

Report on PT Labor Management Meeting 17 December 2014 2:45 pm

Attending for UUP :

J McDermott, Contingent Concerns Officer;

Darryl Wood, LRS;

Andy Bobrow, PT academic member, note taker.

Attending for Administration:

Lisa Wenck

Meeting held in Wenck's office

Meeting began with Agenda Item II, a request for answers from the previous meeting, which were to be confirmed at Dec Meeting:

Spring reception: Deferred until after Agenda Item I

Short term campus lodging rates: \$20.00/night if reserved for member's convenience;
\$11.00 if reserved as a result of an emergency situation

Compensation for Assessment Training sessions: It was stated that the new Dean was unaware of the previous 'training session & compensation' agreement; made aware, he supports it and will work to schedule and publicize the next sessions.

The meeting then moved to Agenda Item I, a presentation on salary & security issues for Part-time academics. The issue was framed under a concern for the in-planning "Spring PT Reception : in light of the specific concerns and morale issues revealed in the recent UUP survey, UUP expressed a wish to raise the flag that a "recognition" reception without "recognition" salary and security might not be well received.

UUP then presented a packet of almost 40 pages of material on Adjunct issues, beginning with the fact that starting salary was among the first issues raised in these meeting by the current CCO almost 15 years ago. Wenck stated that "we did raise the starting salary in 2006 as a response to those concerns" but UUP pointed out that since 2006 (eight years ago) that figure has remained the same, and that's why it's returning to the table today, as it will continue to do so.

The packet document the way that this issue has emerged into the larger community, both on campuses nationwide and into the general press; the 'National Adjunct Walkout Day' was presented, along with UUP's local and statewide positions; the packet documented testimony and legislative proposals at state, regional, and national levels; we documented University of Delaware's and Arizona State University's consideration of "rolling" three year contracts for qualified adjuncts; and finally the packet offered financial details on adjunct salaries at SUCO and at SUNY colleges statewide.

Wenck received the packet, and thanked us for the information, saying it will all be reviewed. UUP made it clear that we know Phase III is still in formation, and that it is an action taken at the Administration's initiative. The packet was meant to bring a union perspective to the issue during those considerations. We stated that UUP would be willing to offer input to that process.

Wenck stated that in her administrative position, there are several reasons why the administration might want to host a "recognition event" and that planning for the event will continue, although the event may not take place as soon as originally planned. Both sides agreed that the issue should be brought to the larger Labor Management table for further discussion.

Meeting ended at 3:40 pm.

Report on UUP PT Labor Management Meeting 17 December 2014, 2:45 pm

Attending for UUP: J McDermott, Contingent Concerns Officer; Andy Bobrow, PT academic member, note taker; and Darryl Wood, LRS.

Attending for Administration: Lisa Wenck, Senior Executive Employee Services Officer

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Contingent Concerns Labor/Management Meeting: October 29, 2014 2:45 pm

Administration: Lisa Wenck, Senior Executive Employee Services Officer; Hope Lambrecht, Assistant Director of Human Resources

UUP: J McDermott, Contingent Concerns Officer; Darryl Wood, UUP LRS; Andy Bobrow

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Agenda:

I. Confirm schedule for this year's meetings: Oct, Dec, Feb, Apr

II. Review: status of planning for PT Reception for Spring 2015 semester

III. OLD ISSUES

A. Review, for the record, previous points of agreement

- For DSI (now DSA) PT Faculty do not have to submit FAR; only requirement for eligibility is proof of teaching (class attendance records) & regular office hours
- Training for Assessment practices will be paid (\$50/hr)
- discount campus lodging

B. Old issues still in process [from meeting notes]

1. (spring 2011) re: issue of creating PT academic employees' opportunities for 'internal consideration' for FT Professional college positions
2. (12 Feb 2014) discussion of the situation of long-serving adjuncts who continue to be employed on one-year contracts: In April 2014, it was still under consideration by administration. Status?

IV. NEW ISSUES

- A. Inquiry: confirmation of payment procedures for the 2% on base + \$%00 on base w/ PT proration. In other words, what would a plain language explanation of how these raises supplemented contract letter salary.
- B. Seek policy clarification: If a 'returning' PT employee obtains a parking pass in the summer before the fall semester, but then loses employment through budget/enrollment insufficiencies, will the parking fee be refunded?

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The meeting began with agreement to take up Agenda item IV first, because Hope Lambrecht was there for that purpose. She stated that adjuncts are paid by course load, and that all raises are computed and then distributed in the bi-weekly pay periods. No clear governing formula was provided, with the contention being that every individual has an individual computation. Administration recommended that any adjunct with a question call X2509 (Hope) or visit HR to get an explanation of their paycheck. CCO McDermott can accompany any individual if so desired. Lambrecht then left the meeting.

The meeting returned to agenda items in order.

I. Meeting dates are: [29 Oct], 17 Dec 2:30pm; 18 Feb 11 am; 22 Apr 11 am

II. Date: possibly 2nd or 3rd week of Spring semester?; a Thursday 4-6pm?; details will be confirmed at December meeting.

III. A. 1. PT Faculty should not have to submit a FAR; evidence of execution of contract responsibility is sufficient. See language in Memo 29 Sept 14, "C-3"

2. Assessment training will be compensated @ \$50/session. More info in Dec. meeting.

3. New manger responsible for lodging: more info will be supplied in Dec meeting.

B. 1. Basic awareness that PT Academic employees currently do not have opportunity to apply for "internal consideration" for FT professional positions: Adjunct service should be 'considered and recognized' in determining eligibility.

2. Possibility for longer term contracts as part of job security for long-serving adjuncts remains as a topic 'for consideration', but with no firm promise. Information regarding the very recent Tufts University adjuncts union contract was offered as support of the concept, and there was discussion of the PT faculty practices at The New School. A brief discussion of 'Phase III' disclosed that it is currently 'not moving'.

IV. A. > opened meeting

B. Would consider refund if Fall classes cancelled.

Added Item: At the previous 'Main Table' Labor Management discussion, the issue of retention of campus email address had been raised. Administration clarified: if terminated, employee email access ends at termination. All retirees, including adjuncts, retain the email privilege.

The meeting adjourned by 3:45.

