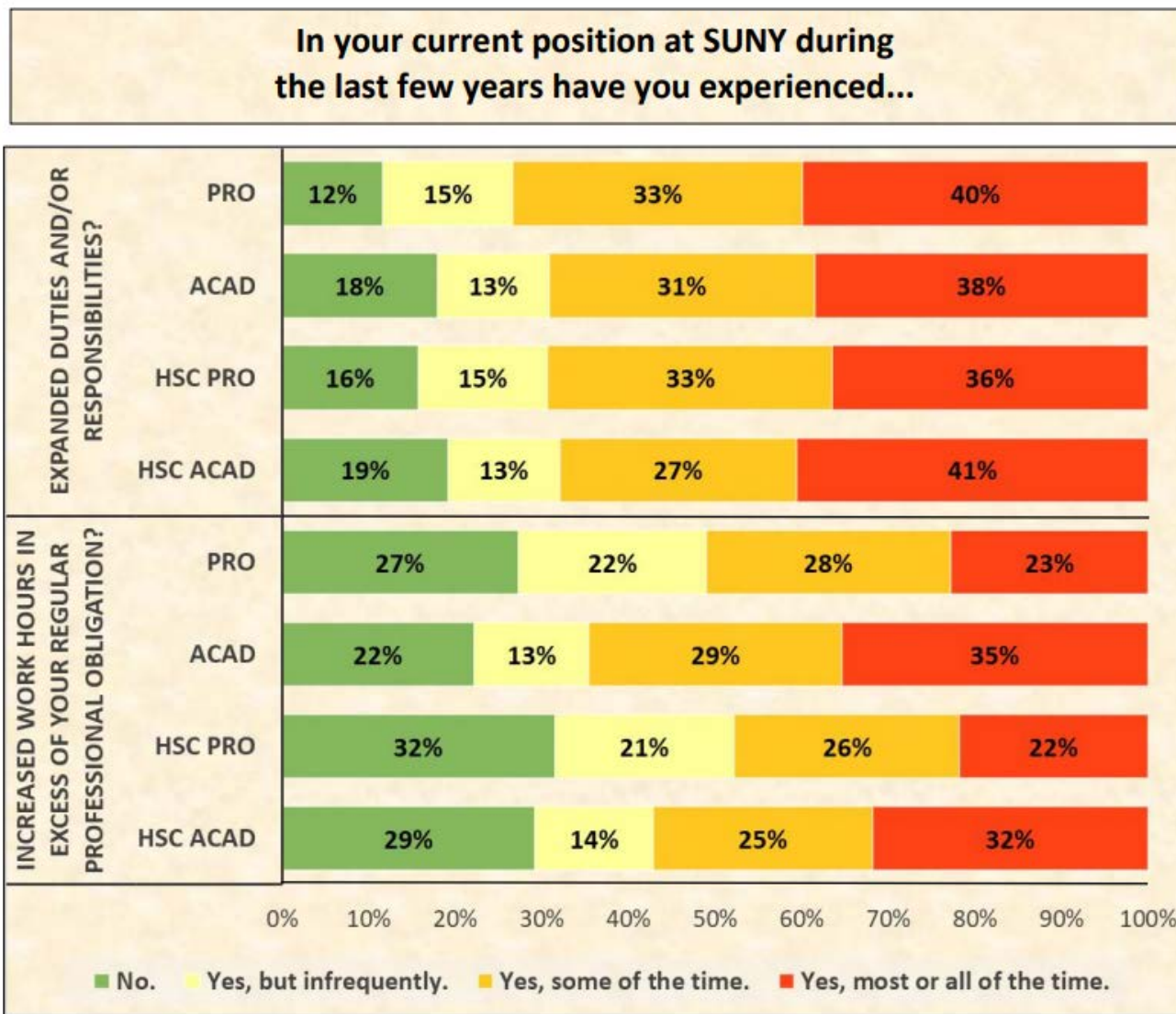


Changing the culture of workload

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The majority of UUP academics and professionals have experienced increased workload



[11,469 responses]



"I'm ready to increase your workload and responsibilities, but I don't think you're ready for higher pay."

23% of the UUP bargaining unit, in their current SUNY job during the last few years, have experienced BOTH increased duties/responsibilities AND increased work hours *most or all of the time*.

Note, this is almost 1 in 4 who report not just an infrequent workload increase, but a workload increase most or all of the time.

There were 11,400 responses in the fall 2021. Only 12% responded that they have not experienced any increase in either duties or hours. I suspect this 12% disproportionately are relatively new on the job.

- 11 Effects of Heavy Workload

- Stress
- Fatigue
- Risk of health problems
- Sleep disruption
- Sourness in personal relationships
- Low morale
- Miscommunication
- Poor performance
- Customer dissatisfaction
- Career risk
- Affects Organization



How Workload Works

- **Professionals and Academics: different terms, same principles**
- **Professional obligation, academic expectations**
 - College president has the right to determine/set professional obligation
 - College president has the right to define/redefine the mix of component parts of the professional obligation
 - College president has the right to modify the professional obligation to ensure that an employee is performing a full professional obligation. But ...

How Workload Works

- Workload creep vs. substantial increase
- If the workload is increased in excess of a full professional obligation, **UUP reserves the right to go to PERB to challenge the assignment on the basis that there was a unilateral change [in a mandatory subject of bargaining] or seek impact negotiations regarding the assignment.**

Are all changes in workload actionable?

No!

- **If there is a reduction in professional obligation, no issue**
- **If you make arrangements for additional compensation (but don't direct deal!)**
- **There must be a "substantial increase" in the overall mix of component parts**



Workload Issue Assessment Intake Form

Instructions: This form is to be completed by any UUP member who believes that there is an issue related to their individual workload warranting review by a chapter officer and the assigned NYSUT Labor Relations Specialist. To ensure your issue is properly addressed, please complete the form, attach all required documentation, and send all your materials to a chapter officer and your NYSUT Labor Relations Specialist.

Please attach the following required documents:

1. **Any related appointment letters.**
2. **Your current performance program or academic expectations.**
3. **All previous performance programs or academic expectations.**
4. **Any related evaluations, performance reviews, or end of year reviews establishing whether the work performed is at a particular rank, SL grade, or specific campus title.**
5. **Evidence of a unilateral assignment of a substantial increase in workload (particularly when it has occurred within the preceding four months).**

Name: _____ Official Title: _____

Local Title (if different): _____

Hire Date: _____ Appointment Date for current position (if different): _____

Please provide detail as to how your workload has substantially increased in recent months:

When did this workload increase occur? _____

Did you ask for a decrease in other obligations? YES NO

Are you receiving Extra Service pay for this new work increase? YES NO

Are these new duties temporary or permanent? TEMPORARY PERMANENT

Have you already requested assistance from UUP in addressing this workload increase? YES NO

Did you volunteer to accept this increase in duties? YES NO

Were you directed by a supervisor to accept this increase in duties? YES NO

Please estimate what percentage your workload has increased because of this assignment: _____%

How many more hours are you now required to work because of this unilateral assignment? _____

Have you attempted to self-adjust your schedule to accommodate this assignment of duties? YES NO

FOR PROFESSIONALS ONLY:

Did you submit a request for promotion or salary increase under A-28 of the Agreement? YES NO

FORM SUBMISSION DATE: _____

Contact your chapter!

- STOP direct dealing
- Work with your chapter Leadership and LRS
- Get better deals for members
- Members shouldn't stand alone; management can't pass the work along to the next person as easily
- Make management take notice of workload increases by causing them to negotiate
- Curb workload abuses in the future
- Put a check in shrinkage of workforce and attrition