

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
Wednesday February 18th 2026, 12-1pm Remote via Zoom**

I. Update on Professional Performance Programs and Evaluations

388 of 419 completed – currently HR are chasing down the outstanding 31
296 of 301 completed

II. Discussion about DSI, extra service pay and salary increase.

UUP President explained that some members are reporting that they are being told that they cannot receive DSI for work that they received extra service pay for, or for extra work included in a salary increase request. UUP President sought clarification on campus policy as there is no contractual reason members cannot receive extra service pay and DSI, or a salary increase and DSI. UUP recognized that campus controls the criteria for DSI, but wanted to note that nothing prohibits members from receiving both. This issue had been brought to the attention of UUP previously but became pressing after campus released the list of DSI recipients. Many members reached out to say they had been “promised DSI” for doing extra work, and had not pursued extra service pay for extra work they were doing as they were told DSI could not be awarded if extra service was received.

HR and campus administrators assured UUP that it was not a campus policy to deny DSI if extra service was received. HR stated that they felt some training might be needed to ensure everyone understand criteria for extra-service and the DSI process. Campus administration also stated that no-one should make a “promise” that an employee will receive DSI. Camps administrators also felt that perhaps some confusion was occurring as employees cannot receive extra service pay and a salary increase for the same work. The UUP contract allows for extra service for temporary work increases and salary increases for permanent additional duties.

III. Union Animus Concern

UUP President raised concerns that the chapter have been hearing from members in multiple departments that supervisors have been stating that members should not go to the union to seek assistance, or to clarify rights etc. UUP President explained that doing such was a violation of NYS Taylor law – employees have the right to consult their union.

Campus administration said that they were surprised to hear this as they value the cordial relationship between campus leadership and UUP as well as other campus unions. HR stated that they will be sure to address this in supervisor training. They feel that employees should be encouraged to reach out to UUP for assistance – they also stated that employees can reach out to HR and their contacts can remain anonymous if they wish.

IV. Discussion regarding work weeks

UUP President stated that professional members in multiple departments had contacted the chapter about expectations that they regularly work beyond the regular 37.5-40-hour workweek. This might be necessary due to deadlines for projects, an expectation to respond to e-mails, or special events. UUP President stated that this raises concerns and while we understand that work in many department ebbs and flows – the contract does allow for use of comp time to accommodate such instances, and immediate supervisors also have the ability to flex time when needed.

Campus administrators stated that no employee should regular be working beyond their 37.5-40 hours, but some departments should expect ebbs and flows and additional work for “occasional emergencies.” However, there is no expectation for anyone to be “on the clock” regularly beyond their typical hours.

V. Discussion regarding Active Shooter Emergency Plans

UUP requested an update regarding active shooter emergency planning. UUP President raised concerns that developing emergency plans was not work that was “inherent in the duties and responsibilities” of faculty.

Campus administration stated that the plan for active shooter emergency preparation had changed. President Macpherson expressed her concern that faculty be adequately aware of basic information to keep themselves and others safe. For example, being aware of exit routes from buildings etc. Campus administration recognized that training should have been conducted prior to exercises related to emergency planning. That training is now being rolled out. Departments will be asked to work with others in their buildings/floors to coordinate and think through appropriate responses if an emergency situation should arise. There is not currently a plan to require faculty to develop plans and attach them to syllabi or anything similar.

VI. Discussion regarding e-mails sent from retention team using advisors’ names

UUP raised concerns about e-mails that were sent out from a retention team – appearing as if they came from faculty advisors. This was done without notifying advisors. UUP was contacted by a number of members concerned about the issue. UUP sort assurances it would not happen again.

Campus administration stated that the e-mails were sent out in error. The advisees should have been reassigned to the retention team prior to them being sent out. Those affected have been notified about the error. This should not happen again.