

## UUP ESC Chapter Labor Management Meeting Notes

April 14, 2022 via Teams

### In attendance:

**Labor:** Jason, Kelly, MaryHelen, Pamela, Sophia

**Management:** Lindsey, Tai

### Funding and initiatives

Discussion of enrollment and revenue; administration's plans to address budget shortfalls; and the enacted NYS budget.

- *Management is conservatively optimistic for the coming year.*

Advocacy including Tier 6 and how is the administration advocating for Empire-specific funding?

- *From SUNY budget: funding the TAP gap will help us. Part-time TAP will help (b/c data shows students who take a manageable, part-time credit load have better course completion and retention rates, which results in better earnings for the college). Excelsior will have little financial impact on SUNY Empire. Operating aid: not sure how this will impact ESC. Tier 6 reforms: it's not clear how this will impact ESC. EOP mostly funds first time, full time, so ESC spends most of its own money to fund our current EOP program. (ESC has been advocating SUNY for EOP funding for non-traditional students, those w/ prior college experience and those who want to be part-time.) Child care will depend on Fall 2023 on-site student attendance. Capital funding: not clear how this will impact ESC. Looking to see if we can get funds to improve 1 Union. Nursing Scholarship: this may be helpful; will look further into this.*

**Chapter asks: What's the plan to absorb any budget shortfall?** *Management: we will need to dip into some reserves this year, but we can't afford to do it again the following year. Salaries are our biggest expense, but cuts will need to be from operations (not salaries/staff).*

### Closing Schenectady, Queensbury & Auburn Locations

#### Questions from labor:

1. The chapter requests the data used to make the determination on these location closures.
2. The chapter requests a list of all UUP members currently assigned to these locations. Will any members be offered alternative work locations?
  - a. Will any members be required to work from alternative work locations?
3. Are any of the affected members part time? If so, how will this impact them?
4. What about the pipeline offered at the two community college locations? How will we still gain those students? Have we been in touch with those college presidents?
5. What are the plans for packing and moving at each of these locations?

#### Discussion:

*Management will share the data used to make these decisions (with any personal info redacted). Will explore hosting a Town Hall to also share this information. Will also share a current list of currently employees at those locations. Alternate work location requests are being dealt with as they come up. Employees should speak w/*

their supervisor who will then move it up the chain. Management is trying to accommodate employees as much / as reasonably possible. It's not clear if part-timers will be impacted. Management will let us know when they've figured this out. **The Chapter reiterates its support and commitment to maintaining employment for our part-timers, especially where health benefits are involved.** ESC will continue to have a presence in community college pipeline locations. Plans for packing and moving are being figured out around the lease end dates. Management will share plans w/ the college community when they're complete.

### **Lease/Locations Review Committee**

#### **Questions from labor:**

1. Who is on this committee?
2. How often do they meet?
3. Are minutes of the meetings available to the college community?
4. How do they determine what locations are reviewed?
5. What criteria do they use to review a location's viability? How many years are examined?

#### **Discussion:**

Management does not have minutes or notes from these meetings. The meetings are held as-needed based on lease end dates of existing locations. The Staten Island move also involved a different "location move" committee.

### **Department Chairs: Continued Discussion**

**The Chapter asks about mandatory terms of bargaining over workload:** Management says the job description circulated is only a draft for feedback and discussion. The responsibilities listed are parallel to work at other SUNYs and Board of Trustees policies. **The Chapter asks about the impact these new roles will have on PEs, CSEA, and Deans.** Management will share more information when more feedback and discussions have happened, and plans are more concrete. The intention is to get as much feedback and insight as possible. **The Chapter reiterates that there is much concern from Faculty and these new roles and the need for open and full college-wide discussions about this.**

### **Civility and Climate: Rollout of the Policy and Discussion of the College Climate**

Management needs permission from GOER to implement the policy, which includes having to negotiate it locally. A request was submitted to Council to begin the process. Waiting for info about next steps. The focus is on how to best move the college forward. There is always more to discuss on this.

### **Part Time Appointments and Appointment Letters**

The Chapter states that member numbers list 1,047 employees. 688 Academics out of our entire members. How many are FT vs PT Academics? Pamela couldn't determine that on the spot and noticed that her numbers included retirees.

### Questions from labor:

1. When are appointment letters issued for part time faculty? Under what conditions are the letters issued at a different time?
2. Are any issued for less than one year?

### Discussion:

*Management says that letters should be received more than 45 days in advance of 9/1 payroll cycle. For most, this happens in June/July with a few outliers. **The Chapter asks when mentees are calculated for ESAs with mentee loads. Determinations aren't made by HR. The Chapter suggests checking with Laura Wait.***

### Information Requests Regarding Professionals

#### Telecommuting

1. How many telecommuting applications have been received?
2. Of those, how many have been (1) approved, (2) approved for less percentage than requested, and (3) denied?
3. How many approved applications have later been revoked?

*PE = 217 applications received. Two (2) applications were not approved due to dept. reasons. One (1) application changed after appeal. Three (3) approved were later revoked for operation needs. Supervisors have begun monitoring performance more.*

#### Leave and other Requests

1. How many Title F leave applications have been received by the college in the last 5 years? Of those, how many have been approved/denied?
  - a. What are the criteria used to review Title F leave applications?

*One (1) request. Criteria language for Title F leave applications is in the contract.*

2. How many requests for Voluntary Reduction in Work Schedule have there been in the last 1-5 years?
  - a. Of those received, how many are approved and denied?
  - b. What are the criteria used to review the VRWS requests?

*HR doesn't track VWRS in their office. It's determined between employee and supervisor. It's uncommon to see them denied. Criteria is on operational need.*

### Information Requests Related to Instruction by Part Time Faculty (should be available in Banner)

1. Of the number of credits taught in the last two academic years (6 semesters), what percentage of credits were taught by part time faculty?
2. Please provide for each term: the total number of credits, number taught by full time faculty, and number taught by part time faculty.

*Section reports out of Banner are available, but the data isn't manipulated well. In order to determine, management will need to sort and have OAA provide feedback. **The Chapter will check in again with OAA before the next LM meeting.***