

August 21, 2019 UUP ESC Chapter Labor Management Meeting Notes

Attendees:

Labor: Malone, Mollica, Puskas, Seidel

Management: Malatras, Meek, Shrimpton

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: a. Enrollment trends and the current look at fall enrollments. At last month's meeting, current fall enrollment was 50,520.

1. Status of the upcoming budget: has the college received the SUNY allocation, what do projections look like, when will budget requests be finalized.

- a. *Focusing on a 6.7 million dollar deficit. (\$80.9M budget with current revenues of \$76.3M).*
- b. *Non-personnel services such as contracts will first be reviewed for expenditures.*
- c. *\$4.6M deficit based on actual now..*
- d. *As of 08/19/2019, headcount was 8,956 students with 63,130 credits registered. 2018 post census, had a headcount of 10,830 with 87,740 credits registered.*
- e. *Budget requests will be handled on a case-by-case basis. All searches previously approved will move forward.*
- f. *Contract cost was approximately \$4M and we received about half from SUNY.*

2. SUNY Online

i. The chapter requests a copy of the service level agreement for SUNY online.

1. *This contract has been signed and finalized.*
2. *Details of contract has not been made public at this point.*

ii. The chapter requests a list of UUP members who have been assigned work related to SUNY online.

1. *Posted Positions*
 - a. *Ed technologist-IT*
 - b. *Instructional Staff Assistant-AA*
 - c. *Instructional Support Tech-AA*
 - d. *Multimedia - AA*
2. *Meeks will send Malone a list of current members who have been assigned additional duties.*

3. Rockefeller Institute: An overview of this organization, including but not limited to:

- a. *How will the incorporation of the RI into ESC impact the college?*
- b. *Under what division will it reside?*
- c. *How will it specifically impact college resources?*
- d. *How will this impact the UUP members at the RI and ESC?*
- e. *How will it impact college policies, or any other aspect of ESC?*
 1. *RI has their own allocation/budget. \$1.8M state support & \$2-3M outside. Their employees have become employees of SUNY ESC and if UUP will be ESC UUP members.*
 2. *Malatras is Chair of Board of Trustees and will report to Aaron Gladd.*
 3. *RI will remain system wide but ESC will have "right of first refusal."*
 4. *RI provides opportunities for ESC faculty in sponsored research, public policy research & faculty fellowships.*

5. *Opportunities for undergrad internships.*
6. *Employees will not be moved unless makes sense programmatically like with residencies or student groups.*

4. Implementation of the 2016-2022 UUP Agreement

a. Regarding the upcoming discretionary salary increase (DSI) distribution, and as a follow up from last month, the chapter requests:

i. How will members be notified of the time period during which DSI decisions are being made?

ii. Has the process and timeline been finalized and if so, what will it be? What instructions will be provided to directors?

iii. What is the status of the half related to compression?

1. *No updates from SUNY regarding discretionary salary increases.*
2. *HR will direct communication to directors and supervisors.*
3. *Management has not been given suggestions on process or timeline from SUNY.*
4. *An Exchange article will provide communications to UUP members to inform overall process.*
5. *Regarding compression, Management has been asked to provide data to SUNY.*

b. Part time salary rates: are the 2019-20 rates on the adjunct portal?

1. *Part-time salary rate is not yet in portal. Management will notify when the portal link is up for access.*

5. Selden

a. The chapter requests a list of all UUP members assigned to this location.

b. What is the status of the Old Westbury location?

1. *A list was provided to Labor.*
2. *The College of Old Westbury is soon renovating the Trainor House, so we are looking for alternative space. Options include space on the OW campus, community college, and the last option is private space. 50 of the 150 students at our OW location are from Suffolk.*

6. Gender and Race/Ethnicity of ESC employees: The chapter requests data (similar to what is reported on the student body in the college fact books) as it relates to employees. If the college does not collect and/or report on this, are there any plans to do so?

1. *Management provided the requested breakdown for UUP represented employees.*
2. *Malatras is working with Elliot Dawes to identify an approach to diversify our applicant pool and is willing to work with UUP on this initiative.*

7. Use of Temporary Appointments: The chapter is still reviewing the membership lists, but there is a time delay in receiving the most current data. Are there results of management's review?

1. *Management agreed to review the examples of employees we provided which indicate that 'term' is a more appropriate appointment than 'temporary.'*

8. Performance Programs: What is the status of tracking missing or late performance programs?

1. *PeopleAdmin - Employee lifecycle system that could help with digitizing performance programs. SUNY Potsdam is a campus that currently piloting the program and Meek is reviewing with them to see if it works with SUNY system.*

2. *HR will survey directors to provide them with the list of permanent members and to solicit information on those not yet permanent.*
9. **Request for Documents:** we prefer to receive them electronically within a few days of the meeting.
- a. The chapter requests current organizational charts for all divisions. Last month, we received one for Decision Support. We are looking for all divisions—Enrollment Management, Administration, Academic Affairs, etc. We request they be in a readable format, and links can be provided to the charts online.

Management's Agenda Items

1. *HR is developing a Responsible Employees Training.*
2. *Student Information Center is piloting extended office hours until 7:00pm (this was previously reviewed). Discussed that if another model for alternative hours were proposed, UUP would survey members for concerns and feedback in order to fully represent them. Human Resources will meet with Mary and Andrea to come up with a draft plan to bring forward.*