

**UUP Albany Chapter Labor Management Meeting Minutes
October 17, 2011**

Attendees:

Labor: Merbler, Jewell, Seidel, Abraham, Collins, Hanifan

Management: Mancuso, Hedberg, Neveu, Shultis, President Philip,
Tamra Minor (guest)

The meeting commenced at 10:02 am.

1. Update on Shared Service Agreements and 5. Ground Rules on New Faculty

Positions: UA is in shared service area that extends from Plattsburgh to Purchase.

President Philip thinks it will be administrative services that are shared, not classes. In any case, it is a very slow process. Philip favors "Buy New York" procurement rules.

Seidel said and Philip concurred: Plattsburgh has removed itself from our shared service area. General discussion about NYSUNY2020. Hedberg: This money comes with strings attached. Collins: We need to talk about that. Hedberg: 3 pools of funds: normal departmental turnover, the "CAR" (the Provost's money, which may also have strings attached), and NYSUNY2020, in which the strings are being negotiated with people "downtown," aka, the Governor's Office. Philip estimates: 187 new faculty, 305 academic support, 200 +/- mix of clerical and professional employees, over 5 years.

Hedberg will get us better numbers. Merbler wants to publicly note that she has seen the gate opening, with respect to academic searches currently going on. Thank you to President Philip.

Merbler to Minor: thank you for joining us. Minor spoke on Item 7 and related matters:

Reasonable Accommodation Policy for Faculty. Minor: The new website is a work in progress, i.e., will include assistance to search committees. We are helping units across campus diversify their pool by working with search committee Chairs and ODI reps. We have attended Faculty Compact. Geoff Gabriel is Head of our Sexual Harassment Prevention Unit; training being done across campus. SUNYs having Title IX audit right now. We are monitoring our Title IX efforts; Minor is the Coordinator for Title IX at UA. The President's Council on Diversity (17 members) is going to meet bi-weekly. Goals: to develop a roadmap for the University, etc. It is a renewed council. UUP gave us some money, so we developed Diversity training on campus (trained 12 trainers in spring 2011). Jewell asked for the names of the 17 members of the Council. Minor indicated she would forward this information. Hanifan asked about training for TAs and other populations. Minor will talk to Jeff. Minor talked to Janet Thayer to find out who on campus is our ADA Coordinator. It is NOT Minor. Thayer and Mancuso to discuss who it should be. Hedberg has been involved with individual requests for accommodations. Merbler: You have been very busy, thank you very much. Minor left. Seidel and others discussed the lack of the accommodations policy anywhere on the UA website. The policy/procedures/form must be made available; otherwise UA is breaking the law and may be fined by DOJ. If Labor finds it, send to Mancuso, who will discuss it with Thayer.

2. **Request for Bi-Annual Updated Email Address File for 08 Bargaining Unit:**
Mancuso: I believe you get that from System Administration. **Merbler:** No, it is local information that we can only get here. **Mancuso:** I will check on this. And this morning, Denise sent you lists of new faculty and faculty who have left (via email). **Merbler:** I ask in October and February.
3. **Final Arrangements on Cuts:** Hedberg has had individual meetings with all members in the languages; French will go from 7 to 4, in the next 4 semesters. If there is further attrition in French, I don't think those positions will be replaced. I don't see any retrenchment for French department. We are continuing the minor in French, Russian, and Italian. Discussion. **Hedberg:** We don't believe it will take 4 faculty in French to deliver the French minor. Discussion about Terms and Conditions issue. **Hedberg:** Transition will take a few semesters to settle out. **Collins:** Faculty in French, etc., are nervous. **Hedberg:** Respecting their privacy, it is up to each individual to decide who to tell, what to tell and when to tell (with particular regard to Theater). I am maintaining contact with those involved, even if I have no news to report. **Merbler and Hedberg agree that this should be wrapped up "toute de suite."**
4. **Equitable Contribution process:** **Hedberg:** Ben Weaver is taking this over; has made a chart, shared with Deans; we will have Deans' responses at the end of the month, whereupon PEAC and Provost will discuss. I will ask Provost when I can share with Labor. **Collins:** The process should be a discussion with faculty, not just a fiat of Administration.
6. **IDA Status:** **Hedberg:** Announcement went out on Friday. I've already received some applications. Form remains the same.

The meeting adjourned at 11:36 am.

Respectfully submitted,
Carol H. Jewell, Secretary