

UUP ESC Chapter Labor Management Meeting Notes

November 14, 2022, via Teams

On the call

Labor: Kolisnyk, Malone, Mavrogiannis, Russell; LRS Couture

Management: Gonyea, Majak

Funding and initiatives

1. Discussion of plans to address \$6.9M budget shortfalls.
2. Impact of the dissolution of SUNY Online
3. Empire's legislative priorities and/or agenda
4. Reserving space for any other items or questions from the budget town hall.

Discussion: RE: budget, management will be asking campus to manage discretionary purchases; currently reviewing contracts to find places to save money; prioritizing emphasis on retention of students. Management states that budget focus is not on cutting personnel; existing reserves can help offset some budget issues. Need to increase revenue (tuition and partnerships). SUNY Online was providing ESC with payments for the initiative which will continue to the end of the calendar year; amounts decreased over the year due to decreased work at/with SUNY Online; currently down to two employees in existing ESC positions associated with that work; not sure if the absence of these payments was factored into the budget. ***The Chapter continues to offer their support / collaboration on legislative priorities of Empire.*** Management will make ESC's Governmental Relation personnel aware of the offer. Julie will meet with SUNY budget office to learn about allocation process to better position ESC for more funding.

Strategic plan

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

1. The work/life balance for employees
2. The safety and security of employees
3. Morale and work satisfaction of employees

Discussion: ***The Chapter made clear that extended vacancies directly impact the workload of existing members and climate, and that vacancy savings should be used to pay existing members Extra Service Pay for their work and not to plug a budget gap. The Chapter's position is to advise members to ask for Extra Service Pay when they are doing work in addition to their PP, as per the contract.*** Management states that if someone is deserving of Extra Service Pay the monies will be allocated. Management states that no messaging from their office was ever made stating that there is no budgeted money for Extra Service Pay. ***The Chapter reiterates the importance of the well being of our members, and suggests PE new-hire orientations are needed.*** HR will be moving forward with several relevant initiatives now that the staffing hole has been filled.

Distribution of Upcoming Discretionary and Compression Awards

1. When will the distribution be determined for the DSIs?
2. What is the communication plan?
3. Has management decided if any adjustments will be made to the compression analysis?

Discussion: DSI announcement went to *All-Users* mailing list; Pamela will follow-up with Lindsay.

Associate Department Chairs

The chapter is hearing that there are changes being planned for the ADCs, including change in title, responsibilities, and perhaps more. At this time, the chapter has the following questions:

1. Is there a plan for a change in college title? If so, what is the new title? Why the change?
2. How will their responsibilities differ from now?
3. Will there be a change in the organization of this group and who supervises them?
4. Are other changes being planned or considered?
5. What are the reasons for these changes?

Discussion: Management states that the consultation group is examining all interconnected academic leadership roles and that everything is on consultation mode; feedback from consultation group is due in December; the goal is for lines to be complimentary; adjusting one may impact other; looking to align roles; info is posted on the Sharepoint site. ***The Chapter makes clear that we are prepared to file an IP if necessary. We will continue to monitor the situation and Management can expect to see this item on the next LM agenda.***

Stipends for Temporary Work

The chapter is hearing repeatedly from our members who must cover while a vacancy is being filled, positions are eliminated, and other responsibilities added to their plates. We have heard when members inquire about temporary compensation, they are denied because there isn't a "budget" amount for it. The chapter's position is that additional workload must be compensated; we are reserving space to discuss management's strategy for doing so.

Discussion: Pamela will follow-up with Lindsay.

Mandatory Training

There are several more mandatory trainings that are for all employees. The chapter requests:

- An updated list of all mandatory trainings broken out by full and part time employees.
- How will adjuncts be compensated for this training?
- Have supervisors been advised to allow for the trainings within the professional obligation? This is especially important for professionals and part time employees.

Discussion: Shorter DEI trainings will be made available for adjuncts; announcement is pending. Autism training is required for all. Management states that trainings fall within the expectation of employment. ***The Chapters asks if required trainings are stated in the appointment letter for adjuncts. The Chapter will follow-up with Lindsay.***

Telework

1. The chapter asks for the following information regarding the Telecommuting Agreement:
 - o Number of applications received since all were required to re-apply with the last extension
 - o Of those, how many were denied or only partially approved?
 - o Of those denied, how many were appealed?
 - o Of those appealed, how many were denied or only partially approved?
2. Reserving space for a discussion of remote work locations

Discussion: The Chapter will follow-up with Lindsay about this and remind Management that the employer has the right to designate where an employee will work.

ADDED Agenda item: Park Avenue health and safety.

The Chapter has received numerous complaints from 2nd food employees about poor air quality, specifically chemical fumes. Members who work on the 2nd floor recognize that the landlord appears to be at fault and negligent in terms of not advising tenants of pending work.

Discussion: Management will follow-up with Facilities regarding progress on getting the requested information. Management stated that the roof work is not ongoing and that they instructed the building to complete the work this week while 2nd Floor employees are working remotely. No specific response re: whether reliable air quality going forward. Management punted re: withholding rent; would depend on what the lease said.

Via a follow-up email from Jeff Kurto: building states that roof work was completed Friday, 11/11/22; anyone who is reporting illness should reach out to HR and Mark Spain for incident reports in their respective areas. HR provided an incident report form that anyone suffering from the fumes can fill out.