

## First Negotiation Session — Meeting Minutes for 2/10/23

Present:

- Sean Collins
- Ginny Lee
- Evan Halstead
- Tanya Schnieder
- Rachel Mann-Rosan
- Will Kennerly
- Jeremy Sloane
- Patrice Malatestinic
- Dung-Lan Chen
- John Cosgrove
- Ruth McAdams
- Peter Murray
- Yvette Cortes
- Sarah Delaney-Vero (Strategic HR Advisor)
- Rob Manfredo (legal counsel)
- Michael Orr (DOF)
- Julie Delay (HR Director)
- Michael Swellander
- Garrett Wilson (3:20 arrival)

2:39pm start, round of introductions

Presentation started by Peter Murray, review of agenda (2:40pm)

- I. Principles of Negotiation
- II. NTT Union Accomplishments in Higher Education
  - A. Job Security — examples from other institutions
  - B. Compensation — examples from other institutions
  - C. Career Advancement and Professional Development — examples from other institutions
  - D. Health Insurance and Retirement Benefits
- III. NTT Challenges and Issues at Skidmore College (Ruth, 2:51pm)
  - Themes
    1. Compensation
    2. Precarity
    3. Inconsistent evaluation processes
    4. Inconsistent hiring, renewal, and promotion policies
    5. Inconsistent access to professional development resources
  - Breakdown of differing needs for PT per-hour, PT per-credit, FT short-term, and FT long-term
- IV. Bargaining Goals with breakdown by same four groups as before

- V. Recap of Meeting (Peter, 3:08pm)
- VI. Next steps:
  - A. Determine regular schedule for bargaining sessions
  - B. Next session, present non-economic proposals

Presentation ends at 3:10pm

Sarah Delaney-Vero: expresses thanks to the bargaining committee

Rob: Sees labor relations as an opportunity to collaborate. This is a great way to start. Proposes meeting every other Friday from 2-5. He hopes to keep meeting as a group (both FT and PT) for issues that both have in common, then individual meetings as necessary.

Sean: Will have to check on meeting time. Question: in request for information, we requested average and median salary for faculty but haven't received information on TT positions

Rob: we will take a look at it

Sean: ask about box folder with department handbooks

Sarah: there are a few we are still looking for

Sean: bullet 19 of info request, looking for more info on A, B, C, and E

Sean: request to send updated list of bargaining unit at the beginning of each semester.

Sean: it has been suggested that NTT are being told they are not allowed to teach FYE now

Michael: there is no change; first time requires approval from dean (Janet), no approval needed thereafter

Peter: heard that PT faculty will not receive GSA this year due to bargaining, looking for clarification

Rob: continuing PT will receive GSA (consistent with prior years)

Michael: clarifies that the continued GSA is an intention but not a guarantee

Peter: Is it the college's intent to continue to roll out equity adjustments?

Michael: yes

Ruth: If NTT member receives promotion, will equity adjustment be given?

Michael: yes

Pete: we brought this up because administration said that equity adjustment amid bargaining is murky waters

Rob: if we have done things in the past, we would continue to do it despite current bargaining

Ruth: What is the plan regarding union FAQ page on college website?

Sarah: suppose there is no more need

Sean: Can we take a short caucus? (administration, Tanya, Rachel leave) How do we feel about responses?

Caucus ends at 4:00pm, administration representatives return

Sean: no substantive response, we need to check on schedule with others. Question about hybrid access for future sessions.

Rob: we will discuss that. Feb. 24th won't work for next meeting.

Sean: we are looking to start after spring break

Julie: suggests 2nd floor dining hall or Surrey as meeting space

Adjourn at 4:06pm