

UUP ESC Chapter Labor Management Meeting Agenda

September 20, 2023

Labor: Pamela Malone, Kelly Mollica, Anastasia Pratt, Sophia Mavrogiannis, Janet Aiello-Cerio, Malongze Foma, Michele Couture (LRS)

Management: Kathleen Roberts, Robert Sanders, Brian Selchick

Data Requests

- The chapter requests a list of any UUP member with more than 31 accrued vacation days to be provided at or before this meeting. *Management has sent this over.*
- The chapter requests a list of any course with over 20 enrolled students for the fall term to discuss at this meeting; and for the Spring 23 and Summer 23 terms. *Management has sent this over.*
- The chapter requests a list of all professional members whose performance programs are out of date or missing to be provided at or before this meeting.

Discussion: Management has sent all of the data requests.

Timely Issues

- SUNY Potsdam: How will this impact us?
- New Provost search: right now, we want our own time with the search.
- Will be submitting a Demand to Negotiate on three things: The use of Brightspace; workload for part and full times academics; negotiated sections of the local faculty handbook; and the use of Brightspace.

Discussion: The Chapter brought the SUNY Potsdam situation to Management's attention. The Chapter's concern is that (1) SUNY needs to be distributing the funds they received to distressed SUNY campuses like Potsdam and Empire; and (2) the Chapter has heard chatter that Potsdam's overflow of students will be funneled online to SUNY Empire, which will cause workload issues for many UUP members. **Management is disappointed about the Potsdam situation and would not want that for Empire, and they state that they have heard nothing from Potsdam or SUNY about any overflow of students coming to Empire. However, in the event that Empire is asked to help with student overflow, Management states that Empire will make a bold request for resources to support such a workload increase.**

The Chapter requests to meet with the search firm and the candidates for the Provost search. Management states they will discuss and don't see a problem with that right now.

*The Chapter notified Management we were granted permission to negotiate and will be sending forward our demand to negotiate. Management, through Brian, state that they are committed to get through the work of the Faculty Handbook, and that they are working on the part-time academic lines. **Management states they have some thoughts on how to proceed on this matter, but they aren't ready to share yet. They need to better understand the Brightspace matter in order to adequately respond. They look forward to receiving the demands and working through this together.** The Chapter accepts their good faith, will discuss amongst itself and will notify Management who will be on the chapter's bargaining team.*

Chapter Petition

Well over 200 members of UUP signed a petition regarding our colleagues who were nonrenewed. The chapter has yet to receive a response from management and is asking for one at this meeting.

Discussion: Management recognizes there are concerns and they look forward to continuing these conversations in LM meetings. Management states they decided as a group to discuss each matter individually. The Chapter is disappointed that Management has not paid adequate attention to the issues brought forth and we don't think that waiting until the next LM meeting is sufficient. Management, through Brian, states that they are working through existing grievances at this time. The Provost search will play a role in the University's reply and next steps.

Electronic Performance Reviews for Professionals

- Reserving time for a discussion of the electronic process. It seems very cumbersome for an employee to provide edits; formatting does not transfer; incorrect error messages when approving.

Discussion: The Chapter is providing feedback that parts of this process are still a bit confusing and not very intuitive. Management is appreciative of the feedback. Kathleen states that she herself is currently learning to use Interview Exchange for PP reviews and will take all of our feedback as they update training, updates and such.

Appointment Types

- Follow up on Probationary appointments.
- Use of temporary appointments for part time members.

Discussion: The Chapter requests information about the process for how/why HR makes the decision to put someone on a probationary appointment, and how that's monitored and changed back. Management states if someone has permanency and gets a promotion, they are placed on a probationary appointment for 1 year, then automatically get permanent appointment in their new title and they relinquish their old title. And their permanency date changes. The Chapter disagrees with the change of permanency date because that captures the date that a member became permanent at an institution. There is an inconsistency in the data recording for this process that needs to be resolved so that an employee's HR dates and changes are appropriately captured. Management feels that they are adhering to all of SUNY BOT and Collective Bargaining Agreement. The Chapter states that we want to ensure our members are not at risk in any way with the data bumps with this process, and acknowledged this may be an issue of which data field shows on the membership report. However, the data have still changed from what was done previously. The chapter will further investigate.

Supervision and Supervisor's Training

- Discussion of workload involved in quality supervision and making room on a performance program to appropriately supervise and lead.
- Discussion of counseling versus performance reviews.
- Information on HR's plan for supervisory training. What will it include? Will it be required, and when?

Discussion: The Chapter states that the workload for supervisors, especially PEs, are not being adequately captured or factored in their Performance Programs. There is an additional lack of adequate and sustained training on leadership management to meet the expectations of the supervisory load, including for supervisors who supervise supervisors. Management states that a lack of training is a problem and they are working on such workshops and training for employees in these supervisory positions. It's possible that perhaps adding a new "Supervision" field in

PP's for those with supervision responsibilities to account for that workload may help with it. It is something that HR will think through and discuss with the Chapter further.

Discussion:** The Chapter states a clear difference between a Counseling Memo (CM) and a Performance Evaluation. A CM is for conduct which is putting an employee on notice; however, feedback about a person's performance should be filed under "Evaluation" since it is evaluating performance. The exception is insubordination where an employee is not following their PP and performance directives. **Management disagrees and states that throughout SUNY addressing performance issues/deficiencies are captured in counseling memos, and the university is not contractually obligated to do things the way the Chapter states. All documents related to an employee's performance evaluation should go into an employee's HR file. The chapter believes that performance should be contained in an evaluation.

Contract Provisions

The chapter will keep this on the agenda for the near future, to discuss implementation of new contract provisions. For this meeting, we will ask specifically about adjunct rates and parental leave.

Discussion:** HR has sent out information on the new Parental Leave provisions. Regarding the adjunct rates, **Management states they are almost confident that it's all been done, but will double check to confirm.

Retirement/Civil Service Issues

The chapter has heard from members who are having difficulty getting responses from civil service. How can we advocate for our members and employees?

Discussion:** The Chapter inquired if HR has been able to help these members. **Management states that ESU HR is also having a hard time getting in touch with the proper offices and suggests a joint effort with the Chapter. Pamela and Kathleen will discuss this further to come up with a plan.