

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
Wednesday September 23rd, 12-1 pm Remote via Zoom**

I. Update on Professional Performance Programs and Evaluations

*433 UUP Professional Staff; 304 Performance Programs Received (70%)
302 Of 382 Evaluations received (79%)*

II. Conversation about remote work

Brockport Chapter President and LRS explained the telecommuting agreement is know part of the contract and also the remote work pilot for IT professionals. For telecommuting Brockport Chapter President requested the college consider expanding opportunities to permit greater use of the policy during the semesters and across divisions. For the remote pilot UUP requested that the college consider joining the pilot to permit fully remote work. The rational for these requests was increased job satisfaction; morale boost and also enhance level of trust between professional employees and college admin.

President Meza Soufleris stated that the cabinet is in the process of reviewing the telecommuting policy and also will consider the pilot program for IT. The Cabinet are currently reviewing campus policy and practices on other campus and will meet and discuss expanded opportunities soon.

UUP made a strong appeal to at least try a pilot of expanding remote options as it is a priority issue for many professionals. This was met with a positive response and promise of serious consideration.

III. Conversation about voluntary 4/4 teaching option

UUP asked the college administration about the 4/4 voluntary teaching option for tenured faculty – noting that the college does have the right to alter the “mix” of workload - in this case teaching is added and research removed. UUP noted that several members had expressed a concern that the policy would undermine reputation of the college as a research institution. UUP also asked how promotion would be attained by faculty who chose this option.

Provost Brasted – indicated that the opt in 4/4 teaching load was truly anticipated to appeal to faculty approaching the end of their careers whose research agenda had run its course. She indicated that a mechanism for promotion would possibly be needed and it would be created should it arise – faculty would not be prevented from seeking promotion if choosing the 4/4 option. However she did not expect many early/mid career people would chose the option and hence it may not be needed.

IV. Conversation about comp time/flex time

UUP President informed college admin that some professional employees have not been permitted to flex time when they have been working outside their regular hours due to numerous welcome back events. It is not that members are unhappy about working – but rather they would like to flex their time as the contract permits. UUP President requested that HR remind supervisors that flex time is a possible – HR agreed to do so.

V. Acknowledgement regarding accessibility and PDF remediation

UUP has been requesting support for remediation of artifacts to meet accessibility requirements over the past year. UUP was very happy to learn of the new PDF remediation service available through the library. We thanked the college administration for making this available. VP for admin and finance stated that the college received some SUNY funds to offer this service and it will be available going forward – the uptake has been strong.