

UUP ESC Chapter Labor Management Meeting Agenda

March 17, 2021 via Teams

In attendance:

Labor: Mary Helen Kolisnyk, Pamela Malone, Kelly Mollica, Dave Puskas, Jason Russel and LRS Michelle Couture

Management: Lindsay Holcomb and Nikki Shrimpton

Funding and initiatives

Current and projected enrollment figures, updates on any initiatives to generate enrollment

Percentages YoY for Spring 2021 we are at 105%. Outreach for continuing students has helped to increase early registration. Due to this, we are measuring an earlier bump increase in our comparisons over last year's enrollment.

The college is experiencing lighter numbers for incoming new students comparatively to Summer 2020, but may end up flat. Based on our strong Fall 2020 numbers, there is carry over of new students who will enroll for Summer 2021. Inquiries are lighter as well, but we are experiencing a strong conversion for those students interested in applying to the college. The college is learning the habits and interests of our incoming students, as it is hard to gauge with our volatile market.

Recent initiatives for enrollment has been a focus on our March Forward campaign which provides a big push for Fall 2021. Over 80 events throughout the month that hosted a wide offering based on location or degree. The Office of Communication and Marketing is continuing to push campaigns into April, which will transition to celebrate our 50th Anniversary.

Update on state and/or federal funding and plans for funding for Higher Education Emergency Relief Fund II (HEERF II)

Management learning the funding parameters for the second stimulus plan. We received information about how relief will be applied to eligible students. More information will be confirmed on how the relief package can and will be applied for administrative uses. The most recent relief package (third stimulus) was not discussed.

The chapter advocated for part-time employees, if it was required, we would hope that stimulus funding would be used to save as many positions as possible.

Job Losses

Last month, management informed the chapter there had been 47 UUP members separated. Of those, 30 were retirements, 16 were resignations, and 1 was a nonrenewal. As follow-up:

1. What was the time frame for these separations? *February 2020 - February 2021.*
2. How do the numbers in each category (retirement, resignation, nonrenewal) compare to previous time frames? Are these high numbers, low, or average? *OHR noted that we had a higher amount of retirements. It might be reviewed that based on COVID, it was assumed that numbers would be generally peak.*

COVID-19 Pandemic Related Issues

The Chancellor announced eligibility for all in-person staff are now eligible for the vaccine. Is the college planning on sending letters of eligibility to those additionally eligible?

The college will not be sending out mailed letters to eligible employees, although as eligibility expands, general announcements will be provided.

Fall reopening plans: faculty have heard about the need to prepare for in-person instruction in the fall. What is the reopening plan?

State agencies were asked to respond to how our organization would return based on capacity of 100%,40% or our current capacity (>25%). Nathan explained that the college will make all decisions based on regional positivity rates in order to determine when employees would return to the college.

Management is aiming to plan for a 40% activity percentage. The Return to Work Committee will be sending their recommendations by April 5. In the beginning of May, there will be a recap of 'lessons learned' during our COVID restrictions with the Cabinet. Which scenario we end up will be based on how public health improves regionally.

Administration is open considering working from home long term, but they are sensitive to stay within our contract capabilities with our different unions. If there are instances where our faculty or staff have been diagnosed with COVID, and considering long-term effects, accommodations can be provided. Please contact your supervisor if you require accommodations.

Discretionary and Compression Salary Increases

No current concerns for either the Chapter and Management were raised during this month's meeting.

Data on Faculty Assignments

Follow up on the COGNOS report—have the issues been fixed? And when will the training sessions begin?

If folks are having issues with COGNOS after the training sessions have taken place, they are being asked to use a Tech Ticket to be supported by ITS.

New Employee Orientation

The NEO is going to be launched on April 2, 2021, hosted as an online activity. A series of videos and quizzes found within a SharePoint website. The Chapter can work with New Member welcome videos to help showcase the UUP message. John Meany from the New Member Committee will work with Tanya Scheme to identify content to use for the Chapter.

Counsel informed us that the Taylor Law requires and allows 1 hour of access to new employees during the first 30 days of their position starting.

Part-time Professionals & Academics—follow up on restorations

Have the changes that were made to part time professionals' lines been restored? Are they now receiving 12-month appointments?

Part-time professional appointments have been restored to a 12-month cycle.

The re-appointment letters being distributed by management are being reviewed by OAA and UUP's council to ensure that the timeliness and communication honors our contract.

Part-time Salary Schedule

The part time salary schedule was adjusted and created a lengthy gap in paychecks at the beginning of the spring semester for part time members. In addition to the hardship of not getting a paycheck for nearly 2 months, this proved disastrous for members having health insurance. As a result, we heard from many members who dropped off the eligibility file sent to UUP from NYS. The chapter is seeking confirmation that the adjusted schedule will not be repeated.

Management is working with the Benefits Trust Fund. OHR explained that this lag occurs annually. The Benefits Trust Fund is going to try and adjust their eligibility verification on their end. If an employee drops off the eligibility list, BTF will contact SUNY Empire's Office of Human Resources to verify if the employee is eligible for benefits. This should avoid confusion and concern during this paycheck lag over the Summer and the Winter. Depending on when the payday falls in the term, the difference can be created depending on the start of the term.

Tracy specifically talked about making a change to future terms to extend payroll for the length of the term. We will revisit this at a future labor management meeting due to confusion around what changes were made to the payroll. The 2021/2022 Adjunct Pay Schedule has not been published.

Update on Administrative Searches: President and Provost

During the time that our labor management meeting was being held, the search counsel was confirming the Presidential Search. Information will be made available shortly on the Search Firm and Committee. The Chapter will provide a supportive role in the search process.

The Chapter was also asked to participate in the current AVP of Human Resources search.