UUP Special Executive Board Meeting

1/22/19

**Attendees**

Bill Capowski

Christina Cipriano

Shaina Dymond

Joseph Germani

Paul Kaplan

Warren Lehrer

Paula Rankine-Belgrave

Edward Stewart

Convened at 12:06pm in NSC 2002

AGENDA

1. **The Issue**
   * What does CBA provide

CBA has three thresholds. Common sense would lead one to determine that, should an employee meet one of these thresholds, they are eligible.

* + What is the College’s position (see January 11 letter)

Ricardo Espinales said that they are following SUNY central guidelines.

The cost for coverage is not a college budget issue.

Other colleges are determining employee eligibility differently.

1. **Grievance**
   * Under our CBA, dispute resolution handled through contract grievance process
   * Outline the contract grievance process
   * Difference between individual and class action grievances
   * Outline the possible outcomes
   * Outline the possible remedies an Arbitrator could fashion

This is a 4 step process and provides a mechanism to process disputes.

This process becomes gradually more formal beginning at the campus level, to the Chancellor’s designee, to the governor, to a 3rd party arbitrator.

1. **Labor-Management**

* Outline November and December meetings/discussions
* Outline additional communications
* Provide copy of our January 16 letter to HR
* Provide copy of our January 16 Information Demand to College

This issue was discussed during the 11/27/18 Labor Management meeting and UUP made our concerns for our members clear, emphasizing the need for transparency and timely communication with those who would no longer be eligible.

Once a member begins the grievance process, the college has two weeks to respond. If there is no response, we move to step two.

One challenge facing HR is the processing of spring PAFs and new payroll raises for all employees, which takes a long time. These concerns have been brought to the attention of Ricardo.

As of now, the unofficial number of potentially impacted employees is 17, but this could be higher or lower.

In addition to pursuing individual grievances, our members can file a class action grievance, especially since campuses are interpreting it in a less rigid way than Purchase. Purchase is not basing it on course equivalents, but instead on credits.

1. **Other options**

* Delegate Assembly meeting February 3 & 4 in Albany
* Other ideas for working to get h/i for part-time faculty who may be eligible.

Joe will call Fred Kowal and Warren will speak to Jamie Dangler to see if this is a significant problem system-wide.

We will gather feedback from other campuses during the DA and will try to determine why HR believes SUNY central is instructing them to use just one criteria.

Two members have contacted us thus far, but as more PAFs are processed, more may be effected.

1. **Next Steps**

* Tasks if any
* Timeline

In addition to pursuing grievances, if the college continues with the single criteria, we may take action through a General Membership Meeting information session about the issue, distribute petitions, hold a rally, and reach out to all our part-time faculty.

Before taking campus-wide action, it is important to have a better understanding of the scope of the issue by contacting department/area heads and board of study coordinators regarding credit assignments. Those individuals should know this information and be able to provide quicker information than HR.

Bill will send a letter to Kathleen Farrell explaining our position and concerns.

Paul will contact the area heads.

Greater member activism will be pursued if necessary.

Adjourned at 1:30pm

Respectfully submitted,

Shaina L. Dymond, Chapter Secretary