

UUP ESC Chapter Labor Management Meeting Notes

June 12, 2019 from 2 to 4 p.m.

Labor in attendance: Malone, Puskas, Pratt, Kolisnyk, Mollica, and LRS Seidel

Management in attendance: Nesler, Shrimpton, Garcia, Holcomb

Funding and Initiatives

The chapter requests any update(s) of State, SUNY or college initiatives and/or funding that could impact or would be of interest to the chapter membership, including but not limited to:

1. A discussion of the college budget and information regarding current enrollment and overall enrollment trends at ESC, and the impact on the college budget.
 - a. *Management stated that they are awaiting the amount the college will receive from SUNY for the UUP Contract Reimbursement. Once confirmed (allocated by the end of June), they can solidify allocations for the next fiscal year. They have been working with SUNY to make sure ESC gets an appropriate amount; all campuses were asked to justify a contract reimbursement. The contract was negotiated by the state without a confirmation of funds.*
 - b. *They are working on new partnerships, such as EC-Labor 127,000 employees (were originally partnering with CNR which is no longer in business). Also developing new programs in business and HRM degree.*
2. SUNY Online: What does ESC's involvement mean for college resources, including workload and the college budget? Will new positions be required, or will the work be done by existing members? Is SUNY providing any funding to the college?
 - a. *The hope is to receive new students within the initiative. We are going to be provided leads and marketing regarding SUNY Online. We are looking to diversify what programs would be involved in the SUNY Online offerings. Said we won't be the only college. We can't support all of the program opportunities, so this initiative would allow to highlight the specialties.*
 - b. *The college drafted a service agreement. We are making sure that we aren't utilizing our resources without reimbursement. SUNY Online is still looking to understand the business model*

that will be utilized. We have signed an initial draft, and we are close to an agreement. We are still negotiating but are very close to committing to an agreement.

Implementation of the 2016-2022 UUP Agreement

1. Discussion of plans for the upcoming Discretionary Salary Increases distribution. How will members be notified of the process of distribution? Will there be a calendar available so members know when to self-nominate? Are current supervisors aware that the distribution is approaching and that they should be considering nominations?
 - a. *Management stated they recognize employees were not pleased with the 2018 fall roll out and understand the variance of how the discretionary recommendations were handled (self-elect, supervisor decision, etc.). They will take to cabinet and will bring back to the chapter. They will encourage everyone to have conversations with supervisors about job performance and this opportunity. New AVP for HR starts on June 24th, and they are tasking her with the implementation of the discretionary increases.*
 - b. *The chapter emphasized the need for transparency.*
2. Regarding the discretionary for compression: What is the status of this distribution?
 - a. *Management hasn't heard anything yet on the plan.*
 - b. *The Chapter stated that it is our understanding that the outline will be provided to the administrations on campus and that the intent is to share publically; professional formula will be the most difficult; that UUP will certainly have a communications plan. The Chapter again emphasized the need for transparency.*
 - c. *Nessler recognized that it's a multi-year process. We are not going to be able to address this all at once.*

Performance Programs: The chapter has seen many programs with vague, unmeasurable objectives and inappropriate phrases such as “other duties as assigned” are common. Questions include: How are supervisors

currently trained to prepare programs and evaluations for professionals? How are the programs being monitored?

How can this process be improved?

1. *Training is done locally and informally.*
2. *Professional Development Officer will absorb those initiatives of teaching new supervisors. Have discussed core classes that we could provide structure, tools, and resources that could support better leaders and performers. Training is a part of the new Human Capital Plan and supporting strengthening of evaluation process is included.*
3. *Management stated this is a 2-way street with self-advocacy of members—the Chapter clarified that the responsibilities are the supervisor's; we coach the membership on their rights in this area.*
4. *Seidel offered that the new AVP of HR can come to a training to view from an academic standpoint. Suggested July or August in Saratoga to pilot something in person to focus on professional programs.*
5. *There is not quality oversight currently; there is a tier process of approval.*

New Employee Orientation

How are new employees currently oriented to the college? The chapter's online orientation is complete, and the chapter would like to incorporate it into the college's efforts (this was previously discussed). If there are in-person orientations, including the New Mentor Orientation in the fall, the chapter requests involvement and a time slot in the agenda.

1. *It was a requirement during the interview process for the AVP of HR to implement a NEO. PDO and AVP will implement; will look like a module. Budget includes monies for orientation.*
2. *Number one feedback of OA training survey was the need for an employee orientation.*
3. *There will also be a calendar of events on the Human Capital Project.*
4. *Management agreed we need more transparency with planning of new mentor orientations and will have the staff follow up with the Chapter.*

5. *The Chapter requested our online orientation to be linked from the college page. Malone will send to Garcia.*

Intellectual Property

SUNY has clear policies on faculty ownership of their work. The chapter requests any documentation that is presented to faculty that suggests instead that the college or any other body owns their work.

1. *Management asked for clarification and Seidel reviewed SUNY policy surrounding ownership rights—if a faculty member made a course, someone needs to license it to them or have them waive their rights in order to use it.*
2. *Management said they will investigate and the Chapter will place on the next agenda.*

Request for Documents

1. *The report for missing/late professional performance programs has not been fixed. Review next month.*
2. *List of supervisors for all employees with building locations—this was provided electronically.*
3. *A complete list of part time primary mentors—provided electronically prior to the meeting.*