

## **UUP ESC Chapter Labor Management Meeting - February 27, 2023, via Teams**

**Chapter Attendance:** Pamela Malone, Kelly Mollica, Jason Russel, MaryHelen Koliskyn, Sophia Mavrogiannis, Michelle Couture (LRS)

**Management Attendance:** Nathan Gonyea, Lindsay Holcomb

### **Funding and initiatives**

1. Update on the college budget and enrollment
2. Status of academic programs—are any unstable
3. Reserving space for legislative agendas (UUP and college) discussions if needed.

**Discussion:** No new budget updates. Nothing new or happening in the status of academic program. Some faculty have a load over 100% bc they've agreed to it for extra service; general/standard mentee load requirements are still the same.

### **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. Our recommendation is to add this to the Search Request form on Interview Exchange, where there is a section asking for previous incumbent name, vacancy date, and anticipated start date.

**Discussion:** Management states there's nothing new to report on compensation for work coverage; HR would prefer not to add a section to the existing form bc it will confuse the process; management has already put in several requests for back owed compensation;

### **Noontime Meetings**

The chapter requests that a message be sent to avoid scheduling work meetings during the noon hour. Alternatively, if a meeting must be scheduled between noon and 1 pm, a message is included instructing employees to flex their lunchtimes.

**Discussion:** Management acknowledges the need and importance of employee lunchtime but there's also no universal lunch hour/time among employed; employees are encouraged to turn down meeting invites they cannot attend or request a meeting be changed if they're unable to make it; *if* supervisors are refusing to allow employees to have a lunch break that should be reported ASAP. *The Chapter reiterates the need to shift the culture away from lunchtime meetings because all employees do not have the same relationship with their supervisor or job security where they might feel comfortable turning down a meeting or making time change requests.*

### **Health and Safety**

Follow up on Park Avenue location and reserving time for any other H&S issues.

**Discussion:** Nothing new to report about Park Ave. Cheektowaga has safety concerns because there is no reception or guard; members request to move to card-only access all week. Management will bring the issue up with Jeff Kurto.

### **Course Caps**

The chapter requests a list of all sections that currently have a student cap greater than 25. Under what circumstances might a cap be raised? What accommodations in the course might be made as a result?

**Discussion:** Management states that course caps depend on a lot of factors (including but not limited to instructor preferences, course types, etc.) though they're ultimately an administrative decision; *The Chapter requests a list of courses with caps over 25.* Some mentors want one section with a high cap and others want multiple sections with lower caps; preferences vary. *The Chapter is most concerned with how this impacts our part-timers on lines because they may end up working above their maximum obligation.* Management states that in these instances members would receive extra pay not a line increase.

### **Academic Affairs Structure**

Are there any plans for changes to the structure of Academic Affairs, i.e., the number and role of the deans, or other anticipated changes?

**Discussion:** Management states they finalized the job description for the Chair role, and that Deans are meeting with Chairs about their workload, etc. *The Chapter's position has not changed on the Chairs. We have reactivated the IP since meeting with the law judge. The best place to discuss any issues with the Chair role is in PERB or we can schedule a separate meeting with those who are on the negotiation team.* Management states they, too, have not change their position on the matter, that the work still falls within the same "pie" and there is nothing to negotiate.

### **Bulletin Boards**

The chapter requests bulletin boards at various locations and will have a list prepared.

**Discussion:** The Chapter will send HR a list of locations and bulletin board placement.

### **ESA Timing**

1. The chapter was notified of very late executions of ESAs for adjunct signatures, which endangered the timing of their paychecks. The chapter asks:
2. Why did this happen?
3. What mechanism is in place to protect the adjunct from a delay in getting paid under these circumstances?
4. What is being done to prevent this from reoccurring?

**Discussion:** Some members are receiving ESAs late and at the very last minute before the signature deadline; Management will look into what other campuses (like Cobleskill) do to financially assist adjuncts (via pay advance) who receive their ESAs late;

### **Regarding the New Space in Syracuse**

1. Will classroom space be available?

2. How many offices are included?
3. Who will be assigned to that location?

**Discussion:** Plenty of classroom space will be available; offices will be mixed use (shared and private); *Chapter requests a list of everyone at Syracuse and office assignments.*