



State of New York /
United University Professions
Joint Labor-Management Committees



NYS/UUP Joint Labor Management Committees

Professionals Meeting

UUP Delegate Assembly

17 October 2014

Desmond Hotel

Albany, New York

Overview of Presentation

- Historical Background
- NYS/UUP JLMC Funding
- JLMC Structure and Function
- JLMC Programs
- Program Initiatives

Historical Background

1979 – 82 Agreement

First funded JLM Committee

- Continuity of Employment Committee
 - Retraining Fund: \$200,000 per year (\$600,000 total)

Historical Background

2003-2007 Agreement

- Lump Sum Funding for all JLM programs, allocated at the executive level (Executive Committee)
- Funds for all union Work-Life Services programs, the Joint Committee on Health Benefits and UUP's:
 - Affirmative Action/Diversity Committee
 - Professional Development Committee
 - Safety and Health Committee
 - Employment Committee
 - Technology Committee
 - Campus Grants Committee (NEW)

Historical Background

2011-2016 Agreement

- Lump Sum Funding for all JLM programs, allocated at the executive level (Executive Committee)
- Funding for all union Work-Life Services programs and the Joint Committee on Health Benefits and UUP's:
 - Affirmative Action/Diversity Committee
 - Professional Development Committee
 - Safety and Health Committee
 - Employment Committee
 - Technology Committee
 - Campus Grants Committee

Historical Background

- What have Committees done?
 - Continued dialogue on issues arising from contract negotiations
 - Developed programs to serve employee and campus needs
 - Developed guidelines for administering the programs
 - Decided on the funding of applications
 - Initiated studies to assess employee and campus needs

NYS/UUP JLMC Funding (*Show me the Money*)

2011-2016 Agreement

- \$3,522,000 in year three of Agreement
- \$3,602,640 in year four of Agreement
- \$3,674,693 in year five of Agreement

Total of \$10,799,333 funds all-union programs and UUP-specific programs for the last three years of the Agreement

Committee Structure and Function

- Each Committee is comprised of members appointed in equal numbers by NYS and UUP.
- JLMCs make recommendations on matters of interest identified by NYS and UUP and implement approved activities.
- Committees may meet in person or by email to discuss programs or to make decisions on grant applications.

Executive Level Committee

- JLMC Committees are overseen by an Executive Level Committee comprised of members from GOER, SUNY and UUP
- Decisions on allocations of funding to the various committees are made by this group
- New programs or initiatives recommended by the JLMCs must be approved by this group
- New programs may be initiated by this group and referred to the appropriate JLMC for implementation

Affirmative Action/Diversity Committee Programs

- Dr. Nuala McGann Drescher Leaves
- Grants for Employees with Disabilities

Professional Development Committee Programs

- Individual Development Awards
- Calendar Year Employee Leave
- Training and Leadership
- Pilot Mentoring Program
- Special Projects

Professional Development Committee Programs

- Individual Development Awards
 - Administered on each campus using JLMC guidelines and application
 - Funding allocated to each campus on a per capita basis
 - Campus Professional Development Committee, appointed by campus administration and UUP chapter, sets application deadlines, reviews applications and makes awards
 - Campus fiscal office processes reimbursements

Safety And Health Committee Programs

- Dr. Herb Wright Awards
- Regional Training

Employment Committee Programs

- Retraining Fellowships
- Enrollment Enhancement
- Reemployment Career Coaching

Technology Committee

- Identify and review technology issues affecting employees' terms and conditions of employment and explore issues pertaining to the application of technology to work
- Mutually agreed on activities are funded

Campus Grants Committee

- Membership comprised of the co-chairs of the Affirmative Action/Diversity, Professional Development, Safety & Health, Employment, and Technology Committees
- Review, recommend and implement programs to benefit groups of employees at one or more colleges
- Programs are to be responsive to the needs of academic and professional employees
- Mutually agreed on activities are funded

Why a Campus Grants Committee?

- Overlapping committee jurisdictions
- Shorten consideration times
- Balance interests of different committees

Campus Grants Committee Programs

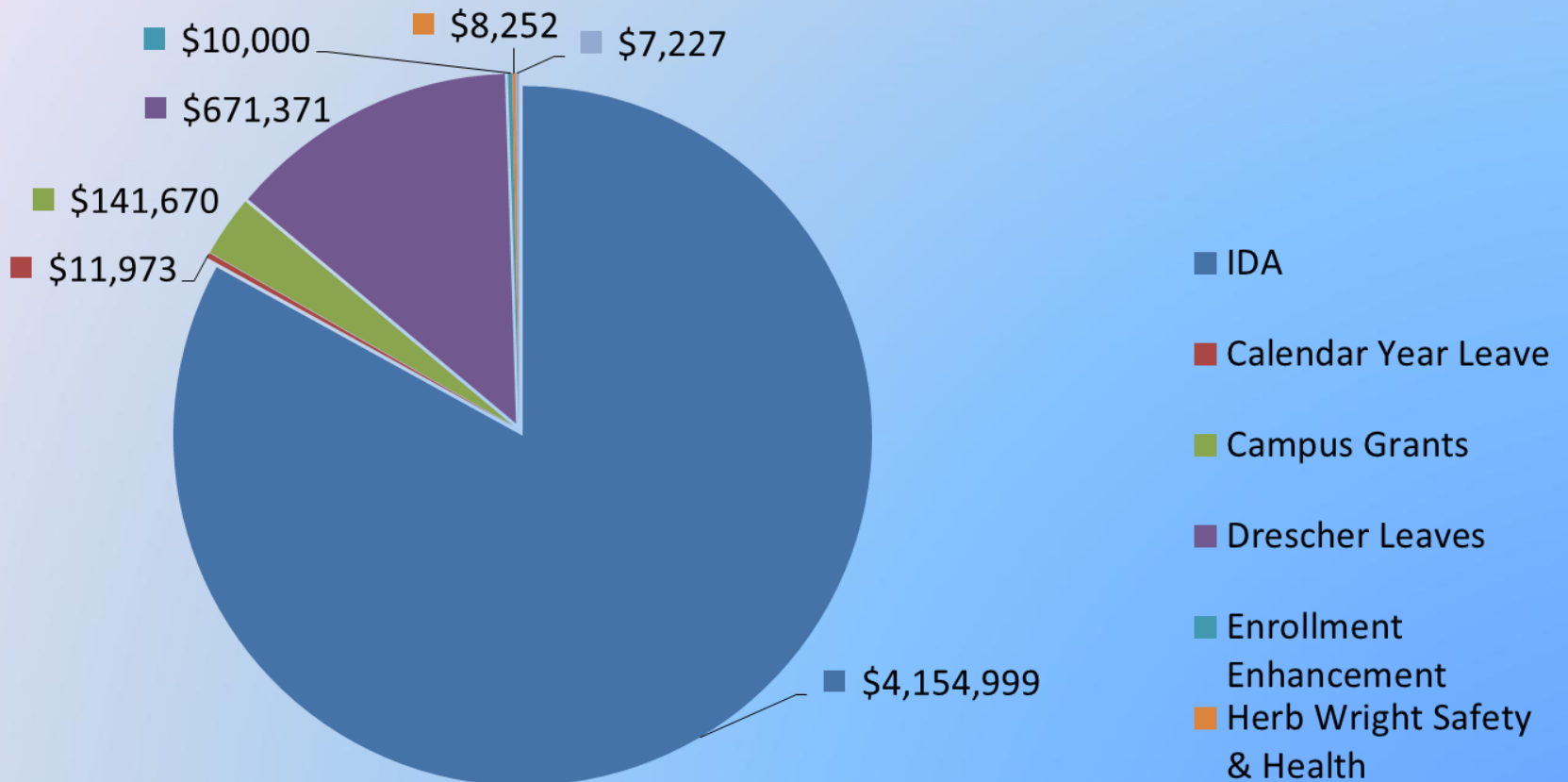
- Awards for campus or multi-campus projects in any area covered by the other committees

Committees also Funded by JLMC

Negotiated Funds

- Joint Committee on Health Benefits
 - Work with appropriate State agencies to review and oversee the various health plans available to employees
- Work-Life Services
 - Employee Assistance Program
 - Flex Spending Accounts
 - Dependent Care Advantage Account (Contribution made for each participating UUP employee)
 - Health Care Spending Account
 - NYS-Balance (Resource and Referral Program)
 - NYS-Ride
 - Worksite Childcare Centers
 - Pre Retirement Planning

How Funds were Awarded in Previous Agreement



Program Participation 2007-2011

(Excludes IDA Awards)

- Twenty campuses participated in at least one grant program.
- Top eight participating campuses:

<u>Campus</u>	<u># Awards</u>	<u>Total \$ Awarded</u>
Albany	39	\$155,176
Buffalo Univ.	24	\$107,558
Plattsburgh	12	\$ 90,893
New Paltz	15	\$ 86,456
Binghamton	6	\$ 84,963
Cortland	7	\$ 82,528
Potsdam	12	\$ 79,618
Brockport	14	\$ 73,263

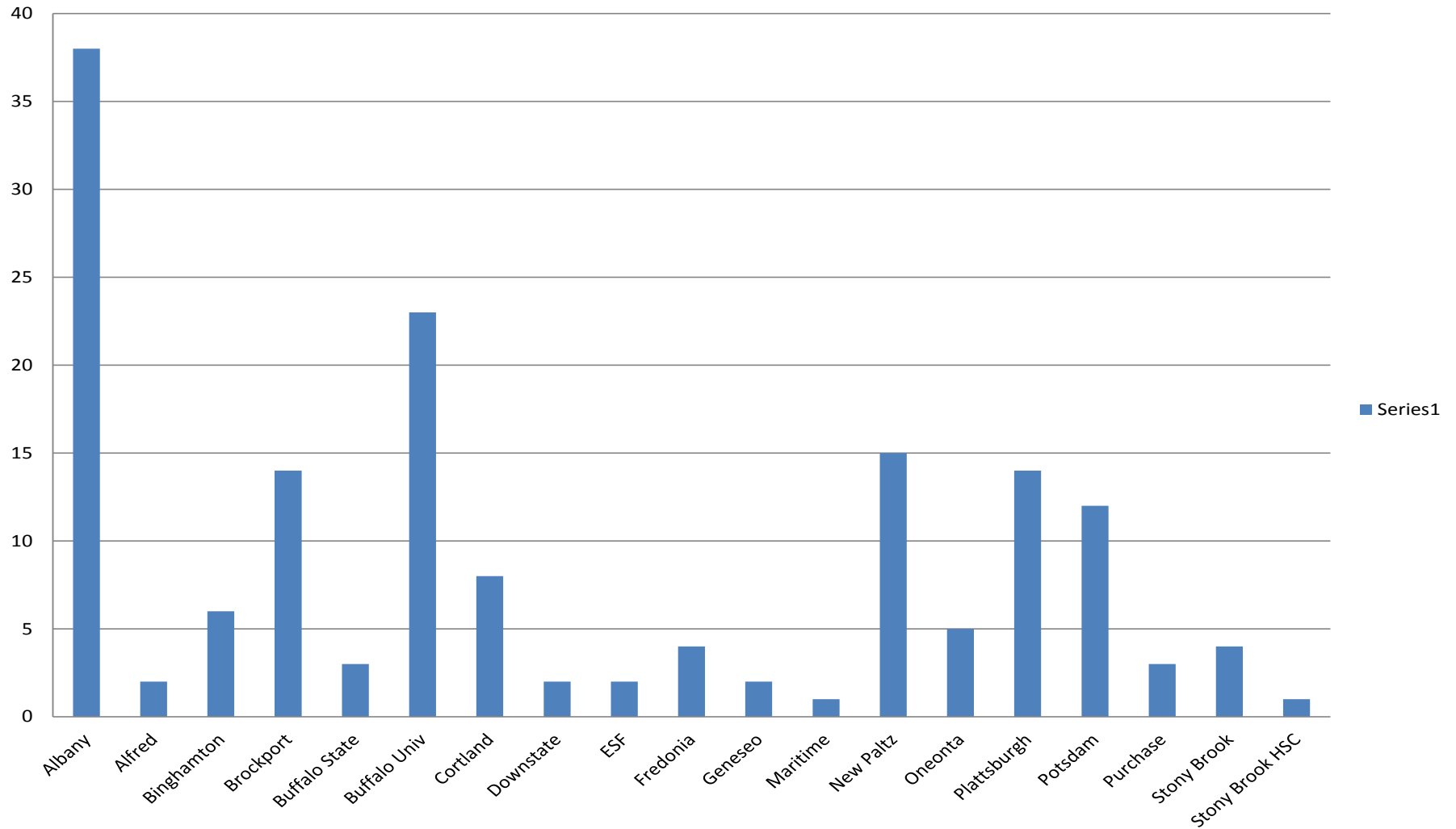
Campus Grants Program 2007-2011

Total Campus Grants per Campus



Campus Grants 2007-2011

Number of Awards by Campus



Program Initiatives 2007-2011

- Employee Career Management Program (Binghamton and Purchase)
 - A three year program provided short and long-term career and professional development for academic and professional staff through group workshops, individual coaching and three booklets on career-related topics.

Program Initiatives 2007-2011

- Departmental and Research Administrators Series (SUNY Buffalo)
 - Provided training for departmental and research administrators who had basic knowledge of university and research procedures and who wanted to improve their skills and advance in their careers.

Program Initiatives 2007-2011

- Civility in the Workplace (Plattsburgh)
 - A year long, multi-phase project was implemented to promote and enhance a civil workplace. Employee surveys were conducted to identify issues. Based on the survey results, lectures, presentations and workshops, a poster contest, and newsletter articles were used to promote a healthy and civil work environment.

Program Initiatives 2007-2011

- Building a Positive Workplace Environment: How to Minimize Workplace Stress and Aggression by Fostering Healthy Communication and Respect. (Potsdam and Canton)
 - A three-day conference promoted awareness of a healthy and productive workplace environment through presentations and workshops.

Program Initiatives 2011-2016

- “Rising Stars” Leadership Program (Potsdam and Canton)
 - A year-long pilot program targeting entry to mid-level professionals who have shown excellent performance and a probability to advance in their careers. Eight employees participated in the first year pilot program of leadership training with the goal of retaining and growing leaders. A second year of the program is occurring in 2014-2015.

Program Initiatives 2011-2016

- Campus Leadership Academy / Supervisor Training (Plattsburgh)
 - In the fall semester, fifteen facilitators chosen by a labor/management committee will be trained in eight topic areas: interpersonal skills, dealing with difficult employees, managing and resolving conflict, mentoring, motivating employees, constructive criticism, leading change, and leadership skills. These facilitators will hold training sessions in the spring semester for approximately 135 employees with supervisory responsibilities.

Program Improvement

- Are our programs serving the needs of Professionals on campuses?
- How do we increase participation?
 - What are the impediments to participation?
 - Are our methods of communication effective?
 - Websites (JLMC and UUP)
 - How can we communicate better with:
 - Employees
 - Campus Administration