

# UUP Part-Time Concerns Labor-Management Meeting: December 6, 2010

Present: **For UUP:** Caridad Souza and Rob Compton, **For Management:** Lisa Wenck. **Meeting commenced at 9 AM**

**Status of Memorandum of Understanding/MOU** update (internal consideration of Part-Time members for Full-Time professional positions). Management noted issues that need to be resolved:

--some small technical changes in language (e.g., we no longer have a Vice President for Multicultural Affairs)

--that Part-timers do not go through a search process which poses a problem for considering them internal candidates; a search ensures compliance with affirmative action approval and diversity initiatives; for example, emergency hires cannot be internal candidates

--if management decides against two tier system works because it hinders professional's leg up, does the current MOU stay in effect from UUP's perspective

**Timely Appointment Letters and Lag in Pay** The Provost has agreed to get APPs out as fast as possible in order to get appointment letters out.

--PT situations differ (ie. applied classes vs. classes offered continually) but an attempt will be made to have APPS for next fall during the spring; the "as course enrollment permits" caveat in the appointment letters will be adhered to.

-- Some situations---as for both educational supervisors and applied music---are more difficult to determine the appointment letter timing since these courses are based on number of students; in these cases, efforts will be made to follow baselines for compensation based on the number of students historically taught and where any additional students can be added to this baseline

--Regarding lag pay, OAS does provide some cash advance to newly hired faculty and part-timers have availed themselves of these funds; that amount is up to \$1000 and must be paid back from the two pay periods following the first pay check; area banks including SFCU also do short term loans for which they only require the appointment letter and which have low interest rates; one benefit of these short term bank or credit union loans is you are not obligated to pay them back within the first few pay checks; faculty can call payroll to determine, based on appointment letter amount, when they will receive the first paycheck, how much and what taxes will be taken out of pay check. Letters regarding employment verification can be provided by the HR office.

## **Institutional Commitments:**

--the Provost says he cannot make further future commitments to anyone beyond ones already established in lieu of budgetary constraints;

--management does recognize that part-time faculty are valuable and would like to address this issue when the climate changes;

--Management will explore the possibility of a career ladder for part-timers of 10+ years such as CUNY program that recognizes part-time assistant, associate and professors

## **Quality of Life Issues:**

--Difficult with budgetary concerns but will continue to look into extra service at \$2700 and part-time at \$2500. Part-timers get across the board increases like full time faculty; can call payroll if they don't receive it.

--Another way to address differences between full time and part time is to ensure a Management driven policy that makes summer teaching more equitable for PT faculty.

Meeting adjourned at 10 AM.

# **PT Labor-Management Meeting Notes**

## **February 28, 2011, 9:00 AM**

**For Management:** Dan Larkin (Vice President for Academics and Provost) and Lisa Wenck (Senior Executive Employee Services Officer)

**For UUP:** Caridad Souza (PT Concerns Officer) and Rob Compton (Vice President for Academics)

### **I. Anticipating Status of PT and the Budget**

UUP and Management discussed the impact of the forthcoming budget on PT faculty. It was noted that PT utilization actually increased since the implementation of the 4-3 teaching load and that there are no plans for reducing PT faculty at this time.

### **II. Timely Appointment Letters and Lag in Pay Follow-up Discussions**

UUP noted that this is an issue especially for PT eligibility to file for summer unemployment benefits. In addition, some members have repeatedly asked about the slowness of appointment letters. Provost will discuss with Deans/Chairs for the need to facilitate quicker response times to APP forms.

### **III. Follow-up to Extra Service vs. PT starting pay differential (\$2750 vs. \$2500)**

UUP requested an increase in PT starting pay to match the full-time extra-service amount of \$2750.00. While Management is not ready, at this time, to raise the starting pay, it was noted that only a few remain at \$2500.00 due to contractual and DSI increases.

### **IV. Parking for PT during middle of the day**

Management reiterated that many people may not be aware that they could call UPD for help in identifying parking spots. UUP requested that PT be allowed permission to park in visitor spots and have parking ticket waiver in an emergency or once or twice a semester.

### **V. Requested Update for Summer Teaching by PT faculty**

UUP wants to make sure that PT faculty can teach in the summer. Full-timers teaching all the courses, in some cases four or more courses during the summer at the expense of PT faculty is not appropriate. Management said that these issues are decided within the department, but would be willing to make a statement that PT should be considered for teaching during the summer, especially if they have a long record of College service.

Meeting adjourned at 9:50am.