

Labor-Management Meeting Minutes
15 April 2026
2 pm to 4 pm

UUP: Jason Russell, Michelle Couture, Dianne Ramdeholl, Janet Aiello-Cerio, Aley O'Mara, Emma Bowman.

Management: Sharon Butler, Lindsay Holcomb, Rashmi Prasad

Topics

Old Business

- Extra Service: Sharon says there is nothing new to share.
- Cheektowaga and Staten Island closures: Sharon says prior communication indicated timelines for closure. Space is being made for people at 4 Park Avenue who were at Staten Island, and at Rochester for Cheektowaga staff.
- Part-time non-renewals: Rashmi said it is difficult to give a lot of advance warning if a course is not going to run for a part-time instructor. We said that two weeks or more warning that a course is not running is preferable. Lindsay said that they try to ensure that health insurance is bridged as much as they can for adjuncts. Rashmi says that there is no policy that adjuncts get only two courses per term for a maximum of four per year. Rashmi said that he will ask the deans to meet with the academic coordinators to talk about how to improve communication around when courses will and will not run.
- SONAH part-time faculty non-renewal: Rashmi said that it is not yet clear that impacted faculty will be brought back. Emma noted that their advising work fell on professional advisors.
- Response to Michelle Couture's letter: Sharon indicated that she will send a written response to Michelle's letter. There is a new head of advancement and is making some improvements, there are some changes in recruitment, and there have been some preliminary ideas of about changes in advising. Sharon objected the tone of Michelle's letter; Michelle responded. Emma asked about two people move from VMRC (one to partnerships and one to recruiting). Dianne noted that we are hearing that restructuring is leading to more work.
- SALE: Sharon suggested that we draft a statement on where we are on the SALE, pending the outcome of state-wide negotiations. Jason will follow-up with Sharon to start a document. Dianne commented on recent IPRC letters that quantified faculty scholarship activity.
- Brightspace shells: Rashmi is saying that it is a firm policy that all course content goes into Brightspace. The administration feels that there is a documentation gap if content is not in Brightspace. The matter of editing rights policy does not appear to be finalized. Rashmi says he is convening a working group of ACs, faculty involved with graduate courses, and Empire Online representatives regarding AC managed courses taught by adjuncts. FT faculty – non-AC managed courses – are different. Michelle noted our concerns about academic freedom.

- Watermark: Rashmi responded to concerns about Watermark and the challenges with it. He said efforts are being made to ensure that it functions much better for the next faculty review cycle.
- Morale: Emma noted that UUP wants to keep it current as an agenda item. Sharon said that joint recommendations could be brought forward.

New Business

- HR automation: Sharon said they have been automating functions such as onboarding.
- Wellbeing at Work and EAP: Wellbeing at Work is a framework with five elements that pertains to how people are doing at work. Enhanced EAP resources are coming out soon.
- Separation of governance and labor-management: Rashmi asked about the basic separation between governance and labor-management issues. He felt that governance is about academic policy and labor-management about working conditions. Michelle read the Article 9 description from the collective agreement regarding labor-management meetings.