



**Labor Management Meeting**  
**NOTES / MINUTES**  
3/22/23, 3:00 PM  
**Via ZOOM**

**New Business:**

1. Campus Recreation & Wellness Center

- a. HR reports the NYSHIP plan provides a gym reimbursement, provided folks have proof of payment and attendance as the reimbursement would make regularly use of the gym more motivating for folks, and save state \$\$ on HC costs.
- b. HR said it's only for research foundation employees and not state.
- c. With the campus trying to reach into our pockets and get us to pay (or pay more) for parking, and alot of outrage around this seems like a good time to grant F&S free access to the rec and wellness center.
- d. Surely management would like its employees to be healthy and feel like there are perks to working here.
- e. RN it is for F&S...

Annual	\$340.25
Monthly	\$34.50

- f. Planet fitness right down the road is \$10/month, and cleaner to boot.
- g. We would like to see a significantly subsidized plan for F&S, as well as a
- h. reimbursement plan that, if utilized, would fully cover costs similar to RF.

Management will bump up chain.

**Old Business:**

1. Extra Service teaching for MC

- a. Following up here. Any word from HR/Lynn?
- b. MC folks are doing extra service. Did raise with HR. They said always been the case. MC folks are MC, RF are not.

- c. HR reports they are not away of RF folks being uup eligible. Not sure how they can be. MC is a designation, RF is simply
2. Promotion salary amounts for professionals and academics
  - a. Any update here?
  - b. Want documentation for us to present. ASG will find.
3. Position descriptions available in the HR personnel file
  - a. Members are having a difficult time obtaining a copy of their PD to which they have been hired on.
  - b. ALL PD'S should be available in the HR Personnel file.
  - c. Members are intimidated to ask for a copy of their PD from their supervisors
  - d. All PD's should be tailored (mirrored) to the Performance Program
  - e. If these two documents do not align, then the member does not have an updated Position Description and could be entitled to additional duty pay.
  - f. Members are receiving PP late, most recent case, a member didn't have a PP and PE in 11 years.
  - g. MAnagement - there may be descriptions, PP is more specific. PP is tailored over time. Seen them in files before. Tracy - posting and PD should be along same lines.
  - h. UUP - want to see the PD bc its vague but clean on general duties. SHould inspire PP.
  - i. LR - will ask C&C to find their position on it.
  - j. UUP - want to see it in all files. Want to see similarities b/w the 3 docs.
4. Salaries not listed on job postings
  - a. Raised before, still an issue we are seeing.
  - b. There is now a NYS law that requires employers to post these. To help with pay equity issues. Signed into law December 21st 2022 to got into effect in september of this year.
  - c. LR will check with HR. will speak to recruiting ppl - kenya lewis and Lynn.
5. Whistleblower protections
  - a. Any update here?
6. Workplace safety for those facing online threats
  - a. Any update here?
7. Research Foundation & State Lines
  - a. Avoided one IP.
  - b. Got another in arbitration
  - c. Is this going to continue to be an issue in Advancement, DoIT or elsewhere?

- d. We are watching very closely...
8. Database accuracy for office locations, contact information
- a. Any update here?