



**Labor Management Meeting
AGENDA & UUP Strategy**

1/26/23, 3:00 PM

Via ZOOM

New Business:

1. SOMAS, DEC, SUNY BOT policies and the preclusion of term appointments –Josh is happy to present this, and others can chime in.
We proposed meeting with the supervisor/dean/ provost
 - a. To do that would entail gathering all the relevant documentation
2. Whistleblower protections –Ellie Heywood
 - a. Ellie Heywood initially alerted UUP about the fact that SOMAS had no system in place to pay OT to OT eligible employees, and that SOMAS had been telling such members not to file time sheets on solar. We brought this to LR anonymously because she was a temp employee (despite having worked here for a long time). LR investigated, determined that the whistleblower was Ellie Heywood, and LR named her to us in a LR meeting. At that time, LR claimed that this OT issue only impacted this one member. UUP did not confirm that she was the whistleblower, but made the point that this issue impacted other members too.
 - b. Since then, Ellie Heywood has had her job terminated (with the zero notification required). The reason given was that her job was no longer needed, but this notion is in contradiction with the fact that she had just recently had her contract renewed.
 - c. This is a clear violation of whistleblower protections, and clearly is retaliation for reporting a violation of the fair labor standards act. Ms Heywood is deliberating about whether to file with DOL on this issue, and UUP feels that we have ample documentation to support her in that. This is a huge problem. We cannot have a situation in which members are retaliated against for coming to LR, and it is highly problematic that LR investigated this violation of FSLA with the intent to find out who the whistleblower is, and then named that person to UUP.
 - d. This needs to be discussed in light of the request for a resolution to the temp/term issue discussed above. UUP feels that it is likely that Ms Heywood

would drop this issue if she learns that the general abuse of this temp/term BOT policy has been resolved for her colleagues.

- e. Three examples:
 - i. Sabrina GERaci-yee in Somas.
 - ii. Hodan Hassan in Avancement
 - iii. Ellie

MNGMT will look into these cases, Juliette

3. Workplace safety for those facing online threats –Josh presenting

- a. As a nation, we are facing a rising threat of harassment and violence against faculty based on their teaching and scholarship in areas that the far right deems controversial. This includes CRT, LGBTQ rights, and critique of law enforcement.
- b. We recently had a case in which a faculty member ... (go through anna hayward case). So we want to know about the University's threat response generally when a faculty member faces online or in person harassment or threats of violence. And more specifically, how will the university handle cases when the threats are coming from local police or those claiming to speak on behalf of the police.
- c. This is a very serious safety concern and the University's response, which seems to basically have consisted of capitulation to that threat,. we need Larry to clarify what the University's on the record policy is regarding dealing with threats from (or on behalf of) local police. We have a UPD that is supposed to be independent of the local scpd. But we also know that there are deep cultural ties between police across departments, and we know that the career path to UPD includes a path from SCPD to our university police.
- d. Tracy - police developed outreach to communities in terms of police role on campus and also social media - we can talk about it - we can schedule a separate meeting (with Larry)

4. Database accuracy for office locations, contact information - Andrew presenting

- a. SB databases do not have accurate office or building locations for many employees.
- b. This makes it difficult for us to find prospective or current UUP members.
- c. We request that management make sure that all current and new employees office locations are accurately reflected in internal databases therefore all employees are able to locate their colleagues, and UUP is able to fully utilize A-24 in the UUP/NYS Agreement.
- d. Updating in solar - Louise says - it's updated in people soft, then in subsequent updates, Louise updates it? And it takes 24 hours.
- e. <https://www.stonybrook.edu/search/people/>
- f. Juliette suggests we need to update the directory
- g. Send an email of what you're looking for, to send whoever in HR is in charge of that process

5. Academics issues:

- a. Post Tenure Review –_____ presenting
 - i. What is Management's position on PTR?

- ii. We request that the Provost facilitate a public town hall in Feb or March on the topic to hear faculty concerns.
 - iii. Tracy will pass that along to the Provost
6. Flow & processes between UUP & LR - **Andrew presenting**
- a. How can we improve responsiveness and establish follow up processes?
 - b. How can we improve responsiveness on urgent issues?
 - c. How can there be an improvement to resolving simple issues?
 - d. Slow turnaround time on cases, members are upset.
 - e. Who do you want us to CC? How can we speed this up? Making us bicker more too.
 - f. **Josh - tell us who you want us to CC**
 - g. **Lisa says its raised with HR**
 - h. **Tracy says we'll check in to HR**
 - i. **Who is a point of contact for certain issue by you...**
 - j. **We need to have a clear contact in HR and those need to be public**
 - k. **Tracy - when you bring a new issue, copy all three on it**
 - i. **After, it'll be communicated who will handle the issue**
 - ii. **Can also send it to just Tracy - she says yes...**
 - iii. **Sometimes we can have a quick back and forth**

Old Business:

- 1. Research Foundation & State Lines - **_____ presenting**
 - a. Seeing this expand into DoIT.
 - b. Cease and desist.
- 2. Contingent Issues: - **Andrew presenting**
 - a. MOU regarding FT Lecturer appointment length
 - i. Can we achieve this via a MOU?
- 3. Labor Management minutes - **Andrew presenting**
 - a. Update? Many outstanding ones in LR court.

Zoom Meeting

07:58 View

A participant has enabled Closed Captioning Who can see this transcript? X

The meeting grid consists of 10 tiles. The top row contains Lisa Willis, Jennifer Carter, and Joshua Dubnau. The second row contains Andrew Solar-Greco (UUP), bkoch, and Joel Rosenthal. The third row contains Tracy Haas, Louise Melious, and Andrew S-G. The bottom center tile is a purple square with the letters 'VP' and the text 'VP Academics' below it. The bottom toolbar includes icons for Unmute, Start Video, Participants (10), Chat, Share Screen, Record, Reactions, Apps, Whiteboards, and a red Leave button.

Participants:

- Lisa Willis
- Jennifer Carter
- Joshua Dubnau
- Andrew Solar-Greco (UUP)
- bkoch
- Joel Rosenthal
- Tracy Haas
- Louise Melious
- Andrew S-G
- VP Academics

Toolbar:

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