

**UUP Albany Chapter Labor Management Meeting Minutes
July 12, 2010**

Attendees:

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

Management: Mancuso, Hedberg, Neveu, Shultis

The meeting commenced at 10:08 a.m.

1. **Budget:** Nothing new. UA still working on scenarios, nothing is finalized. SUNY is able to pay bills. The rollover capital piece was reauthorized, so some podium work continues. Brief discussion of possible cuts; \$107 million statewide, \$6 or \$7 million for UA?
2. **Retirement Incentive Updates:** Mancuso: I've received no response on window dates from System Administration as of this morning. (Other campuses have chosen between 10/3 and 12/31.) Merbler: We are disappointed that System Admin can't follow up in a week's time. Merbler understands that Mancuso is standing on the side of safety. Discussion. Merbler: Where are the professionals and where are the librarians in this scenario? Mancuso agrees that it is a very important question to ask and will inform labor ASAP.
3. **Workplace Violence Training-Update:** Mancuso and Shultis met with Anton Aboud (trainer); gave a price to conduct training/assessment and Steve has agreed to it.
4. **DSI Procedures:** Hedberg: Mancuso and Hedberg talked about it last week. Hedberg will send draft letter to Merbler this week. Merbler: We have been dismayed to find out, over the last 2 years, that there are members who have NOT been evaluated. Management lengthened the window for programs to be filed last year which was not original agreement at the table. We continue to see a lack of evaluations for members. Why? I'd prefer not to, but I can put names on the table. We all need to be concerned about it; if done within 3 months of due date, Labor says OK. But Labor feels that information Labor has received from Management is incorrect. Let's talk. Discussion re: the disadvantages of not doing evaluations. Also, Seidel: Some members have no Performance Program: how can you evaluate people who don't have a Performance Program? Merbler: This is not widespread, but it does happen. Mancuso: Even outside of DSI, VPs and Deans can work on this. Merbler: What are the checks and balances when we hire people to see if Performance Program was done within 45 days? Mancuso: It's a manual task. Maybe we can do something down the road, on My Albany. Maybe we can brainstorm with Sandy. Hedberg: I have (and can again) send reminder letters on behalf of the Provost (Acad. Affairs). Mancuso: I can do that, too. Merbler: I welcome a brainstorming opportunity; I am trying to be proactive. More

discussion as to possible glitches in the system. Merbler: As VP Professionals, can Abraham be a part of this? Management: Yes. Merbler: Normally our cutoff date has been 8/31; last year, the window was extended (by Steve) into September. We are also concerned about individuals who are overdue for Permanent Appointment. Hedberg: I expect our logjam to break in the next 4-6 weeks. Merbler looked at the document from 4/10. Hedberg: Everything has slowed down, for various reasons (budget was one reason given). Merbler: Is 8/31 the cut off date? Hedberg: We will talk to Steve and get back to you by COB today. You can ask for an updated list. Hanifan: I am looking at the #s of PT Academics and want to insure that supervisors are reminded of the part timers being included in DSI.

5. **Part-Time Appointment Letters-Update:** Hedberg: They've been trickling in; first, get people on payroll; letters are last. Anxiety around the budget is inducing conservative behaviors.
6. **Summer Parking Plans-Again:** Merbler: Construction in Dutch area has caused all handicapped spaces on the NW Colonial side to be filled all the time.. We have even seen grounds people parked in those spaces. Merbler explained about the ADA and 200 feet requirement. Mancuso: Rose hasn't received any complaints about the full parking and is willing to address it. Merbler: Maybe Rose can look at how many disabled stickers she gave out last year. Mancuso: Give us more information from the handicapped members. Merbler: Ok.
7. **Registration Parking Sticker Location:** Merbler and Mancuso disagree about this. Merbler has received 3 emails from concerned members about this. Section 375 Sect 12A MVT Law (Merbler read from the Code). Brief discussion. Merbler read from an email from NYCRR from Rose. There are thus 2 rules that contradict each other. More discussion. Mancuso: Janet Thayer said it is legal, based on her research. Steen: you could get a ticket from the State Police or other police agency. Mancuso: It is only 2 inches long. He read from an email, justifying reasons for the placement. More discussion. Abraham: So, no more hang tags? Twostickers needed for more than one vehicle? Mancuso: I will find out. Seidel: The Code is not supposed to contradict the law. Mancuso: SUNY Oswego has done this for years. Seidel: please ask Janet how she was able to navigate the conflict between the NYCRR and MVT Law. Steen gave some examples of problems which included court visits. This aggravation should not happen. Merbler: There is concern on both sides. Seidel: Janet can contact me via phone or email.
8. **Status of Professional Permanent Appts-Update:** See above.
9. **MOU-School of Public Health:** Hedberg gave copy of MOU to Steen.

10. **Search Policy-Application to ITS?** Merbler: There are a couple of people retiring from ITS. Haile sent a blast email regarding this and announced the succession plans. People have been moved up with no search done. Mancuso will look into this and get back to Labor. Abraham: Searches should include internal candidates. Mancuso: Yes. Merbler: The Albany Plan has not been followed consistently on campus. Some people have been told not to bother to apply. Merbler will forward email to Mancuso.
11. **Request for Detailed Listing of Overdue Performance Programs and Evaluations (by Name, Date, Supervisor, etc.)-Due this Meeting:** Mancuso gave a copy to all. Discussion. Hedberg will ask Sandy if we are properly understanding the headings and the dates on this listing. If we accept this as an accurate list, then I think the task is to address each of these cases in the next 6 weeks, at least in Academic Affairs. Merbler asked Mancuso to verify our understanding of the last column on the list. Mancuso: I will verify with Sandy. Abraham: I would like my own copy, as VP for Professionals.
12. **Fall meetings** will be: 9/13, 10/4, 11/1 and 12/13, locations and speakers to be determined

Add-On

1. IDAs: Hedberg notified last week that people have until mid-August to get their receipts in for Individual Development Grants. He will talk to Scanlan re: people who still have money in their accounts and address them. His hunch is that we will have IDA program next year; not final yet. Merbler: At that time, Committee will be reconstituted.
2. Joint Labor/Management Committee Campus Grants will go onto agenda for next month.
3. Hedberg indicated that Tina Riemers is continuing a series of training sessions for UUP members.

The meeting adjourned at 11:54 a.m.

Respectfully submitted,
Carol H. Jewell, Secretary