

## SUNY Oneonta Labor Management (LM) Notes – May 16, 2024

- 1. How will this new Department of Labor rule (below) affect SUNY Oneonta UUP employees, specifically those in Residential Life that may be impacted?**

[Biden-Harris administration finalizes rule to increase compensation thresholds for overtime eligibility, expanding protections for millions of workers | U.S. Department of Labor \(dol.gov\)](#)

*Management is waiting to hear back from SUNY Employee Relations on this Labor rule so all SUNYs can react in the same manner to any implications.*

- 2. Inappropriate SharePoint access to RPT files**

*Provost Enrique Morales-Diaz was forwarded information on at least one former DAC member still having access to RPT candidate files prior to 2003 and will work to solve the problem with the appropriate IT area involved.*

- 3. Finalizing Agreed upon Changes to Renewal, Promotion and Tenure Agreement (E-mail approved wording changes 4/12 from President Cardelle)**

- a. New RPT Guidelines not yet publicly available**

*Final changes to the RTP Agreement language were submitted in May 2024 by UUP and Management expects to review them in June—after which time the changes will be memorialized in a new successor agreement.*

- 4. UUP receiving concerns about lack of images and cuisine to welcome diverse populations**

- a. Concerns made indicated the former clocks in the Hunt Union that showed different time zones was welcoming (mention made to the flags as well)**

- b. Possibly including more diverse cuisine at different locations on campus**

- c. Possibly including more diverse images at different locations on campus**

*It was suggested by the President that we forward any diverse cuisine requests (along with recipes) to both Bernadette Tiapo and Head Chef Dee Williams. Management will look into the request regarding the former clocks, which may have been removed due to renovations. Additionally, Management is interested in addressing other areas that lack diverse images.*

- 5. Supervisor training: making clear the role and duties of supervisors. UUP would like to see more training offered to supervisors on performance programs and evaluations. UUP would like the metrics on Performance Programs and Evaluations to improve.**

*Management indicated supervisor training will be mandatory and will take place this summer. Also, it was suggested that there could be a joint management/UUP session.*

- 6. What type of employee services does the Sustainability Coordinator provide?**

*Management indicated that the Sustainability Coordinator is part of the New Employee Orientation sessions. Additionally, the Coordinator chairs a committee with faculty and student members. The Sustainability Coordinator also collaborates with the Curriculum Committee to ensure alignment with sustainability goals. The Sustainability Coordinator works collaboratively with departments/offices/areas to certify offices with a sustainability certificate.*

- 7. Workload concerns regarding the use of voluntary individual course enrollment in student retention efforts**

*Management noted that there has not been an uptick in individual course enrollments, and that they remain voluntary (i.e, extra-service); employees are not obligated to accept the extra workload.*

- 8. Update on Performance Programs and Evaluations**

- a. What percentage of performance programs are up-to-date?**

- b. What percentage of evaluations are up-to-date?
- c. Are there any areas of concern and what is being done to remediate?

*Management agreed that the performance programs and evaluations need improvement, and they expect to start receiving numbers for evaluation in July.*

**9. UUP will be providing feedback on the Proposed changes in the Absence Policy (from October 26, 2023 LM)**

*UUP submitted changes to Management at the May 16<sup>th</sup> Labor Management Meeting for them to review.*

**10. UUP will be submitting a Proposal for 3/3 load for TT/Tenured faculty**

*At the May 16<sup>th</sup> Labor Management Meeting, UUP submitted a written advisory document advocating for a transition to a 3/3 load. Mark Ferrara noted that several faculty members from across the college were instrumental in its preparation. Management indicated that they would review this proposal and consider it, along with the concerns raised by the Compensation Committee.*

**11. Seeking a solution for RD courses that have co-instructors (one lead and one helper), but the secondary instructor isn't allowed to see the grade analysis/survey results.**

*A solution will be investigated by management in coordination with IT.*

**12. UUP Bulletin Boards. UUP will be requesting Bulletin Boards for Departments that are lacking one. It is our understanding that management will provide those and assist with installation.**

- a. Alumni Hall – 1<sup>st</sup> Floor Business Department – Kitchen Area – Bulletin Board present
- b. Alumni Hall – 2<sup>nd</sup> Floor Economics and Political Science – Faculty Lounge Area

*UUP followed up on these requests for Bulletin Boards in Alumni Hall and found they are now in place. UUP will get management requests for other areas limiting the number of requests to about 5 per semester.*

**13. Follow-up on UUP-Management Joint Health and Housing Survey submitted**

*UUP will follow-up with management on this initiative in the Fall.*

**14. Time Ticketing – Follow-up from Management – SICAS**

- a. Would like to see some statistics on the reported time
- b. How much time is allocated to Campuses paying for services
- c. How much time is spent on fixing issues reported by campuses
- d. How much time is spent on regulatory projects
- e. How much time is spent on enhancement for campuses

*Management indicated SICAS needed some clarification on these items and will forward them to UUP. Management did indicate that SICAS would be providing some statistics.*

**15. Other Terms and Conditions:**

- a. Mention made that there no paper towel in Fitzelle

*Management indicated that the removal of some of the paper towel machines was in response to a request to reduce waste. The paper towel machines were added during Covid-19 but have since been removed. Additionally, Management indicated that they will be adding hand sanitizer outside of the bathrooms so that hands can be sanitized after opening the bathroom door.*