

UUP ESC Chapter Labor Management Meeting Agenda: January 23, 2023 via Teams

Chapter Attendance: Pamela Malone, Kelly Mollica, Jason Russell, MaryHelen Kolisnyk, Sophia Mavrogiannis, LRS Michelle Couture

Management: Nathan Gonyea, Lindsay Holcomb

Funding and initiatives

1. Update on the college budget and enrollment
2. Empire's legislative priorities and/or agenda. If the college has prepared an agenda, the chapter requests a copy.
3. UUP's legislative agenda will be shared.

***Discussion:** No additional budget info. Most up to date has been received. No formal legislative agenda to share. The Chapter shared UUP's legislative agenda.*

Input from UUP Members

4. The chapter will have several chapter representatives at this LM meeting who will be providing feedback from UUP members on a variety of topics.

***Discussion:** The Chapter is deferring this to another date.*

Brightspace Conversion Issues

While it seems that the conversion has gone smoothly for some, for others it is still problematic. The chapter has been advising members to submit tech tickets, as instructed. What issues remain? Are courses still being pulled from Moodle?

***Discussion:** Members should submit Tech Tickets if they're having issues; no systematic issues reported; no courses are being pulled from Moodles unless they're exceptional circumstances.*

Mentee Counts

There are still issues with counting mentees:

1. When are they considered part of the faculty members' workloads? Is there a point when are they not?
2. When is the relationship removed from Banner?
3. What are a faculty member's obligations for unregistered mentees?

***Discussion:** Active mentees are counted; counter is reset every academic year (to factor in for students who don't re-enroll for any number of reasons that a student can't register— i.e. admin withdrawal, graduation, etc.); the Chapter will work with faculty to determine if there is a widespread, consistent issue with counts and will return to the issue.*

Stipends for Temporary Work

1. The chapter is again requesting that a formal step looking at workload be established during the steps to filling a vacancy. This step would require a discussion of who is covering the work of the vacancy and how they are being compensated.
2. The chapter has heard of another pending vacancy in Student Academic Services, which is already down one person. What are the plans for that group?

Discussion: Management states they are working one on one with supervisors as these conversations arise. The Chapter states that members are concerned their requests to supervisors for additional compensation are not making it up to HR. Management states that an analysis was done on additional compensation (extra service) for SAS, an amount was determined and extra service was granted to some employees until the position is filled.

Procedures for Performance Programs and Evaluations

The procedure for evaluations is a mandatory subject of bargaining. The chapter heard there was an upcoming new process and asked about this on December 16th. While we did not yet receive a reply, a recent college news item indicated that “a workflow within Interview Exchange has been developed for performance programs and evaluations for UUP represented employees and will soon be available to the college community.”

The chapter requests a demonstration of this workflow at the LM meeting.

Discussion: The Chapter states concerns that any changes to the evaluation process are mandatory subjects for bargaining. Management states this is only a change in platform, not in process. **The Chapter requests clarity on signature timestamps; Lindsay will get confirmation from Jim Nicosia.** The PP will still be printed at the end of a review process. All versions of a PP will stay in the system. Lindsay will confirm that any changes in a PP at any point in the process, such changes will trigger a new review. All of the PP docs in an employees folder will also be in Interview Exchange (in an electronic workflow) for the employees and the supervisor to collaborate; however, **the Chapters requests clarity on whether or not changes can/will be tracked.**

OAA Working Group on Pedagogical and Curricular Implications of Artificial Intelligence

Reserving space to discuss.

Discussion: Working group is being formed, with a report expected by the end of the spring term.