

# UUP Albany Chapter Labor Management Meeting Minutes

February 13, 2012

Attendees:

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

Management: Hedberg, Neveu, Shultis, Mancuso

The meeting commenced at 10:18 am.

1. **Budget/Shared Services:** Labor: any updates? Mancuso: Not really. People are meeting. HR Exec Cmte soon to have phone meeting about shared services. Nothing concrete yet. See also under #6, below.
2. **IDAs:** off the table. Letters have been signed and are on their way out.
3. **MSSE Program and French:** Hedberg: 6 credits of grad level French are required. These must be taken at another institution and transferred in. Several other campuses are doing it this way in other programs (i.e., music). Collins: TY for providing the clarification.
4. **Follow-up: PT Dashboard:** Hedberg gave out this document; it is highly confidential. Denise Szelest, who provided the raw data, believes it includes people we have not previously counted; this may account for the differences. The number of O'Leary professors is up and is counted. Hedberg explained the totals. The proportions between PT and FT have remained stable. # of PT changing to FT has increased. The more experienced people are being kept. There is growth in the "less than 3 years." This may be grad students moving from assistantships into PT lines. Merbler noted the difference between semester and 1 year (in duration of appointment). Discussion. Hedberg gave some numbers from last year as contrast, but these numbers were not on the document he distributed. Discussion. Hanifan is happy to have the dashboard.
5. **Follow-up: NY2020 Albany Presentation:** Merbler: Do we have a date for our presentation? Hedberg: They were asked a week ago to send another iteration; no date has been set. Discussion. Hedberg: Basic themes have not changed; based on Albany Impact statement as announced last year.

6. **Follow-up: Pilot Program w/Central Reporting on Accruals:** Mancuso: there is no pilot program. We may not change to tracking system for HR until 2014 or later. This was in reference to demos of the system, which all campuses MIGHT go to (not obliged to). It's easier than PeopleSoft. Accruals is one component of it. It will take over 2 years just to get ready for the HR part. Discussion. This will not affect MyUAlbany at all. It's been going on for 5-6 years. Diane is retiring; we are hiring to fill her position. No efforts to centralize student info. Labor concerned that we not be asked to take on more work, who is going to do the work, if we take on more work, will we get paid for it? Ray Haines said employees should be at the table because they would be part of shared services. More discussion. Hedberg said administrators/deans here are trying to meet the shortfall in what President Philip called a "transition" between budgets. Discussion. Merbler referenced Kinzer's "golden circle," and said that traditional college students' numbers were shifting/decreasing, and that this trend would continue. Hedberg said we are recruiting students from New England, and that international student enrollment is up. Ray is working on PACE, an interdisciplinary program, trying to address enrollment by broadening our base. We don't have an upper limit on online students at this time. Abraham said the Chancellor has been talking about an "Open SUNY." This was briefly discussed. Hedberg: We use summer courses as a laboratory for courses which may then migrate into the regular semesters; these include online courses. Merbler suggested we need to put more effort into marketing and referenced the Brockport ad at the Albany airport.
7. **Follow-up: Reasonable Accommodation Policy:** On the web yet? Mancuso and Thayer are still working on this. Merbler: People write to Jewell directly, Jewell writes to Merbler; the policy is not supposed to be hidden. Mancuso: Refer people to Tamra Minor, Janet Thayer, or Mancuso. Discussion. Jewell said that there is no note anywhere on the website to direct employees to where to go for help if they do not reach out to Jewell or anyone else in the Union. Mancuso: We are working on revising it. Seidel: I want us to be in compliance.

#### Add-ons

1. Merbler was notified that Warren Roberts has retired and is an O'Leary, but she never got a retirement notice. Merbler said that Mancuso said he was going to think about that. Merbler needs to have this information so that she can inform her members of benefits they can get as retiree members. We need the info within 30 days, this is UUP policy. Mancuso said he needs to find out if employees WANT Labor to know when they are retiring. Seidel said it is part of Terms & Conditions. Discussion. If these

employees don't sign up for retiree benefits in a timely manner, they can end up paying thousands of dollars more.

2. Re: buttons on handicapped doors: Mancuso will talk to UPD. This may fall under Lisa Donohue. Not sure if it falls under security, health & safety, building managers, etc. Discussion. Is anyone testing functionality on a regular basis? How often? And who might be asked to check them? Mancuso will ask and find out. Jewell: fire hazard also. Seidel: And visitors wouldn't know whom to contact.

The meeting ended at 11:29 am.

Respectfully submitted,

Carol H. Jewell,

Secretary