

Plattsburgh UUP Chapter
General Membership Meeting
Tuesday, December 15th, 2020
Virtual/ Go To Meeting

Minutes taken by Chapter Assistant Patricia Downs in Secretary Gerianne Wright's absence
Called to Order by President Kim Hartshorn at 4:04 p.m.

Attending: approximately 100 members joined the call. Quorum present.

Last meeting minutes: no corrections or amendments necessary.

1. Telecommuting Agreement
 - a. Expected to be extended through June
 - b. SUNY is recommending to use more liberally to keep density low
 - c. Other unions, not just UUP
 - d. SUNY is pressing for maximum use throughout campuses to keep density of faculty and staff on campus low
2. Covid Testing
 - a. Continuing through the spring semester
 - b. Isolation/Quarantine dorms team will be meeting with Kim to discuss the results from a recent survey and the recent virtual town hall
 - c. Brian: Is working on the I/Q team required? We were "voluntold" to participate. We are afraid of not getting renewed if we chose not to participate. We are afraid for the future, afraid to lose our jobs. Should the I/Q team participation be included in our performance programs?
 - d. Kim: People who volunteered to do I/Q have volunteered to be reassigned in job duties, so how do we reflect this in the review process? Should it be included? Some people have been told to work evenings and weekends. If it is included in the performance review the employee will be protected, if it is not, the employee may be asked to do even more than they initially volunteered to do (they could "get away with more")
 - e. Tom Tucker: We need to be concerned as professors. Some people have been asked to do I/Q. If you volunteer, that won't go into your performance program unless you opt to put it in. Keep track of the duties you are asked to do in your volunteer work. Bring it up at the officer court level.
 - f. Kim: Intercollegiate Athletics seems to have "holes" in the performance program, so they say "since you have time you should be doing it."
 - g. Brian: Coaches are still recruiting and working. There is a misconception that because there are no games we're not busy. We're being asked to do favors for other departments on top of our real job.
 - h. Kathy: If you are doing activities you have every right to amend your performance program to include them. If your supervisor doesn't add an

addendum then you should. Spell out how you spend your time and make it reflect what you're actually doing. You should not be penalized for this.

- i. Brian: We have financial concerns. There is no temp service anymore and we rely heavily on the temp service. We still have work/study but other than that, who is going to fill in?
 - j. Kim: I am under the impression that I/Q volunteers are meeting/greeting and delivering food with no contact, cloth masks, and sufficient protection.
 - k. Matt: I/Q coordinator/greeter has expressed concerns about safety, walking into a situation without knowing there are positive cases. We are not volunteering, we become targets to fill dorm roles. We are asked to work evening and weekend shifts, which is tough on families. It seems temporary, but after 2, 4, 6, 8 weeks, is it worth including in our performance program?
 - l. Kathy: It's worth it because you have worked your time, hours. Assigning this to people isn't okay. Declaring an emergency loosens the guidelines but it doesn't make it freefall. Urge people to include this in their performance program to reflect what you all have been doing.
 - m. Kim: Do you have a sense that the people in I/Q will feel comfortable expressing themselves?
 - n. Brian and Matt: No
 - o. Kim: I will take that under advisement and make some calls.
 - p. Jake: Enrollment and Student Success is struggling too. We don't feel comfortable with the next steps. Our concerns are not being listened to.
3. Compression and DSI
- a. Jamie Dangler: Here is a list of changes made to DSI and Compression:
 - i. Current contract = 4 year salary adjustments
 - ii. Spent months with SUNY to assess at each campus with input from members (1000 comments)
 - iii. 2020 analysis – professionals' concerns that years of service were only credited for years of service in current title, we did get an adjustment. Professionals will get 1 year per 5 years in previous titles. It looks a little different for Academics.
 - iv. Detailed refinement of how to credit people at their salary levels (.5 increment process)
 - v. Expanded sources that campuses use
 - vi. Agreed over allowances for campuses to exclude DI coaches and high paid people (it's a unique relationship with the campus)
 - vii. Clarified adjuncts years of service
 - viii. Clarified market benchmarking
 - ix. Transparency: MOU sharing salary analysis with UUP to help us get data points for individuals

- x. Clarified information on HR individual requests (what they provide)
 - xi. Extensive campus report
 - b. Kim: HR says it won't happen until after the delayed 2% raise does.
 - c. Jamie: We don't know when the 2% raise will happen, we don't know when compression and discretionary salary increases will happen, and we don't have payment dates yet, but they're connected.
 - d. Questions in Chat:
 - i. Patrick: is the terminology Compression and Equity?
 - 1. Jamie: it is Salary compression, not equity
 - ii. Teaching faculty gets years of service in academic rank
 - e. Kim: Stephen has a link to a survey.
 - i. Management decisions on compression and DSI distribution
 - ii. Not subject to negotiation, we can talk with management
 - iii. Management set the bar at 0-2500, a lower bar and more people will get something at a lower amount
 - iv. Last year campus put DSI money into compression
 - v. Questions on the survey try to get a sense of what feelings are on how the DSI should be distributed (award based on merit or on compression)
 - f. Kathy: Patrick raised a question from Equity. There is nothing stopping campuses from using the DSI for Equity
 - g. Jamie: .5% must be used for compression
4. Budget
 - a. Kim: It's bad. Management says it's dire. There have been no state allotments since March. We're functioning on cash on hand from tuition. No one has a sense of what's happening down the line. We hope the new administration in Washington will help. UUP is advocating with legislators for revenue raisers.
 - i. Discontinue the Stock Transfer Tax
 - 1. Stop Rebate = \$13 billion raised for the state
 - ii. The state hasn't been supportive of higher ed.
 - b. Sign up for the Town Hall
 - c. At least one division has asked to identify service cuts
 - i. It's crucial to not target each other's jobs
 - ii. Keep information confined to the services, not the people
 - iii. We cannot identify programs outside of the area to cut, or people at any level – anyone in the bargaining unit or in brother/sister unions
 - iv. For example: how would 23% cut in services look like, and how would it affect the people
 - v. Temp services are disappearing across campus

- d. Brian: We've lost temp positions over the last few months. What more can be cut? The temps were cut, will we need volunteers? Is it sustainable? Morale is way down.
- e. Matt: What we're doing is not sustainable. In spring we need to have the resources to be safe. We can't do that if we're being told to do less with less, relying on interns and coaches. IFR counts. We have the resources in the accounts, but we need a specific approval process.
- f. Brian: we charged 50% athletic fees. The state budget is on fire. We can't cover IFR salaries.
- g. Kim: Although we have a balance in the IFR account. It is money credited to the account, not a pile of cash. The college may not have the money to pay that out if you were to spend it – if we all spent it – it would be like a run on the bank.
- h. Jackie: If we can't provide services with the money, we're taking money and not providing.
- i. Brian: Salaries – not services rendered – we're not equaling our salaries.
- j. Kim: Salaries are paid by the state. IFR is different.
- k. Jamie: The solution is to get money to campuses to better the budget. How can we work together to press for the changes we need? It's happening all over the public sector, not just at SUNY. New York State needs federal stimulus money. The Stock Transfer Tax, revenue raisers like the millionaire/billionaire's tax. We're working with legislators for state funding for retirement, severance packages. If we can get it at the State level that'll help where campuses are going. We've got to get revenue into SUNY systems.
- l. Tom: We've always tried to get campuses involved politically. Town Halls have been successful to promote activism. We need to keep pushing. We need help.
- m. Jamie: We underestimate the importance of sending a letter. There is a disconnect with the follow through.
- n. Erin: One issue on campus is a lack of communication from leadership. There is little communication from the president and VP. They need to be talking to us. We need more information for better, informed decisions. We should take this to Labor Management.
- o. Kim: Administration should want to be transparent. It would be appreciated.
 - i. Go to uupinfo.org and go to the political activism tab
 - ii. Letters, workshops, we have got to get active
 - iii. Contact me if you want, go to the website, go to the town hall
- p. Stephen: Talk to Erin, Kim and Dan. Let them know what's going on. Fred Kowal talks with the Chancellor of SUNY. Keep in touch with your chapter. Stay in the loop.