

UUP Oneonta Labor-Management Meeting Notes: Thursday, November 18, 2021, 11 PM, Netzer 341

By Bill Simons, UUP Secretary

Present for Management: Dia Carleton, Alberto Cardelle, Richard Lee, and Bernadette Tiapo

Present for UUP: Shirley Clark, Rob Compton, Maria Chaves Daza, Lee Graham, J Letner, and Bill Simons

I. Welcome

- A. The meeting came to order at 11 AM.
- B. Labor and Management welcomed one another.
- C. UUP noted positive feedback on the mentoring program
- D. UUP looks forward to continuing participating in onboarding
- E. UUP held a chapter meeting on November 16 and will publish member perspective on the past, present, and future of SUNY Oneonta
- D. Labor-Management discussions on RTP (Renewal, Continuing Appointment, and Promotion) and Digital Measures are preceding positively
- E. UUP referenced unresolved SPI matters
- F. Management will provide updated figures on Professional Performance Program compliance at the next Labor-Management Meeting
- G. Management will require that Professional Performance Programs accompany new hires (originally raised by UUP: Oct. 2021)

II. UUP Plans for Sharing Perspective of its Members Concerning Work Conditions and Campus Climate

- A. UUP maintains multiple platforms for engaging member information, conditions, aspirations, and perceptions, including surveys, concerning their work conditions and campus climate
- B. during the Spring 2019 semester UUP will survey its members concerning work conditions and campus climate
 - (i) UUP periodically conducts member surveys to enhance representation and interface with Management
 - (i) the UUP survey will include statistical and free response components
 - (ii) the UUP survey instrument will be sent electronically to full-time academic, full-time professional, part-time academic, and part-time professional UUP members
 - (iii) UUP will observe respondent confidentiality
 - (iv) past UUP surveys have elicited high response rates and have proved impactful

III. DSI (Discretionary Salary Increases) and Equity

- A. UUP requests information concerning Management decisions concerning the current round (originally raised by UUP: Oct. 2021)
- B. UUP advocates across the board DSI award based on the extraordinary challenges shared by employees during the Covid pandemic, fairness, and the imperative of boosting morale
- C. Management has decided that, as in the past 2 years, the full DSI 1% will to toward equity, rather than toward merit or across the board
- D. Management asserted that 1% is not enough to address salary issues in a meaningful way

E. Management contemplates inviting UUP to join a multi-year task force to address salary issues

F. Management and UUP acknowledged the need to render SL and campus job titles consistent

G. Management stated:

(i) all employees receive a letter indicating whether or not they will receive a DSI award

(ii) Management distributes information on the DSI process

H. UUP suggested a workshop clarifying the DSI process for new hires and others

IV. Telecommuting

A. Management stated that 35 employees were deemed eligible for telecommuting

(i) approximately 14 eligible employees have applied for telecommuting and have received approval

(ii) approximately 21 eligible employees have not applied for telecommuting

B. UUP stated that some SUNY campuses have deemed significantly more employees eligible for telecommuting than Oneonta

C. Management responded that some SUNY campuses have deemed more employees eligible for telecommuting than Oneonta and some have deemed less employees eligible for telecommuting than Oneonta

D. Management stated that academic teaching and professional student-facing and community-facing positions are not eligible for telecommuting

E. Management referenced the terms “dynamic,” “organic,” “campus community,” “effective,” “student-facing,” and “community-facing” in limiting telecommuting eligibility

(i) concerning the preceding, Management stated that a particular individual working via telecommuting might relate to legitimate factors not evident to employees

F. UUP questioned the determination process of telecommuting eligibility

(i) Management responded that individual cabinet members put in names/positions for telecommuting eligibility

G. UUP indicated that more clarity is needed concerning the campus process of determining telecommuting eligibility and that the state framework calls for flexibility

(i) perhaps department heads might have identified additional positions that would have qualified for telecommuting

H. Management stated that the current telecommuting framework is a pilot that terminates on December 31, 2021, at which time the experience will be reviewed concerning its efficiency before the implementation of a new telecommuting process. That juncture might provide a potential platform for further Management-UUP discussion of options.

V. Graduate Program Designation (originally raised by UUP: Oct. 2021)

A. Management indicated that all tenure-line teaching faculty are de facto graduate faculty

(i) omission of names in the catalogue pertained to the labor, faculty turnover, and the process of curating

(ii) the Graduate Committee will examine the applications of non-tenure-line teaching faculty for possible graduate faculty designation

B. Management stated that a statement concerning the composition of the graduate faculty will replace a listing of names in the next catalogue

(i) UUP agreed that the preceding, subject to its wording, would alleviate problems of omissions, curating, and labor

VI. Bullying/Intimidation

- A. UUP informed Management that the union will conduct a November 29th workshop on bullying/intimidation and will provide further details to Management
- B. Management reminded UUP of the process of referring individual cases of bullying/intimidation to Human Resources
- C. UUP noted in addition to seeking domains of collaboration with Management:
 - (i) union members have expressed fear of retaliation for reporting bullying/intimidation
 - (ii) UUP has a grievance process

VII. ADA/Americans with Disabilities Act and Part-Time Employees Scheduling: (originally raised by UUP: Oct. 2021)

- A. UUP requested that the Management process for the campus determination criteria of ADA schedule accommodation for part-time employee scheduling be clarified and publicized
- B. Management will disseminate information concerning the preceding
- C. Management stated that on-line teaching is not under the purview of ADA criteria

VIII. Bulletin Boards

- A. UUP stated that all departments should have, under Article 13 of the agreement, access to bulletin boards
- B. Management replied that access does not mean that each department is entitled to an individual bulletin board
 - (i) determination of the number, location, and access to existing bulletin boards might proceed moving ahead on this issue
- C. UUP will inventory extant campus bulletin boards and return this issue to the Labor-Management table

IX. Veterans Day: Other Terms and Conditions

- A. UUP stated that its members were concerned about the absence of the traditional observance at SUNY Oneonta on Thursday, November 11, 2021
- B. UUP noted that veterans have made sacrifices whose consequences often continue throughout their lifetimes
- C. UUP asked: Is there currently a Management-liaison for Veterans Day observance?
- D. Management stated that it heard the concern and will provide a timely answer

X. Lecturers: Other Terms and Conditions

- A. UUP stated that formerly lecturers often received longer contracts and that now lecturer contracts are only for one year
- B. Management will consider this concern as part of a larger, upcoming discussion on lecturer issues

XI. The meeting adjourned at 12:30 PM with mutual wishes for a good Thanksgiving