

**United University Professions**  
**Labor-Management Agenda**  
Thursday, September 17, 2020

**Items of Collegiality:**

1. UUP would like to thank Erik Bitterbaum and Dr. Charles Lambiotte for his assistance in communicating pool testing protocol.
2. UUP congratulates President Bitterbaum and members of management on a successful opening meeting.

**New Business:**

1. UUP understands that there are materials to test 240 students, and the targeted start date for pool testing was early the week of September 7; UUP requests an update on the implementation of pool testing protocol:
  - a. What results can management provide regarding the initial pool tests?
  - b. At what point will UUP, CSEA, ASC, and MC employees be included in the test pools?
  - c. What are the next steps after the initial test pool process?
  - d. Given the new directives from Governor Cuomo regarding outbreaks, has SUNY Cortland determined its specific metrics for moving all courses online, either temporarily or for the remainder of the semester?
2. In what ways is the college preparing to assist RHDs in enforcing mask wearing and social distancing?
  - a. If management is adding to the performance programs of RHDs, such as through requiring “group rounds” or other new or additional services, will there be additional compensation provided?
3. Under what specific circumstances has the college obligated UPD to respond to gatherings of students?
  - a. For example, in groups of less than 25 in which there is no mask-wearing, will UPD respond to assist in enforcing the policy of the college?
  - b. Will UPD be obligated to help disperse a gathering of more than 25 people?

4. A twenty-minute curtailment of the in-person Tuesday-Thursday classes indicates that faculty may be expected to re-plan up to 25% of their lessons or more. Further, due to scheduling and travel times for students, this may mean a switch from synchronous to asynchronous instruction for that material, which may create issues for classes that require in-person activities, labs, and the like. UUP has some concerns related to workload and safety in implementing this mandate:
  - a. What will members who are impacted by this be expected NOT to do, while they are working to plan for this substantial change?
    - i. For example, will management be altering requirements of scholarship, or the amount of service, for the fall or spring semesters?
  - b. Will there be additional compensation for our part-time lecturers being asked to do this work?
  - c. What accommodations will be made for faculty in terms of personnel decisions?
  - d. Teaching decisions: will affected faculty be able to choose to move their sections entirely online as a result of this change?
  - e. For Faculty and Students who have back-to-back courses together, such as cohort classes, lab-attached courses or workshop-attached courses, and who have been grouped so that they attend each one in person on the same day, will they have to discontinue this structure?
    - i. It seems that simply moving to another room may not be sufficient, yet asking students and faculty to re-organize themselves may prove problematic.