

UUP ESC Chapter LM Meeting Notes

December 19, 2022, via Teams

Chapter Attendance: Pamela Malone, Kelly Mollica, Jason Russell, MaryHelen Kolisnyk, Sophia Mavrogiannis, Barrie Cline, Emma Bowman, Jane Cudmore, Janet Aiello-Cerio, Tony Costa, Michelle Paine, Sharon Szymanski, Tom Brady, Vanessa Redfield, Malongze Foma

Management Attendance: Lisa Vollondorf, Julie Majak,

Management Addition: Conversations Surrounding Civility

Received from Lindsay Holcomb, no other info:

Discussion: Management requests to begin meeting with this topic. The President requests that the Chapter (through Pamela Malone) be a signature on a reminder to the college at large about the importance of civility. Management requests to discuss LM attendance/attendees due to the unexpected high number of chapter attendees at today's meeting.

Funding and initiatives

1. Update on the college budget, enrollment and contingency plans for any funding/revenue shortfalls.

Discussion: Management did reprojections two weeks ago; some numbers have been steadier; projection is currently flat. *UUP finalizing our legislative agenda and will share it with the college at the next LM; hopefully chapter and management can collaborate.*

Distribution of Upcoming Discretionary and Compression Awards (this may be announced by the time we have LM)

1. Confirming that the compression and DSIs will be distributed in the December 21 paycheck.

2. Has management decided if any adjustments will be made to the compression analysis?

Discussion: Management was able to distribute into the 12/21 paychecks; letters have gone out; compression analysis is a union and system calculation- campuses don't have access to the calculation; campuses distribute as best they can. Compression and discretion letters are separate. Management will follow-up with how many members received compression pay and discretion pay. \$1000 floor; 15.25% distributed.

Stipends for Temporary Work: We believe this is an ongoing problem, and continue to hear from members that their supervisors are checking with their own supervisors who do not seem to be checking with HR.

1. The chapter requests that a communication be issued from the administration telling supervisors the procedure to be followed during times of a vacancy to ensure that work is covered and employees are appropriately compensated for additional work.
2. The chapter requests that an overview of work that must be done during the time of the vacancy, who will do it, and how they will be compensated is part of the job posting process.

Discussion: *Management states they have specifically instructed supervisors in such situations to have the conversation with HR to develop a temporary plan for their unit until a vacancy is filled. The intention is to be more equitable. The Chapter states this communication may not be getting down to all supervisors and suggests a more thorough communication plan on the matter.*

Telework (deferred from last month)

1. The chapter asks for the following information regarding the Telecommuting Agreement:
 - a. Number of applications received since all were required to re-apply with the last extension
 - b. Of those, how many were denied or only partially approved?
 - c. Of those denied, how many were appealed?
 - d. Of those appealed, how many were denied or only partially approved?

Discussion: *Management will get back to us with more information; on Cabinet agenda for Wednesday.*

All College

For many years, the chapter worked with the All College planners for rooms and making sure our events were planned at a convenient time. While during the 2020 All College planning we were informed by then President Malatras that while union events would not be listed in the printed agenda, he reassured us that we should continue to work on room arrangements and time coordination with the planners. There seems to be confusion over this past decision, and a current intention to change this decades-long precedent.

Discussion: *Management states that the issue is not UUP meeting but rather a matter of the college using state funding to pay for room rental for the All College event (which they can contractually pass onto UUP); management suggests we use 2 Union which has no associated costs. This fiscal process concern does not apply to campus spaces we regularly rent (through lease agreements) because that are considered "campus spaces". The Chapter will work with Julie to find workshop space for All College.*

Chapter Time with Administrative Candidates

The chapter appreciates time with final candidates of important administrative positions at the college and we believe our interactions with candidates serve two purposes. First, we are able to provide

meaningful feedback to the committee chair. Second, it demonstrates to potential candidates a productive labor/management relationship at Empire. To accomplish this, the chapter proposes the following process:

1. For positions of Vice President/Provost and President, chapter representatives will meet with candidates for a minimum of one-half hour of time dedicated to UUP.
2. For any administrative position below VP (such as dean or Associate Provost), chapter representatives will meet with any candidate who requests a meeting or meet/greet with labor at the college.
3. The search chair or HR contacts the Chapter President for the names of chapter representatives for the search. The Chapter President will provide the names in advance of any onsite/virtual interviews.
4. Once the interview schedule is finalized, the Chapter President will notify the administrative contact if any designees cannot attend and finalize the representative list.
5. The Chapter President will provide feedback to the search chair within an appropriate amount of time.

Discussion: *Management states that they choose who is invited to the meetings with candidates and their choice is to only invite officers who are “elected officers” of the union. These are courtesy invitations to be inclusive and equitable of all voices. Management compared UUP’s invitations with that of Senate chairs. The Chapter states that all officers and delegates are elected– at least two dozen– and asks for clarity on how Management chooses. Management states they use the info sent to them from the unions or posted to the chapter’s website. The Chapter reaffirms that Management does not have the authority/right to choose who from the Chapter/union will represent its members (as per Taylor Law); the chapter President can delegate union work to members and decide who can/will attend a meeting to represent the chapter. Management is currently shaping hiring processes to be more coherent and standardized. The Chapter reaffirms its position on the importance of chapter meetings with candidates; they help set the tone for relationship with the chapter, allow the chapter to identify concerns and commonalities with candidates. The Chapter requests that prior to invitations being sent out, that the Chapter President is contacted with a request for names on who will represent the union on a search.*

Retiree Access to Library Resources and Email

- What are the current practices for the continuation of library access and college email for retired faculty?
- If these services are discontinued, the chapter would like to discuss issues surrounding it.

Discussion: *An Emeritus designation has full access to college email and library; the access issue is with non-Emeritus title or terminations. Retired adjuncts have the same access as alumni to the library.*

Emeritus is only for tenured faculty who retired; not available to adjuncts and party-timers. Management will get back to the Chapter with more information.

Organizational Charts

- The chapter requests organizational charts to a minimum of Assistant Director level for all divisions: Academic Affairs, Administration/Finance, Enrollment Management, Communications, Advancement. The college cannot sustain the cost of full access post-retirement to everyone.

- For the President's Office, the chapter is using this org chart:
<https://www.esc.edu/president/organization/organization-chart/>

Discussion: *Management states that all org charts are listed on the President's website.*