

UUP Albany Chapter Labor/Management Meeting Minutes
2/22/10

Attendees:

Management: Neveu, Shultis, Hedberg, Mancuso, Philip,

Labor: Seidel, Jewell, Abraham, Merbler

Speaker: Fardin Sanai, Vice President for Development

The meeting commenced at about 10 am.

President Philip can't understand why UUP Central opposes the differential tuition plan. He said UUP has never before been concerned with students' welfare, so why now? Merbler shared 2 documents with all. Philip gave reasons he disagrees with UUP's position. In Philip's opinion, if the Empowerment Act goes through, UA could get 500 new employees, 490 of whom would be UUP members. He said UUP always sells out the future for the present. The trade schools are in favor of the plan. Philip believes in a capped rate, a fixed rate. The current plan would be beneficial to all UUP members, according to Philip. He said, "No longer can I tell you that there won't be retrenchment. I am very disappointed by UUP's position." (**He stresses these are his opinions, only.**).

1. **New York State Budget Update:** President Philip said it is a \$137 million cut statewide and doesn't think the Governor is in favor of restorations, but we will probably get TAP restorations. This cut, \$6.3 million additional (for UA). Philip doesn't know where he/we is/are going to find \$6.3 million additional. Labor to President Philip: Thank you.

At this point, introductions were made around the table, and Sanai gave a presentation on his responsibilities: Thank you for inviting me. The Foundation is the fundraising arm of the University; 145,000 alumni. We try to cultivate relationships with those alumni. Early grads were teachers who didn't make a lot of money. 1980's grads are our target now. 95% of the work that Development does accounts for 5% of the gifts. Alumni want to see stability in the University before they will make major gifts. UA alumni's wealth is income-driven, not "old," family money. "What State gives us makes us good; what philanthropy gives us makes us excellent." "The largest gifts to UA come from retired faculty and staff." "We always look for volunteers to be peers, asking their colleagues to give." UA Athletics makes a giving presentation a part of every departmental meeting. Fees=12%; Sanai would like that cut to 6%. Thank you to Sanai.

2. **Workplace Violence – follow up from last month:** Mancuso and Shultis have been working on this. Putting ideas together based on what Fredonia, Cortland, Oswego, Brockport, Stonybrook, and Upstate Medical are doing and what might work here. Most policies are online and some training is online. Stonybrook

employees sign that they have taken it. Cortland has an Advisory Committee; Mancuso says this would be good for us. Merbler agrees. Hedberg spoke on possible RFPs for training; Kathy Falcetta (NYSUT), workplace violence person. Shultis said the above-mentioned campuses are also doing domestic violence training. Brief discussion about Binghamton situation. Management will keep Labor up to date.

3. **SIRF Evaluation Committee:** Hedberg: I talked to Bruce Szelest and asked that Hanifan and Steen be invited to sit in as observers or be put on the Committee. Awaiting answer from Bruce, who is on vacation; Committee is not populated yet.
4. **Updated 08 Bargaining Unit salary list due:** Mancuso already sent to Merbler.
5. **Updated M/C salary list due:** Mancuso sent to Merbler on Saturday morning. Merbler hasn't received it. Mancuso: Will re-check and resend if necessary, later this afternoon.
6. **Follow up: Listing of part timers for Spring 2010 due:** Hedberg gave document to Labor. Discussion. Merbler: Many only hired for 1 semester, but some courses only taught in particular semesters (fall vs. spring; spring has more labs, etc.).
7. **Follow up: list of email addresses for 08 BU due:** Merbler acknowledged receipt via email.
8. **Request updated listing of performance programs that are overdue (for April meeting):** Reminder that Labor has asked for this for April 2010 meeting.
9. **Request for updated listing of permanent appointment files in the queue (for April meeting):** Reminder that Labor has asked for this for April 2010 meeting.
10. **Non-renewal/reappointment letters:** Merbler: Want to be sensitive to bring this up in a timely fashion. Merbler gave background/past history of this issue. Hedberg: Timeliness, content, and tone of letters is important, especially now. We may be in March-April timeframe. Seidel: Reappointment letters were late last time. Hedberg: We work year to year, it is labor-intensive. We will work on early [this time], to leave enough wiggle room. There is still only 1 person working on this.
11. **UUP Talking Points:** Labor shared documents with Management: UUP Talking Points and 2/15/10 New York Times article. There is also a letter going out from President Smith and it is posted on the Chapter website if you want to see it. Brief discussion.

Add-on

1. Merbler on IDA grants and Calendar leave: Dates for timely submission of receipts are not stated. Hedberg: We will develop a way to get notice out via email.

Meeting adjourned at 11:35 am.

Respectfully submitted,
Carol H. Jewell,
Chapter Secretary