



Labor Management Meeting

AGENDA

7/19/22, 12:30 PM

Via ZOOM

Attendees: Juliette Lowery, Tracy Haas, B Koch, Andrew Solar-Greco, Louise Melious, Joshua Dubnau, Zebulon Miletsky, Jennifer Carter

New Business:

1. Time and attendance issues
 - a. VP Professionals mind speaking here about what happened to member SC and her PFL/FMLA issue?
 - b. We can note how this has to have affected other members too and that how management needs to hire FT folks in Time and attendance. It is not enough people are PT.
 - c. Also affects members with the slow response for and entire leave donation process.
 - d. THass - "She did not fall through the cracks" PAID family leave not through the campus, paid FMLA. Intermittent paid family leave - at the mercy of the standard insurance. They have it on their radar, their case not mishandled in any way, saw the emails. Have Tracey address the issues with folks, perhaps warn, intermittent paid family leave, problems with the paycheck because they don't hand it on a weekly basis.
 - e. Louise - if this is an option afforded to employees to utilize time like this, explain there could be a possibility of delayed paychecks, or explanation in the processing
 - f. Andrew - point where someone resigned or left, no clear chain of where they could go. Folks in time and attendance who are part time and not full time, have more full time folks in these positions.
 - g. Josh - what happens to emails sent to someone when they go on leave
 - h. Tracy - will pass on to HR

2. Campus budget & teaching load
 - a. We saw MM email last Monday in which she says that the budget will now permit the university to "Provide funds to open up more class sections to better meet

student demand.” We have some concerns about this. We have many contingent faculty members who already have incredibly heavy teaching loads, often approaching or exceeding a full time commitment, but they are not granted full time status. We of course welcome the idea of them being offered more compensation. But we have concerns about the details of that compensation. Often adjuncts feel obligated to accept an increased work load even when the pay is not appropriate (e.g. adding more students to a section is often done with little or no added compensation). We of course feel that people who are working a full time schedule should be made full time lecturers and given term appointments. So we are eager to work out the details of how such funds for opening more class sections will be done. And we of course put this in the context of the continued discussions with the provost’s office regarding signing an MOU with the administration regarding adjunct faculty.

- b. Josh - people feel obligated to accept extra work, but the compensation isn’t appropriate
 - c. Eager to work with admin, work out details, done in a way most to benefit of faculty who are teaching courses,
 - d. In context of putting together in MOU, not a direct ask, we saw this message with the president, lead to changes to compensation and increase course load, impact work environment and quality of life, involved in working with admin to roll out details in a way that is most to benefit of members
 - e. Tracy - we’ll pass that along, probably in Provostial area, and get any information and feedback for you.
3. Research Foundation & State Lines (Andrew presenting)
- a. Heard from members in multiple areas about RF lines replacing state lines
 - b. We heard it was ‘all new admin staff positions will be RF lines.’ & ‘admin is keeping UUP lines just for faculty’
 - c. Heard from another area they were asked to make all positions RF moving forward, theirs included. This area has two PT state lines which are actually ½ state ½ RF. This is inappropriate and it is unclear how these areas are tied to the research enterprise.
 - d. We are always monitoring all job postings, as you know (salaries listed) but we are now looking very closely at RF positions for ones that should be state ones.
 - e. As you know, there are certain position and work that are exclusive to UUP and we are monitoring that.
 - f. UUP and RF folks do work side by side. We are monitoring positions, espc, where we have exclusivity.
 - g. We have seen positions with many similar titles and work
 - h. We request you to advise supervisors and those in hiring positions about UUP exclusivity and the consequences of violating exclusivity.
 - i. We request a separate where we can discuss this further and view some of the titles and specific positions.
 - j. Tracy - which areas?

[Andrew - advancement, economic development](#)

- k. Juliette, Economic development works with grants
 - l. Andrew - don't understand how they're involved in RF
 - m. Juliette - split 50 50
 - n. They look part time on UUP , staff associate, why are they? ONLY logical conclusion, is that they are half funded by RF,
 - o. Juliette, you think they are half funded by RF
 - p. Andrew - nature of work - doesn't seem funded
 - q. Juliette, - advancement or economic development?
 - r. Andrew - only listed as PT, but they are actually full time, Thomas Baracca
 - s. Juliette
 - t. Tracy - departments sometimes express interest in doing that, departments ask for it denied, state positions are jealously guarded
 - u. Andrew - these are decisions made above department's heads - job posted right now, staff associate, RF position, state title, request that management advise supervisors about UUP exclusivity, separate meeting where to discuss it further,
 - v. Juliette, let's get the data and maybe even have a follow up meeting on this,
 - w. Andrew - when they're not listed as full time, not getting location pay, not eligible for pension and other kinds of obligations, we see that as a form of busting our union, administration in Deans offices, those areas be advised as we had requested
4. Vacant lines, posting delays (**Andrew presenting**)
- a. A dept in CEAS reports...
 - b. In May their Graduate Program Coordinator gave their notice at 9am. By 10:30am the department submitted a PCR to the Dean's office, ensuring that the job description and requested salary range was comparable to that of the two GPCs that were recently hired in CEAS.
 - c. At this time we also requested extra service for the resigning GPC, which was approved rather quickly.
 - d. Two weeks later the Provost's office asked why they were switching from CSEA to UUP. They reported to be in line with the other administrative personnel of similar positions within and without of CEAS.
 - e. Four more weeks went by without hearing anything. Then they were informed the Dean's office that review of the replacement position would be "put on hold" until this round of ATR requests was completed. The Provost's office and the Dean's office both suggested that now that the position was on hold, the ATC should put in for Extra Service.

- f. Graduate students are set to arrive within the next 4 weeks. At this rate, the earliest they will have a GPC in place is by mid-October (at best). This is a revenue-generating position. Students will and are directly being impacted. Extra service can only go so far to keep the program afloat and transient employees is not an effective way to support and grow a program.
 - g. We have seen this issue in other areas too, where they are understaffed. This department does not have a UPC since June 2020. Academic departments need 3 full-time, departmental staff to function properly, giving proper support to faculty and students. We stress DEPARTMENTAL staff - not shared service, not extra service staff that work in another office, not 1/3 staff that are supervised by another department. We need 3 full-time departmental administrative staff members.
 - h. Similar issues are happening in many academic departments, but it appears 'ground zero' is CEAS.
 - i. We request you look into this issue, local to CEAS, and urge the Dean's office to fill these positions promptly.
 - j. CEAS departments have some of these highest student growth on campus and management needs to invest in these areas to support the burned out staff.
 - k. Andrew - we request you look into this
 - l. J - what are the three?
 - m. UPC, GPC, and ATC - aTC supervises the other two, those to work with faculty, UPD, and GPD, if all are falling onto a single person, ATC, and impacting students and faculty, admin wants to advance research enterprise, taking all admin tasks off of faculty's desks
 - n. TRACY - we'll look into it, it seems like you talked about one position, one area, only thing we can do is bring it forward, looks like a provostial item
 - o. Andrew - one case, but a pervasive problem, lot of vacant lines, set up to be posted, takes a long time, other dept in CEAS, reporting similar issues,
 - p. Tracy- HR will tell you this is in line with national job market issues
 - q. Andrew - having salaries listed clearly, offering more competitive salaries, offering more flexibility, a lot to do, one thing to hope for growth, and another thing to fill essential positions
5. Covid testing issues (Josh presenting)
- a. Going to register for covid test, questions, consents, worded poorly, vaguely worded, imply things they're not intended to imply, concerned about giving consent, for two queries are about - sample, samples are pooled, reserve a

subsequent sample, save for individual test, give permission to repeat, but implies they're giving another test,

- b. And a series of queries, strangely written, and you have to click approve
- c. TRACY- we can check that out - per SUNY's guidance, are planning on doing away with testing at the end of August,
- d. Andrew - that's concerning to us
- e. Josh - for students or everyone
- f. Tracy - i'm just talking about employees, but it might be for everyone, students still be required to be vaccinated
- g. Andrew - are they going to require testing to return to campus?
- h. Josh - would be concerned if we're going to have no testing and no masking
- i. Tracy - that is SUNY's guidance, campuses can do more, per negotiations with the union, if it's something you want, bring it forward to us, as opposed to public calls for whatever?
- j. Andrew- do you mind sending me SUNY guidance that has this?
- k. Tracy - I was told this, campuses have the ability to stop testing
- l. Andrew - could be some campuses within SUNY network
- m. Juliette- message was that MOU ends with Aug (20th?) to continue, we'd have to negotiate at a local level
- n. Josh - what level of vaccination? What is fully vaccinated
- o. Tracy - would have to check stronger together website
- p. Josh - will be front and center from our university
- q. Andrew - someone vaccinated a year ago not really very vaccinated
Is the stronger together team planning on having another ST meeting that I've been a part of? Are there plans to put out a communication come 8/30

Tracy - I will let you know

Josh - schedule a meeting, given timing of when students arrive, time to make requests, give university a chance to respond, Aug. 18th, if there's going to be a policy, they need time

Tracy - figure out what you're requesting, state, SUNY was not going to extend it in any way, campus, not planning on continuing the testing per the MOUs after the extension, only info, but reminded that students have to be vaccinated

Josh - find out what it means

Tracy - we can schedule an earlier meeting

Andrew - we would plan on having an august meeting any - a poll for first two weeks of August

Josh- in the meantime, Tracy could get back to us, and maybe

Andrew-

6. Telecommuting Policy and UUP/HR Workshop (Andrew presenting)

- a. Sep 9, 2022 from 12-1pm
- b. Interested in helping employees better understand - joint telecommuting workshop - bringing members and supervisors of members to this space to

- work together. Dominique Barone is willing to do this, once folks are back on campus - joint effort, see if that is something that the admin would be interested in, has been a source of conflict or misunderstanding. Would you be interested in this, helping campus community as a whole, our members
- c. Tracy - will take it to HR, concern, SUNY telecommuting policy is the latest iteration, expires on or about 8/31. Our campus has advocated vigorously, for some version of the policy, asking for greater flexibility, to see what SUNY is authorizing, if anything has changed, last one expired, end of June, or May, not as if this campus is running ahead with SUNY policy
 - d. Andrew - all predicated on that this policy is extended, taking to HR, seeing what they say, meet with representatives, presenting it onstage, happy to unpack further, bring someone from HR
 - e. TRACY - I'll bring it Lynn, logistics are my concern, because of expiration timeline

Old Business:

- 1. Misuse of Temporary appointments (Andrew presenting)
 - o Share DoIT position that says 2 year temp appt.
 - i. This is in direct violation of the SUNY policies (Lisa will get to me) which states it should be for one year. This is a recurring issue that temporary appointments always seem to go beyond one year but to state it up front in the posting is problematic.
 - ii. These are specific jobs, - move from People Soft to Chronos, changeover. HR did ask me to talk to you about it.
 - iii. Andrew - we beat you to the punch
 - iv. Tracy -
 - v. Andrew - don't understand why this is a position that can't be a term appointment
 - vi. Tracy - explained why, envisioned as a short term project.
 - vii. Josh - management needs to figure out how to do it within the BOT policies
 - o Share positions in Student Affairs that are temp appt.
 - i. Why are so many positions in this area here temp? People are working longer than 1 year.
 - ii. We request you address this with SA Ric McClendon.
 - iii. Andrew - person who previously held this was a term appointment,
 - iv. Andrew - would like to see this raised with Rick McClendon
 - v. Tracy- said a few times that it's shown up in student affairs,
 - vi. Andrew - when you go through the minutes, you'll see earlier this year we've raised this problem, individual, raised concerns that coerced

into resigning, citing concerns, thought they were term, but they were temp

vii. That position was term, if reposted as temp, issue as well.

2. Professionals issues: (Andrew presenting)

- Permanent appointment delays and \$500
 - i. Faculty would not have tenure delayed, so why are staff?
 - ii. We can demand reports from HR and send notices if they won't.
 - iii. We can reference UUPs own records for 6-year term appointments and reach out to them to check if process has begun
 - iv. We will put in HPD, be doing workshops, etc.
- This is a long-standing issue, for over a decade.
- How can we work together to ensure people are getting perm on time?
- How can we help?
- What are you going to do to hold supervisors accountable.
- HRSF0132 Permanent appointment instructions have been removed from HR Forms website (as of 7/15/22 @ 2pm), should be here:
<https://www.asa.stonybrook.edu/asa/ASAForms/Department/HRS/Document/HRSF0132>
- [HRSF0132 9/2013 version.](#)
- [HRSF0132 9/2021 version.](#)
- TRACY - since a lot of this is HR, maybe it's time for Lynn or someone to come to a meeting to address them. Bring forward in the meantime
- Andrew - we want to collaborate on this, bring people together, something we do together for the good of the campus, have these systems work for our members in the spirit of joint LM thing

IDA - Juliette did the lion's share of the IDA - UUP does the entire thing at HSC - no problem with participating, some of IDA requests are questionable, liek if we are staffed up, sole person dealing with all of this, with all of the follow-up emails, a lot of admin, positive thing we do, happy to be a part of awarding reimbursements amounts, Andrew- we were hamstrung because people stepped back and we had to, and a new chapter assistant. Sorry, Juliette that everything fell on you.

2. Request: Post clear policies. Send to supervisors. HR needs to follow up consistently with supervisors if they area behind.
3. Academics issues