

## **UUP Albany Chapter Labor Management Meeting Minutes**

### **November 1, 2010**

#### **Attendees:**

Management: Mancuso, Hedberg, Neveu, Shultis  
Labor: Abraham, Jewell, Steen, Merbler, Seidel, Hanifan  
Guest: Laurie Garafola, Director of Residential Life

The meeting commenced at 10:05 am.

Introductions all around.

Garafola spoke about Residential Life: She has 34 UUP, 8 CSEA, 17 GSEU and 200 student staff members. She houses 7200 students. 56% of undergraduates live on campus. All freshmen live together. There are living learning centers, in which students in certain programs live in the same dorms. They do 1 low-rise renovation per year; each houses 75-100 students. Jewell asked about accessibility at the door of the Danes Den; Garafola will speak to Chartwell's about it and let us know. Thanks to Garafola.

1. **ERI—Request Update on UUP Numbers (Last known: 70 “interested”):** Mancuso: Up to 77 interested, from 70. I will get Academic vs. Professional numbers.
2. **Detailed Listing of Incoming/Overdue Performance Programs, Permanent Appointments and Term Renewals (Promised for Week of September 20<sup>th</sup>):** Hedberg: I don't have that list. Mancuso invited Merbler to come over to join Hedberg and Sandy to learn how to read the old list.
3. **JLMC Tri-Programs Discussion (Last Chance!):** Hedberg had the letter and distributed copies. Hedberg said he doesn't think we have the time or the wherewithal for this right now. Discussion. Merbler like first idea; is UA willing? Hedberg will reach out to Haines and Volpe. Merbler: Good.
4. **Final Intersession Shut-Down Plans-Mancuso:** last year's draft and Q&A memos to go out soon. Similar program to last year. Mancuso thought they'd be out by 10/31. Merbler: We still have new employees that don't know the plan. We want to stress the importance of early-out-of-the-gate. Snow plan/class cancellation is on the website. Merbler has suggestion that on the 442-SNOW recording, that it also include 1<sup>st</sup> available desired area for parking (while snow removal is going on in other areas). Abraham reminded the group about snow emergency last year and professor who got a ticket during exams.
5. **Reminder: Updated Snapshot of PTers due this Meeting:** Hedberg distributed copies to all. Merbler: We will look at this and compare to last year's numbers. Brief discussion.
6. **Projection of Renewals for PTers in Journalism:** Hedberg: I don't have an answer. There is a proposal to recast the program but I have not seen it. I will try to get you an impact statement. Program to be more streamlined 4 tracks to 2, more efficient. Hanifan: There is a lot of anxiety about this.

7. **PT Guidelines Updated?** Hedberg: I am open to looking at this. Merbler: Some things change every year. Hedberg: Put on agenda for next meeting. Let's agree to look at guidelines now on Provost's website. Seidel: For contractual changes, suggest linking to UUP contract. Hedberg: Our discussion should go beyond those adjustments. Merbler: Okay.
8. **For January: Updated 08 Bargaining Unit Salary List (Including DSI Awards):** Request normal listing.
9. **Follow-up: \$10 Parking Ticket Appeal Fee:** Hedberg spoke to Rose. Rose re-wrote policy and is now on Parking Management Website. Merbler read the policy aloud..."If appeal takes longer than 30 days, a late charge may apply." Merbler: This is NOT a change. "Citations may be paid during the appeal." Merbler: This is unacceptable. Mancuso: I will pass the info along. And you, Rose and I should sit down together. UUP does not accept the change; it is completely unacceptable to us.
10. **Re-requesting Full Listing of All New 08 Bargaining Unit Members Hired Between October 2009 and October 2010 (I Rechecked Email and Only Received the Email Address Listing—Was Rec'd on 9/28; All Other Reports are Just Bi-Weekly—No Full Listing Received):** Received update list just prior to meeting, said Merbler.

Add ons

1. Merbler asked Mancuso about the \$6,000 death benefits for employees who die in service; \$1,000 for retirees→we tell UUP but what if Merbler doesn't know about retirees? How can we close this loophole? Mancuso: I will find out to see what Diane does.
2. Mancuso: Next speaker: Tina Riemers? Yes. Next meeting is 12/13/10 in UH 306; Neveu says anyone can reserve that room online.

The meeting adjourned at 11:06 am.

Respectfully Submitted,  
Carol Jewell, Secretary

Add-ons

1. UUP urging Chapters to work on Rock the Vote. Merbler will do it here at UA; please tell George.
2. Further discussion re: NYSUT endorsements. NYSUT is endorsing Breslin. Discussion. Stakowsky not endorsed.
3. All Chapter Presidents have been appointed to Negotiations Committee. Also, each Chapter will form an Ad Hoc Committee, which will do some surveying. General Membership meeting with Negotiators will meet in the RACC.
4. Merbler asked about at least 2 safety alerts which went out to students only. No one else got them. This was not the test that went out on 9/10. I applaud Lynn and Jim for getting the workplace violence training off the ground last week. Mancuso: Lynn did it all. Applause. Merbler: It is a perfect committee, thank you, thank you!
5. The Chapter may need to do an activity for new Professionals and New Academics, but we need a list of people (from last September onward). Hedberg: We had a small reception for new teaching faculty from last 3 years. Hedberg will ask that Sandy pull a report of names.
6. Mancuso: Services for Veterans: We've started to work on this (Vets mentor students); we have 85 faculty and staff who are veterans. Merbler: Let's find a way to honor faculty and staff veterans, as well as student vets.

The meeting ended at 12:08 pm.