



Labor Management Meeting

Minutes

8/25/22, 10:00 AM

Via ZOOM

Attendees:

UUP: Andrew Solar-Greco, Lisa Willis, Jennifer Carter

Management: Tracy Haas, Juliette Lowery, B. Koch, Kathleen Soave

New Business:

Minutes docs - Tracy wants to have to have that out before september.

Old Business:

1. Time and attendance issues
 - HR have hired new people specifically in leave areas
 - All interested parties will keep on top of the status.
2. Research Foundation & State Lines
 - Juliette investigated a specific issue which she relayed to us, repeat from last meeting, announcement to members, soliciting members to report to you if there are positions where work is done outside of the bargaining unit. What you're telling your members is not accurate, can't be moved from UUP if its exclusively done by the bargaining unit, that is the standard.
 - Remind you when departments want to post positions from vacancies that were typically done by UUP, HR will stop that, did confirm.
 - Positions may be being filled because there are some RF funds coming to position, would never fill a vacant position with an RF that had duties exclusively done by UUP member, what I am hearing is that there are additional positions that had been added. Positions that had little to do with research, don't look like research, but funding from RF allows us to hire more people.
 - Juliette - admin positions, not research related, HR positions, is HR for RF, allows to hire RF positions in HR. If it has nothing to do with research foundation, economic development, they work on grants, that didn't pan out to show what you're trying to show. Not just research, but administrative

positions for research on campus. Any of those clerical positions jobs in the departments can be filled with research funds.

- Lisa Willis - position that was vacated, done by research, put members on alert, to get to us, tell us now, there is no harm in contacting UUP, they say it's a year ago, we didn't know it was an issue.
- Andrew - if they see something, say something
- Juliette - get reports that they're hiring RF people.
- Andrew - assessing the accuracy - we caught a situation like this, we had raised it and it was reversed. Proliferation of them, pressured to accept an RF and give up their state position, We see those hot areas and we raise it to your attention. Put not only members on notice, but the broader administration that we're watching. Management representatives that are tinkering with things to give less job security.
- Juliette - look at it on a case by case basis.
- Andrew - we saw what happened a couple of years ago, not caught by HR, not perfect.
- Tracy - it's not make mistakes, we are a decentralized university, I feel like I have to get that across. When you bring forward issues, we bring them forward, we are a huge university with different departments with their own priorities, and it's a work in progress.
- Andrew- We will all stay tuned all stay alert and we will take your comments into consideration for what we are disseminating to members.

3. Misuse of Temporary appointments

- Andrew - the DoIT appointment, told them to correct the two year appointment.
- Tracy - not a hard and fast rule in board of trustees - just if it's anticipated. If someone who is a temporary employee goes over one year or two years, remedy is to provide them a reason that they're temporary. Disagree with interpretation that this is a hard and fast rule.
- Lisa - intent of temporary appointment is to fill in for someone on a temporary basis, not to keep them on.
- Tracy - that's what this is conversion of a system
- Lisa - we've never seen someone appointed to a two-year temporary appointment, we've never seen that. That's a concern.
- Juliette - what has happened if you tell someone its a one-year appointment, two years is part of recruiting, go back and do it as a one year appointment, and then we can renew the one-year appointment, all going to be the same.
- Andrew - why not post it as a term position, and they can be evaluated
- Juliette - position is to be converted
- Andrew - sufficing on a onetime basis, but if this is part of a recruitment goal on the part of DoIT.
- Juliette - in the context of a conversion process

- Tracy - not indicative of a change in policy - whether we recommend that we go back for one year.
 - Andrew - if your position is that if its temporary, what's your explanation of the.
 - Tracy - "P" was has backup rights to the title, so they have to post it to temp.
 - Andrew - we have a statute of limitations with things, if we have limitations.
 - Tracy - routinely extend time, rather than us track it down and see that it's fine.
 - Andrew - we have no way to confirm backup rights,
 - Tracy - could have talked to the member, deduced that the member has backup rights.
 - Andrew thats fair, some people we speak to on a regular basis.
 - Andrew - in terms of this broader thing, there are a multitude of issues since he joined, specific issues. We'll take that under consideration.
 - Tracy - The forms are there, on the website. They meet every other week to go over permanent appointment packages, don't see delays. There may be a handful out there who changed titles, or on leaves. If you give me a specific we'll be happy to look into it.
 - Andrew - some people are not comfortable talking about specifics, we'll look into it, talk to the folks and go from there.
4. Professionals issues:
- Permanent appointment delays and \$500
5. Academics issues
- Campus budget & teaching load
 - Tracy - raised that to the provosts office, addressed issues of class size, we're satisfied with that.
6. Vacant lines, posting delays
- Lines in CSEAS - appreciate constructive relationship so far, what can we do systematically to rectify issues with posting delays and staffing issues. We're seeing positions being posted, but we have a general perception that they're overworked, we're pleased so far with provosts responsiveness.
 - Tracy - what do you mean by one person
 - Andrew - it's great that he's responsive, but what are admin's plans to rectify these issues across campus.
 - Tracy - if I spoke to Lynn that they're stating problems that aren't all in their control, job market crunch, don't have wherewithal to pay what they want to pay.
7. Telecommuting Policy and UUP/HR joint Workshop
- Hold on Sep 9, 2022 from 12-1pm?
 - Andrew - telecommuting, working on availability, we're happy to discuss joint workshop idea, surveyed folks, considering survey open, see people report their current remote work arrangement, 26% of member report being completely on site.

- Tracy- we and HR advocates that there should be flexibility and telecommuting should be accessed, looking at above and beyond when this policy goes away, HR advocating for flexible work policies.
- Andrew - If we can't offer further compensation, we can offer telecommuting, some supervisors
- Tracy- we've been having conversations, can we advertise that.
- Andrew - I understand that you can't start, when people start in the position, sups advising them of their rights under the policy.
- Juliette - there's no rights,
- Andrew - you're right. We're of the opinion that it shouldn't be tied to seniority, you're the new person, you shouldn't be allowed flexibility. 36% said not to apply up of their preference 50 %
- Tracy - what i see the standard is - two days per week, not exactly 5 per pay period, wonder if that 36% is getting one day or two days per week.
- Andrew my goal overall is to highlight that some supervisors are not supportive
- Juliette - policy in state is purely a departmental prerogative, not your role or place, totally up to supervisor
- Lisa - we want to promote it at the campus level that the supervisor is not aware of it
- Bkoch - go to supervisor
- Tracy - there are appeal rights and they go up to Lynn
- Lisa - that's the kind of thing that people need to be aware of
- Andrew - goal of joint workshop is to show member and supervisors, benefit to supervisors, they may be won over
- Dina - not our role to win supervisors over
- Lisa - to know its in their discretion
- Juliette - work with Dominique - go over it, say that there's a policy, that there's an application - can say here it is, Dominique can take the lead, specific questions, that I am at liberty to answer, better handled
- Andrew - That has not happened - workshop - space outline the policy
- Juliette - can be there, quote the policy, point it out and focus on it
- Andrew - not asking about that - give legitimacy to supervisors, not just UUP coming here and spreading rumors, being a joint workshop, not just biased UUP looking out for its members. If we can't change the pay, then flexibility.
- Juliette - will share with recruitment
- Dina - what' going on in Albany
- Andrew - advocating that it will be extended
- Juliette - would it be just supervisors, or members
- Andrew - We will organize that together.

