

## **UUP ESC Chapter Labor Management Meeting Notes**

**October 17, 2023**

**Chapter:** Pamela, Anastasia, Janet, Sophia, Michelle (LRS)

**Management:** Kathleen, Rob

**JUST IN:** Liesel will be joining LM meetings in lieu of Bryan moving forward.

### **Budget and Initiatives**

Reserving space for a discussion of this and next years' budgets and any initiatives.

Discussion: *Management requests that specific questions be included in the agenda so that they can come prepared with answers for discussion. On Potsdam: lead HR folks across SUNY are coming together to review qualifications of impacted employees to see if they may be moved to another campus. On the topic of raises: During the Senate meeting, Julie referred to the raises as "contractual raises" which sounds a bit blaming employees for getting raises. These raises are "employee raises" and UUP supports raises for all employees across unions and/or management levels.*

### **General Timely Issues**

Reserving time to discuss any timely issues.

Discussion: Kathy Lidle has been assigned to IDA work for the year. Re: IDE guidelines: nothing from the former guidelines have been taken away; the guidelines have only been expanded. University level guidelines for PE IDA funding seems to have changed, such that ID is expected to map back to the employee's PP. This seems like a change in eligibility criteria. The Chapter is concerned that this may demotivate PE from applying. *Management explains that the purpose of the funding parameters was to match funds with the priorities and roles within each unit. Comparing funding between units may be like comparing apples to oranges. Employees are encouraged to speak with their supervisor about getting what they need. If need be, the request can and should be elevated for a resolution.*

### **Chapter Petition**

Management's response.

Discussion: The Chapter explained that they are still awaiting an upcoming response from management but none has happened. *Management states that they did not know there was an expectation for a follow-up, and asks the Chapter for the intended outcome of a follow-up with the caveat that the rescinding the no-renewals will not happen.* The Chapter reiterates the timeline of events of the non-renewals, the emotional and financial turmoil caused to impacted members by these actions. One intended outcome is a better, more humane process for dealing with employees around

non-renewals, and also to provide better benefits counseling. Pamela pasted the demands from the Chapter's petition about non-renewals:

- Withdraw any notices of non-renewal for all members. Provide part time members with priority opportunities to fill a full time vacancy.
- Demand a portion of SUNY funding provided in this year's NYS budget that will close any projected deficit at the University.
- Hold University-wide Town Halls to discuss the budget in detail and how the University otherwise expects to cover the projected deficit.
- Engage in conversations and planning with employees who will be impacted by a proposed change in organization or job responsibilities. Continue these discussions throughout the change.
- Provide all UUP members with the appropriate annual plans, performance programs, and evaluations.
- Treat all employees with respect for them, their careers, their often years (or decades) of service to the University, and contractual rights.

*Management states that the Benefits manager had many conversations with impacted members regarding benefits. The Chapter was not aware that any such conversations happened and strongly suggests a better process of "exit counseling". Management stated that they are committed to being sensitive to the needs of faculty and professional staff.*

### **Electronic Performance Reviews for Professionals**

- We are seeing additional issues with the process. For example, we have seen several examples of reviews that are very sparse and do not include secondary source information or a description of accomplishments.
- Once a program or evaluation is filed in the system, how does an employee enter a rebuttal or response? Are supervisors and employees made aware of the process?

*Discussion:* The Chapter explains that issues continue to happen and members are experiencing difficulties. The change over has transformed evaluations to simple sentences. We have seen examples of draft evals given with no recommendation. It seems that secondary sources are not being consulted. From what we have heard, with new supervisors, the programs have horrible objectives (should be SMART) that are very vague. *Kathleen suggests that the Chapter steer members having technical issues to HR for troubleshooting, better training, etc.* The Chapter explains that the issue is the process of doing reviews as much as the tech aspects. The evaluation process should be collaborative, collective engagement between supervisors and staff. The current process since migrating to a digital process feels a bit transactional. Intentional engagement between supervisors and employees is critical to the entire process. *Management agrees and is committed to supervisor trainings to ensure that the emphasis is on a collaborative process, and not a transactional process.*

### **Academic Coordinators Supervising Adjuncts**

- How are both the AC and the adjunct being advised of the supervisory relationship? How can an adjunct find out who their supervisor is?
- Who is responsible for signing the ESA for the adjuncts?
- Who is responsible for the evaluations of the adjuncts, and when?
- What is the process for assignment and renewal?

*Discussion: As clear of the process may be on paper, this process is not being communicated as clearly to AC and adjuncts. ACs aren't clear who they are supervising, and some did not know they were supervising anybody. Management states that this may be a communication issue that can easily be resolved to rectify confusion. There is no place where adjuncts can look up their supervisor, and when/if their supervisor changes they do not receive a letter. Management suggests strengthening their communication with AC, Chairs and others related to this to be sure they are introducing themselves to their adjuncts so that adjuncts are aware who their supervisors are, who to go to with questions, etc.*

### **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, IDAs (if necessary) and raises.

*Discussion: Increases adjunct pay rates have been taken care of. Salary increases will appear in Payroll Period #16 on November 22.*

### **All Users Email List**

Are adjuncts included in this list? If not, how are they made aware of these announcements?

*Discussion: Management states that yes, they are, but many adjuncts don't use their ESU emails.*