



**United University Professions
Albany Chapter**

**Labor-Management Minutes
December 12, 2022**

1. Work on holidays in Student Affairs: With management now directing UUP professionals to work on additional holidays (Labor Day, Indigenous Peoples Day, Veterans Day) the Chapter believes that it would be in both the Chapter's and management's interest to codify a set of principles and best practices with regards to work on holidays in an MOA. We are looking forward to management's response to the draft MOU that we shared during our last meeting.

L. Sometimes when a dept. is made up of largely remote workers, those left in the office are left holding the fort during holidays.

M. Supervisors may have overplayed their hand with the number of requests. No requests have been made for holiday work in the Spring. We'll be sure more notice is given, and the burden distributed. The holiday schedule has been redrafted with greater description.

2. Intersession energy savings, office use and telecommuting: We would like to discuss the intersession energy savings plan which, this year, calls for alternating days of building closure. What is the reasoning for this change? We would also like to encourage the campus to maximize the use of remote work as students and most academic faculty will not be on campus.

M. There will be alternating days for open, heated buildings, with alternating work sites or need for access. To be clear, intersession work-from-home is not considered telecommuting. This is an energy-saving initiative. FAQ page on the "Facilities" site explains the difference.

3. Remote work during severe weather: We would like to discuss the expansion of

telecommuting during periods of severe weather, specifically days when the campus remains open, but classes have been shifted to remote instruction.

L. It's clear we're no longer cancelling classes during severe weather.

M. During these emergencies, non-essential staff goes to remote work (not considered "telecommuting"). Weather decisions are most often made between Facilities, Provost and President. We are working on an inclement weather policy, and liberal leave policy in general, especially between Christmas and New Year.

4. Evaluation process for FT lecturer promotions: We are interested in learning more about the evaluation process and criteria being used for the promotion of FT lecturers. We are particularly interested in discussing the place of SIRF scores as part of those evaluations.

L. What happens when a person fails promotion? Is there a pathway to appeal or re-apply?

M. Right now, after 6 years, one can re-apply. We may need to add information on the 6-year re-application, and what may be different for those whose application was rejected.

L. It would be helpful if a committee reconsidered the value of SIRF scores in promotion. Are they effective measures? It's important to have peer evaluations in promotion applications.

Addendum: Patrick Romain was unable to attend this meeting as he was at the funeral of UUP activist Rowena Blackman-Stroud.

Respectfully submitted by Elizabeth Strum