

## **UUP ESC Chapter Labor Management Meeting Notes**

October 17, 2022 via Teams

### **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: *Budget numbers were in the press conference; ESC and UUP will coordinate with ESC Government Relations on advocacy to SUNY for more money; Working on some funding initiatives to hopefully make the college better and address the shortfalls.*

### **Follow up from September meeting**

- A bulleted list of criteria and/or requirements for telecommuting
- Due to the Brightspace conversion, the chapter requests that SALE data are not included in this year's faculty reviews.

Discussion: *Telecommuting decisions are on an individual basis; supervisor location is not a stand-alone circumstance for deciding an employee telecommuting decision; department and college operational needs are the first consideration; Management will send the telecommuting date to The Chapter this week. Management is still discussing how to proceed with SALE data; in similar scenarios they've been optional with still overwhelmingly positive feedback.*

### **Non Renewals**

- The chapter requests a list of all part time faculty (FTE and adjunct) who have been non-renewed this year.
- The chapter requests immediate notification and/or copies of all non renewal notices sent to UUP members.
- Members have heard from supervisors that we should be hearing of "layoffs" from SUNY. What has the ESC administration heard about this or possible retrenchments?

Discussion: *All non-renewed faculty were on the last report sent to the Chapter, but that report is generated after first notification to the employee; The Chapter requests earlier notification of a non-renewal prior to their final payroll. Doing this is above/beyond what HR may be capable of doing without added workload to employees but will take it into consideration. Management states firmly they have not heard anything from SUNY about "layoffs".*

### **Mentoring Role**

We have heard that the college stated they are modifying the mentoring model. What does this mean, and how are the nonrenewals related to the full time Academic Advisor posted positions? Will there be more of these positions posted, and are we removing primary mentoring from the faculty? If so, what is the timeline for transferring?

Discussion: *Management has diminished the college's reliance on adjuncts for director mentoring; multiple academic advisor positions were posted; The Chapter states some of these were advertised to impacted members after they were filled; process for early unofficial transcript review handled by Academic Advisors; Some members reported finding out about change in mentor work from their impacted students before formal notification from the college. Managements will look into this and rectify the matter moving forward.*

### **Strategic plan**

**The chapter requests that the new Strategic Plan include a focus on:**

- The work/life balance for employees
- The safety and security of employees
- Morale and work satisfaction of employees

Discussion: *Management agrees and it's on the radar.*

### **Telecommuting Agreement**

Regarding the latest round of applications, the chapter requests:

- Number of applications received
- Of those applications, the number denied and the reason for the denials
- Of those denied, how many were appealed?
- Of those appealed, how many were subsequently approved/denied?

Discussion: *Management will send the report this week.*

### **Use of Leave Accruals**

- The chapter has heard of supervisors inappropriately asking members to charge time for absences less than a quarter day. We request that clarification be made to supervisors of the Quarter Day Rule.

Discussion: *Some confusion among supervisors about "quarter day rule"; the Chapter does not employees in a position where they're asked to falsify time sheets to charge a full day as a cumulative of several quarter days off prior; HR will work on offering a workshop for supervisors on "Quarter Day Rule" to clear up any confusion.*

### **Distribution of Upcoming Discretionary and Compression Awards**

- As always, the chapter requests clear information about DSI at every level: member, supervisor, Director, AVP and/or VP, and other cabinet, to include instructions to supervisors regarding this thoughtful process and to members of the ability to self-nominate.
- Will the college be amending the compression formula and if so, what modifications?

*Discussion: The Chapter suggests communications for DSI go out through an All Users account where everyone can find out about DSI info, and self-nomination at the same time; Management will continue informing everyone through AllUsers. Compression process is still in the very early phases for considerations to formula and modifications; we can revisit this.*

**Faculty Chair:**

The Chapter states our position remains unchanged. We are in disagreement that the workload falls within the pie. We're preparing our case for the labor board. Management understands and states they will continue to share info with the Chapter anyway.