

UUP ESC Chapter  
Labor Management Meeting Agenda  
September 19, 2022 via Teams

## **Welcome to Lisa, Introductions and Overview of UUP**

### **Funding and initiatives**

1. The chapter requests figures for the 2021-22 budget deficit & projected budget numbers for 2022-23.
2. Discussion of enrollment and revenue.
3. Discussion of plans to address budget shortfalls.
4. Any updates regarding SUNY funding in the NYS budget.

*Discussion: 21-22 is surplus, not deficit; deficit projection is for under original \$8million first projected; detailed info will be in today's Town Hall; enrollment revenue is up; will address shortfall with continued targeted marketing, academic planning, strategic planning, and aligning resources & initiatives w/ this; will continue advocating to SUNY for increased funding. ESC is getting \$1 million on the faculty side, \$600k for operational uses (\$385k for website overhaul & \$215k to expand laptop loaner program- which serves high number of under-represented students)*

### **Department Chair Role**

Reserving space to discuss negotiation of management's proposed changes to the responsibilities and compensation of the department chairs.

*Discussion: UUP Negotiation Team has been formed; members include Richard Wells, Margaret Clark-Plaskie, Mete Cetiner. Management states they do not feel the items are subject to negotiations and will not be entering into negotiation. They are open to feedback from the Chapter and the community at large. **The Chapter asserts that the decision to not negotiate falls under Improper Practice and the Chapter will be moving forward in that way.***

### **Telework**

1. Reserving space to discuss the telecommuting agreement extension.
2. The chapter requests the following information regarding the latest phase of telework:
  - a. How many applications have been submitted? Why were members required to re-apply?
  - b. Of those, how many have been denied?
  - c. Before or at the meeting, the chapter requests a bulleted list of specific changes made to the implementation of the telecommuting agreement (such as the new requirement of supervisor presence), and the rationale for each.

Discussion: *Management will have accurate approval & denial numbers in a few weeks; the Chapter will follow up in a future meeting. Applications continue to come in. Management asked employees to resubmit applications as a reset, to be most up to date. Old agreements don't end until approval of new agreements. New applicant schedules are on hold until the request is approved. Management states that sole supervisors of a department should be present on-site daily and will more than likely have telecommuting requests denied. Additionally, departments with split supervisors (i.e. director and assistant director) can split on-site schedules. The Chapter asks Management for a copy of the college's policies regarding supervisors and telecommuting.*

### **Access to and Changes of Online Courses**

The chapter has been informed that course learning outcomes are being edited for DEI content without the instructor's knowledge. The chapter considers this a violation of the instructor's intellectual property and demands the practice cease immediately. If this is not the case, the chapter requests an explanation of the process.

Discussion: *Management states the curriculum committee changed the standard course learning outcomes that appear in the catalog, which are managed through the curriculum committee. Faculty may add outcomes to specific course outcomes (not standard learning outcomes). The Chapter will look into this further.*

### **Conversion to Bright Space**

1. How are adjunct members being compensated for the extra work due to the conversion?
2. How are full time faculty being compensated for the extra work due to the conversion?
3. How are professionals being compensated for the extra work due to the conversion?
4. The chapter requests that Fall 2022 SALE data are excluded from faculty ERFs.

Discussion: *Temp tech employees were brought in to assist to do the conversion work. Instructional Designers continued with their usual work. Management states they are aware of and sensitive to the concern with SALE data and will be addressing it. There should be a written record of comp. time between supervisor and employee to ensure that employee compensation is appropriately tracked.*

### **Vacation Day Cap**

1. The chapter requests a list of UUP represented employees who are at risk of a forfeiture of annual leave due to having more than 40 days accrued on January 1, 2023.
2. Have employees been notified by the college that the MOU waiving the 40-day cap has not been extended this year?
3. Has the college notified supervisors of the situation, and encouraged them to be generous in approving leave requests

Discussion: *Management has a list from July, which doesn't factor in time through Dec. 31. HR has been working with employees and their supervisors to ensure everyone is aware. Supervisors did not receive any additional messaging to supervisors to be generous in approving vacation requests.*