

**United University Professions
Labor-Management Agenda**

Thursday, May 20, 2021

1:30-2:30pm

GoToMeeting Invitation Meeting Link

Items of Collegiality:

1. UUP acknowledges Management's cooperation with UUP on issues related to the on-going crisis of COVID-19.
2. UUP thanks Management for considering their application for an in-person event, even though it could not be approved at this time; we happily accept your invitation to be involved and highlighted at your fall grand re-opening event for Moffett Center.

New Business:

1. Will management agree to meet once in June, July, and August for Labor-Management?
 - a. Tentative Meeting Dates: Thursday, June 17, 1:30-2:30
Thursday, July 15, 1:30-2:30
Thursday, August 19, 1:30-2:30
2. At what point will the Deans / Department Chairs begin to examine course offerings for cancellations due to less than 20 students enrolled?

Old Business:

1. Does management anticipate that all outstanding applications made by members for conversion from a full-time lecturer position to instructor will be made by the end of May 2021?
2. Overloads in Specific Areas: in what ways can management work with specific areas who are requesting (consistently) volunteers from existing faculty for extra service (See Attached Chart from Physical Education)?
3. UUP requests an update on the following residence life data:
 - a. What is our confirmed fall enrollment looking like as of today?
 - b. How many of those students have paid their deposits?
 - c. Based on room requests, is there a projected dormitory capacity as of now?
 - d. Will some dorms have a higher capacity than others; how will those determinations be made?

4. In light of the anticipated, though as yet indefinite end on July 2 of the Telecommuting MOA between NYS and UUP, and the subsequent Return To Work document delivered to campus by Human Resources:
 - a. What is the rationale for bringing folks back before July 2?
 - b. Will clear criteria for continuing to telecommute through July 2 be established and communicated to employees and supervisors?
 1. What will those criteria be?
 - c. Who will make determinations regarding telecommuting through July 2?
 1. Will supervisors' decisions be countermanded by a Department Head or Vice President?
 - i. If so, under what circumstances?
 - d. Will there be any appeal process? If so, what will it look like and who will handle appeals?
 - e. What, if any, considerations will be made for members who are running into difficulty securing child or elder care and are asked/expected to return to the office over the summer?
 1. If for such reasons as listed in 3(e) an employee feels unable to return to work, will that employee be permitted to work remotely while applying for FMLA or PFL, or will that employee have to use accruals?
 2. If either FMLA or PFL is approved, will accruals used be restored?
 3. How would the resultant workload of employees working be addressed?
 - f. What is the process if an employee has identified safety concerns in their workplace (insufficient distancing, air flow/ventilation, need for barriers)?
 1. Where can an employee easily view the maintenance and monitoring of air flow in buildings?
 - g. How will you maintain the 75% capacity in student facing areas, such as financial aid or The Learning Center?
 1. Will employees be asked to relocate? For how long? With how much notice?
 - h. How will you maintain capacities in other areas?

1. Will employees be asked to relocate? For how long? With how much notice?
 - i. UUP would like to confirm that professionals who had remote working arrangements with their supervisors prior to the COVID shutdown (for example, working remotely one day per week, or working remotely to complete certain projects or documents without interruption/distraction) will be able to resume those arrangements.
 - j. What is the protocol/procedure for incorporating the increased numbers into the pool testing system?
 - k. What are the plans if, due to changed circumstances, the agreement is extended?
4. UUP remains very concerned about our Part-Time faculty who've lost their jobs or are employed at a lower FTE than in previous years and requests an update on the following:
 - a. Based on the latest budget projections, what are the plans for asking these employees back to work in the summer or fall?
 - b. Can employees who have been relocated/reassigned to the testing center expect to remain in these positions all summer? Be back in their actual positions by fall?
 - i. How will the testing center be manned moving forward?
 - c. We have had some interest among full time members participating in VRWS, should there be a way to use those savings to assist part time members.