

**United University Professions
Labor-Management Agenda
Monday, March 6, 2023
3:00-4:00pm
Miller 405**

Items of Collegiality:

1. UUP welcomes Wendy Cranmer as SUNY Cortland's new Associate Vice President of Human Resources.
2. UUP is planning an event to celebrate Labor Spring 2023, an outdoor rally on April 27, and we will be filing paperwork to host an informational picket.

Old Business:

1. Course Teacher Evaluation Software:
 - a. Will Management commit to providing software demonstrations to UUP before a package is chosen and implemented, to begin bargaining?
2. Supervisors of Student Teachers:
 - a. At LM in February 2023, Management requested time to assess the formula used to calculate compensation for supervisors of student teachers:
 - i. What is the formula used to calculate compensation?
 - ii. From what budget line does the compensation come?
 - iii. Is the formula applied universally, across all three schools? If not, why?
 - iv. How would any supervision above the common formula be calculated? (Say, for example, a teacher normally assigned three students agrees to take on a fourth.)
3. As of today, how many Professional Performance Programs are missing or late?
4. As of today, how many Professional Performance Evaluations are missing or late?
5. Winter Advising in Physical Education?
 - a. Has Management had an opportunity to review the data about the number of advisees from Winter 2023?

6. UUP wishes to discuss, with appropriate designees from Labor and Management, ways to increase research and award opportunities for librarians on campus, in order to increase opportunities for their promotion.

New Business:

1. Exempt/Non-Exempt Employees:
 - a. Upon the FLSA change in salary threshold for non-exempt (overtime eligible) employees, how many current and new employees were affected?
 - b. How were those employees and their supervisors informed about the change in their status?
2. Will Management agree that academic employees in Performing Arts, whose obligations seriously increase during performances, can self-adjust their other duties to meet these obligations? Also, will Management agree that professional employees who are exempt and working in Performing Arts, whose obligations seriously increase during performances, can seek comp time or additional compensation to meet these obligations?
3. By what methods has management communicated with Departments regarding their obligation to expunge or delete employees' electronic dossiers (such as those in One Drive to which individual employee access is restricted) for reappointment beyond the reappointment year in question?
 - a. UUP is aware that there is at least one department on campus that seems to be retaining dossiers past the reappointment year (which is inappropriate because material that must be preserved should be preserved in the Official Personnel File or in hard copy at another secure location).
4. Parking: Not all vehicle makes, and models are options to choose from in the Parking Management System. What is the appropriate action to take if one's vehicle make/model is not listed there?
5. Pharos Secure Printing: UUP requests information on the following:
 - a. Will the college be monitoring who prints and how much/often with this new system? If so, for what purpose?
 - b. If records of printing are kept, for what length of time will they be kept, by whom, and for what purpose?
 - c. If a professional or academic faculty member has lost or loses a card, will they have to pay for a new card to be able to print, or can there be a short window where they may have their cards replaced without cost?

- d. Will department secretaries and office assistants have capability and be able to aid in printing or copying in emergencies?
 - e. Some larger departments or areas who commonly have had two printers in the past are now being allotted only one printer; UUP is concerned about quality control and possible equipment failure/maintenance down time.
 - f. What is the procedure for departments or individuals who've run out of toner and other supplies but who've not yet had their systems changed to Pharos?
 - g. What will be the procedure for employees at athletic events printing stats courtside? What will be the procedure for employees who need to print at Raquette Lake where the internet is unreliable?
6. UUP requests an additional Labor-Management meeting with the Dean of Professional Studies as a guest to discuss the inability of the Physical Education Department to deliver their curriculum in the spaces and with the schedule provided by the college, before the end of March 2023.

Items for Future Discussion:

1. DEI best practices for employees and students at Cortland.