

LifeWorks

Looking for a way to balance the demands of work and personal life? LifeWorks can help with issues that arise at virtually any life stage, from parenting, to helping older relatives and more. Visit their web site: www.lifeworks.com
Username: nys, password: 2670 it's free to UUP'ers.

Labor Management Meeting notes

Meeting 2/21/02 Joint Labor Management Meeting

L) What are Faculty Activity Reports (FAR) used for?

M) These reports are required by SUNY. Chairs also use these Faculty Activities reports to use when writing the departmental report each year. Faculty are usually not very good at updating their CVs. These Activities reports keep us in focus on what the faculty is doing

L) Is this report used for discretionary salary increases (DSI)?

M) No, but many faculty submit the FAR when they submit their request for DSI.

L) Is the lack of a report used to exclude people from consideration for discretionary increases?

M) No

L) Is the form too long? Are we asking our faculty to produce more paper at a time when General Education assessment is going to increase their burden?

M) Agreed to sit down at a separate meeting to review what is currently required.

Joint Labor Management committee on Part-time concerns. A committee will be formed to address the concerns of part-time employees. The composition of the committee was discussed. Dr. Donovan suggested keeping it small, with maybe 2-3 from the union and 2-3 from management. The committee could address concerns such as office space secretarial support and computer access.

L) One of our concerns is how we help our part-timers. As an example: A recent grant targeted toward part-timers was for those employed from March-September. "How many part-timers would be eligible for this?"

M) We will take a look at that as well as other questions involved with this and other grants.

L) What kind of workload equivalencies are there for part-timers? One part-timer may teach a course with 10 students; another might be teaching a course that has 150 students, maybe in 3 sections?

M) It varies from teacher to teacher and dept. to dept. as with full timers. Maybe we can address this problem in the Joint Labor Management committee to be formed. We might not be able to solve this problem. Labor/management decision might not be welcomed by departments in questions of class size. The overloaded part-timers may be employed in departments where there are traditional FTE overloads.

Discretionary Salary Increases

L) Is there currently a percent of DSI set aside for disparity and a percent set aside for merit?

M) No. But everyone is happy with the current way of dispersing DSI. We have corrected disparities in the past. At the request of the union, we did a salary study years ago of the Writing Center. We moved money in that direction for a year or so, to correct that inequity.

L) Is there a way that we could set up a percentage, or spread DSI out across the board, so everyone gets something? Oneonta is now the college of choice within the SUNY system. This started with the hard work of Enrollment Management and the Admissions office, but it is through the continued hard work of Admissions, Financial Aid, Student Accounts, Residence Life, and untold others that we keep students coming back. Some other schools set up formulas to address pay inequities for years of service. Others give everyone an increase. The person who is making \$26,000 a year would really appreciate their hard work rewarded by getting across the board money, even if it was \$400 every year. That might seem like small change to someone starting at \$50,000.

M) We have done a regression analysis to look at inequities for gender and race. But we corrected that and still have inequities from dept. to dept. There still needed to be judgment involved. It just couldn't be by formula. There will always be inequities, Business people make more than Music people.

L) How about combining a plan that addresses the need for human judgment.

M) That wouldn't work, either.

L) At Geneseo DSI rotates every 3 years

M) That makes the system an entitlement system.

L) Wouldn't it would be easier on all involved if it were to be divided equally.

M) Well, we can talk about that.

Congratulations to the recipients of the last round of DSI. You have all worked hard. This list can be seen at: www.oneonta.edu/organizations/uup/

The Family Leave Survey is now "Live" on the UUP Website.

www.uupinfo.org/constituencies/leave.html

WHO SHOULD FILL OUT THE SURVEY?

- UUP members who have actually taken time off to care for a family member for an extended period of time (one week or more of consecutive days);
- UUP members who needed to take time off for care of a family member but couldn't.

UUP Office 37 Denison 436-2135

Mon 9-2pm

Wed 9-2pm

Thur 9-2pm