Hedberg will raise with the Professional Environment working group. Benjamin asks about contingents who have separated from the university: when will they get their DRP? Stark doesn't know; will get back to us. Benjamin raises an additional issue: often time contingents with one semester appointments are denied certain privileges – parking passes, library cards – which they should be able to get on a yearly basis. Hedberg says this is an excellent suggestion. His goal is to create a deeper sense of community for contingents. Seidel

says the Albany announcement about the increased minimum per-course salaries has generated some buzz among other UUP chapters. Tolley notes that it raises compression issues. With all the money going to raise the floor, some long-time contingents now feel resentment at being back to the minimum salary. Hedberg says the hope is to address this eventually. Benjamin suggests the DSA could help, if it once again returns to base. Hoey asks if we can include more information to contingents welcome kits so that they might get a UUP card, along with the brochure on benefits the working groups produced.

2. **Performance Programs:** Stark says we are at 75%. Still have a stack to put into the system. They have been inundated but feel they are headed in the right direction. Management is happy to put in another workshop on performance programs. Benjamin is glad to hear its moved up from 40% to 75% and asks where we stand on the other 25%. Stark says some are undone from 2014, though that might only be 5% of the missing 25%. After a discussion of the data, it appears that the 75% figure may be over-reporting the number completed, since it only looks at the past two years and does not capture those employees whose programs expired long ago. The system only shows when the next one is due. Discussion about how to better fine-tune the sources of data. Benjamin asks if there is any pattern for the missing 25%. Are they concentrated in certain units? Stark said they don't know but can figure it out. Benjamin says the workshop should be mandatory for those who perpetually fail to produce performance programs. Benjamin reiterates UUP request for data on those employees missing programs.
3. **DSA Awards:** Stark says they received the allocation on Monday 9.19 and a letter will be going out to the VPs with a time-table. Benjamin asks if the minimum award changed. Hedberg suggests that the goal was to up the minimum but this meant at times the total allocation to a unit was not enough to give everyone the minimum, if they chose to give the award across the board. Benjamin notes that this allows for everyone to make it an across the board amount. Asks that the language of the letter might address issues such as salary compression or inequities based on race or gender. Last year's letter said "solely on merit" which eliminated these other categories that, themselves, reveal the subjective nature of merit. Asks that management clarify the appeals process and suggests the timeline is too compressed.
4. **Recognition Ceremony:** Stark has had meeting and put together a proposal. There are about 400 people to recognize so the finances won't allow for an event. They will use employee's original campus date and send a congratulatory letter out. Goal is to have VPs also include a personal note. The hope is that then we can have an event on a yearly basis.
5. **Hiring Data:** Hedberg says UUP's proposal to have a meeting between officers and Provost to look over the data makes sense. Bruce Szelest has just had surgery but wants to get going on this. Benjamin suggests it could be a good way to bring Provost Wheeler into the conversation as it is the kind of big picture analysis that would be helpful to him as he gets going in his new role.
6. **Remaining issues:** Stark says he will discuss the basketball tickets with Seidel on Friday. They are working to identify who is affected by the changes in FLSA. Need to look at it both by salaries and also duties. Benjamin asks for the list before it goes out to supervisors so that UUP can inform members first rather than field a range of calls and complaints after the fact. UHS: Hedberg has asked for information from Elga. She says she sent it, but he doesn't have it. Will follow-up. Hedberg also mentions a new round of IDA awards that will happen this year, funds to be expended by March 31<sup>st</sup>. Benjamin notes the success of the "ban the box" campaign and offers UUP support for the university as it considers the implications of this shift going forward.

**Meeting adjourned at 11:30 AM. Notes submitted by P. Stasi.**