

The PAT Welfare Committee met on January 17th.

Discussion took place regarding the committee's role and what "power" we really have to facilitate change when we or the greater PAT group identifies concerns with practices or policies. In general it was determined that we were the "face of PATs" who may wish to be anonymous for whatever reason, and that we research and advise. We commented that we hope the University Administration considers the things we bring up and ask about....as an "awareness tool" that can help them know what the concerns are from PATs and the general feeling. Dave (chair) reminded the group that the we are also supposed to advise the SPPC representative when they ask for comment on matters related to policies and such.

During fall semester several PATs had asked the PAT Welfare Committee to look into the fact the campus salary information was not updated in my.plymouth. Dave Carpentiere (committee chair) communicated with several individuals on campus to see if we could facilitate getting the report updated or simply issued in general. That task was not successful due to a number of reasons. Recently however, the information was located on the USNH web page....and that actually proved to be even more comprehensive because it included salary information for all employees within the USNH system. The information can be obtained here:

https://www.usnh.edu/hr/pdf/USNH_Salary_Book_as_of_06302016.pdf

In December several committee members had met with Caryn Ines to converse about some HR-related questions that had been posed by PATs. Several questions got answered at the meeting. The questions and summarized answers are as follows:

- **It is our understanding that OS are being offered the ability to cash out some "earned time". Why aren't PATs being offered this (what's the difference)?**

Summarized answer: In simple terms – PATs have different types of vacation / sick time pools than OS do. The structure and accounting rules for each are different. Some of the differences and rules are government-driven. Because of this it is easier and appropriate to allow this of OS at certain times...whereas it would not make sense for the PAT group. Caryn also reminded us that PATs do also have more flexibility in general: typically higher salaries, more flexibility with their hours, and the ability to take an hour of time here and there without accounting for it. Caryn also did say a type of "leave review" is being looked at by her and the HR Executive Council....to perhaps examine the different types of leave and possibly realign or tweak all or parts.

- **We are getting questions and concerning emails from PATs regarding the holiday week "curtailment". The PATs in general seem to really appreciate this (not having to use vacation time) but are concerned for some who will have to work that week. From a fairness standpoint how will this be managed? We feel strongly that everyone in the PAT classification should be treated the same (it's a simple fairness issue).**

Summarized answer: PATs work 40 hours per week...and at time beyond that to "get the job done". There could be seasonal times where a PAT staff member worked a 70-hour week....but then the following week they work 32 hours....it's an overall balance. PATs by law are not allowed to "count hours" ...and as such there is no such sort of "comp time" or 1-for-1 exchange between working extra and then working less. In general – Caryn said supervisors should be reasonable and use their judgment to be fair to employees. Caryn reminded us that supervisors should talk with HR if they have questions or want advice.

The committee didn't get through all the questions when we met with Caryn in December so at this (January) meeting we tweaked the remaining questions and emailed them to her. We have since been able to schedule another time to meet with her (Caryn). We will meet on February 16th to address these questions:

- **TLs in the TL Union get paid \$1,200 per teaching credit (regardless of their time / experience teaching at PSU). Non-Union TLs only receive \$1,002 per teaching credit (even if they have a lot of PSU teaching under their belt – example 21 semesters). This is a fairness issue that should be addressed. One specific example**

has a long-term TL teaching....and a former student of the TL coming back and immediately making more money than the experienced TL. How can this be rationalized and what can be done to fix this? Again – this is purely a fairness issue. What University ‘body’ or administrator sets the non-union TL rate?

- Regarding this policy (<https://www.plymouth.edu/office/human-resources/work-life-balance/flextime/>). Specifically looking at the “Teleworking” component....Can the policy, as is, be applied to someone we are hiring in that they might never come to the physical location (or perhaps only occasionally)? For example...an employee that lives quite a large distance from PSU. We are aware that UNH has some workers that fall into this category....
- A number of years ago HR used to periodically research where each constituency stood (in terms of salary) as compared to other USNH institutions and comparator institutions....and they would share how deficient each group was. This helped the campus determine where salary dollars should be focused. It also helped HR see that certain specific positions or individuals were deficient and needed adjustment. For example: “In general - As compared to our comparators in New England OS are 11.2% salary deficient, PATs are 7.1% deficient, and Faculty are 3.1% deficient”. Is this something that still happens or could be done?
- Assuming good job performance, how long should it take for someone to reach the first quartile in their classification? We (PSU) have a habit of giving across-the-board raises which moves the minimum and winds up being dis-incentive for longevity. How do we correct that?

PATs should, as always, send us any additional questions or concerns so we can follow-up.

Report submitted by Dave Carpentiere (PAT Welfare Committee Chair) on February 1, 2017