



**United University Professions  
Albany Chapter**

**Labor-Management Agenda**

Thursday, November 28, 2018

Labor: A. Major, P. Stasi, M. Seidel, P. Romain, J. Creamer  
Management: B. Hedberg, R. Stark, J. Bochino, B. Selchick

1. Lecturer proposals and Blue Ribbon Panel Goals: We are requesting an update on several items related to contingent academic faculty that have been in progress for some time now. These include the guidelines for hiring part-time faculty, the proposed salary awards and title changes, the “part time faculty dashboard,” and the goal of reaching the \$5,000 per-course minimum salary. Our understanding is that some of these items are very near completion. We are eager to see them implemented and happy to help as needed.

Management hopes to have the ‘best practice’ guidelines in another week or two. They are trying to bring it up to date with respect to changes in the new Agreement and slowed by the transition in Provost’s office. We noted that one of our hopes is that the DSI money available next year could be used to help raise minimums of adjuncts and implement the years of service awards for contingents. One impediment to that is the Board of Trustees directive about performance and merit. We asked if the campus convey to the Board the way their blanket directives might hurt our ability to think about equity on campus. We will do this but it would be nice if the President would do the same. Management requested a copy of our salary proposals for contingents. Management noted that implementing those salary plans will require more capacity than we can ring out of the DSI. We asked how that would that be funded? Management responded that it would have to be done centrally through re-allocation. One positive thing of the centralization of resources is that all of salary savings end up in a central location which allows for the re-allocation of these funds. We also asked if the proposal for a path to permanency for lecturers is dead? Management responded that the current leadership is not ready to go that far. They are renewing all of the full time lecturers on three year terms. More history with this inspires confidence that people will be around.

We noted that the issue of permanent appointment for lecturers remains important. It is striking that all of the professional staff, advisors, librarians, tenure-line faculty have tenure but here lecturers don’t. Tenure allows people to talk directly about what’s happening in their workplace without fear of reprisal or non-renewal. Management noted that the president

cares about R1 status and has a desire to move forward in the rankings. Driving need for tenure-track faculty.

2. Graduate students switching between bargaining units: We are requesting a copy of the 'boilerplate' language that is currently used within HR to inform employees of their status and benefits as they move into different bargaining units. We are eager to work towards facilitating the distribution of this information to graduate students who frequently move from one bargaining unit to another.

Management acknowledged that this is an issue. Communication is often challenging. They are happy to put together a meeting for us to better partner on it. We asked if there was an FAQ document that could circulate more broadly. This will help people understand the basic principles even if they're not affected. We also suggested a broader distribution of this information to department chairs, graduate directors and the Graduate Student Association President. As an aside, we also thanked everyone in Payroll about the implementation of the salary increases and retro-payment.

3. Trainings for supervisors: We would like to work with management to develop training for supervisors around several areas: The bargaining unit composition of the University, key provisions in the UUP contract around due process rights, professional obligation and performance programs, the Americans with Disabilities Act, and policies and procedures related to family and sick leave, including the new contractual paid family leave provision and FMLA, and policies and procedures around workplace discrimination, bullying and violence.

We noted that this issue comes from our grievance chair and her work with members on actual grievances. Management is willing to work on this, noting that we just collaborated on a Performance Program presentation the other day. HR also has a supervisory training program. We could take a look at the topics. We noted that it would also be helpful to have our grievance chair in the meeting so she can understand what's being told to members. We also discussed working with management on spreading the word on trainings that are offered and encouraging our members to attend. Management also noted that the Joint Labor Management Committee will again be offering regional workshops in various categories. We could host one here. The JLMC is promoting the Empire Knowledge Network, which is online, self-paced training. IDAs are coming soon as well. Likely two parts of the process, one for last year's expenditures and one for this year. Expected any day. We then discussed staffing the IDA review committees.

4. Request for information: non-renewals and non-continuing appointment: We seek to request information on academic and professional faculty who were non-renewed before coming up for continuing appointment, and for those who were denied continuing appointment over the last five years. We would like this information broken down by academic department and professional unit.

Management said that they are working on this and that we have mutual interest in looking at this picture. They expect to receive data that lets us look at the profile of positive data as well as negative data. Giving the broader context. Management suspects that non-renewals are so rare that they can't report it by department without revealing people, but will try to aggregate it in some meaningful way and track relevant demographics.

5. Mandatory new employee orientation: We are requesting an update on the status of a proposed mandatory orientation for new employees. If and when such an orientation is planned we would like to be able to participate.

We understand the new model but are unclear if it is mandatory? Management noted that it is mandatory starting December. They are going to have to play some catch up. Two sessions a month – one is UUP, one is CSEA. Maybe still two a month but combined – morning session on the University, afternoon on benefits. They want to have it as close to people's first day—every two weeks makes that more possible. Email went out to folks about new orientations.

6. Update on Performance Programs and Evaluations: As we continue to work towards getting all of our professional faculty up-to-date with their Performance Programs and Evaluations, we seek to request information on a) the overall proportion of professional faculty with up-to-date performance programs and evaluations and, b) that rate broken down by professional unit.

No update from management.

Management also raised the issue of the University's no smoking policy. At issue is the disciplinary part of it. The intent of the policy is not to discipline. We are concerned because we sent out, and agreed on language and now there's a new policy statement that doesn't reflect our concerns. The policy states that people can be disciplined for violations. We have to advise the bargaining agent about the specific language of the document and the possibility of new discipline for employees. Management stated that there was a side letter to the policy noting that the intent is not to discipline. We requested a copy of that letter.