



Labor-Management Agenda 21-Oct-2016

1. Are the performance programs completed by supervisors for all UUP employees at this time?
2. What is going to be the reporting structure of management to the Campus President for Labor-Management meetings when he is not in attendance?
3. Long-serving contingent employees (academic and professional) are not rewarded for service to the campus. It would provide appreciation for long-serving contingents by recognizing their long service commitment with a monetary reward. UUP proposes that contingents who have worked for at least 7 years should be offered pro-rated pay based on Instructor salary and number of courses taught.
4. Discuss Obligation Period (Proposal Initiated by Management)
 - a. Could UUP see a proposed schedule of what specifically would be happening on each day of the two weeks prior to the start of classes for the proposed obligation change?
 - i. Consult with UUP about moving the faculty obligation up one week earlier in August beginning in 2017. Instead of faculty obligation beginning the Tuesday of the week prior to the start of classes, it would begin on Monday of the week before (two weeks before the start of classes). So, in 2017, faculty obligation would begin August 14 and continue through June 13. We believe this would eliminate some of the pressure and schedule congestion that currently occurs.
5. UUP would like to propose that the current academic promotion system is not transparent because it allows the campus president to choose an arbitrary “cut off” for which people are promoted. UUP suggests that it would be more equitable if specific criteria were formed so that an applicant would have certainty when applying if the promotion will be granted. (E.g. I have done all of the items on the checklist, so I am sure that I will be promoted.) This is a system that exists at other colleges. What can management do to help facilitate this change?
6. SUNY Albany recently raised adjunct pay from \$2,800 to \$3,600 per three-credit course. Similarly, SUNY Oneonta raised the wage to \$3,000. What is Delhi management doing to increase wages for adjunct/contingent employees?



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7. What is your perspective on a solution to the Delhi salary inequity?
 - a. Perhaps present SUNY with joint letters from UUP Chapter Presidents and Tech Sector Campus presidents?

8. Items added to the agenda by Management (wording by management):
 - a. Minor updates to the Internal Promotion Policy (professional staff)
 - b. Possible relocation of one parking spot used for recognition
 - c. Revisiting jointly authored minutes of Labor Management Meetings