

## UUP Albany Chapter Labor/Management Meeting Minutes July 25, 2011

The meeting commenced at 10:05 am.

Present: **Labor:** Abraham, Jewell, Merbler, Collins, Seidel, **Management:** Shultis, Hedberg, Neveu

1. **Budget Update and**
2. **NYSUNY2020-Benefits for UAlbany? What is TAP Eligibility Rate for UA? New FT Hires?** Merbler asked for any updates. Hedberg: Things have moved along further than what the media reports. Governor Cuomo has not yet signed the legislation, but is expected to soon. UA to make its presentation (for the \$35 million) in early August. About 25% of the money is needed to make our TAP students whole. Collins asked for clarification on some points; Hedberg explained further. Merbler: We have a number of questions and concerns regarding the affected faculty and the letters they received from the Provost. Collins asked if the Provost/University has moved closer to retrenchment. Hedberg: There are conversations about transition arrangements. Retrenchment is the last thing we want to do, but it's not off the table. Collins: The letter is to comply with redeployment requirement of the retrenchment clause? Hedberg: Yes. We don't want to leave out any steps. Merbler: I am concerned that some people are not physically able to comply with the 8/4/11 deadline; not all may be back in the country. How can we address this? Hedberg: Let's agree to continue to share information. Letters were sent several ways; 50% via certified mail have been signed for. Merbler: 1-3 individuals may be unreachable and unable to comply. We don't want them penalized. Collins: We will continue to talk about this at this table; primary concern is courses to be taught by part-timers. Merbler to Hedberg: I'd like there to be an open dialogue between us. Faculty are tense and upset about their futures. I may want to include Collins in on meetings on short notice. Also, we'd like to hear from President Philip...using the 25% of tuition to make TAP students whole → part of this tuition increase was supposed to be used to retain and hire new faculty, but how much? Hedberg: So that we can see what our peers asked for, Buffalo and Stonybrook presentations are publically available online via the Governor's website. Discussion. Merbler: Please notify me when Provost gets the date of the UA presentation. Hedberg: Okay.
3. **Course Reductions for Fall 2011:** Hedberg: I haven't looked at the overall course schedule. No reduction in enrollment. Merbler asked if IR could answer. Hedberg: Okay. Deans were told to maintain seats. Collins: Are there any reductions in specific departments? Hedberg will get "global" answer within 24 hours. Merbler: The buzz from students is that they cannot get into Gen Ed courses, as those seats are being reserved for incoming freshmen.
4. **Follow-up: RFP on UA Administrative Structure (Name of firm? Announcement to campus? How long for process? When is final report due?):** Hedberg: Jim spoke to Steve. I suggested that Jim call Merbler (he did). Administration will update Merbler as information becomes available.

5. **Follow-up: Parking Stickers for O’Leary Folks—Arrangements?** Hedberg: Good news! There’s a change in policy for 2011/2012: Anyone on the payroll pays \$25 registration fee (no exceptions). Hedberg spoke to the Provost; Provost will subsidize current O’Leary people for this year (people who’ve already paid will get a refund). Retirees/Emeriti get free parking. Dorsman has list of current O’Leary people.
6. **Follow-up: Friendly Reminder Letters (PTers):** Hanifan sent Hedberg 4 parts. Hedberg has no problems with it.
7. **Follow-up: Friendly Reminder on Evals/Perm Appts?** Hedberg distributed a draft letter to all. Merbler agreed with it; appreciative of short and sweet and bolding; very supportive. Hedberg will ask Denise for a copy of those in arrears. Reminder: Merbler wants a list (in August) of late Perm Appt people. Hedberg will talk to Jim and Denise about it.
8. **Heads Up—Request for Fall 2011 Joint Training for Professionals:** Merbler to Shultis: Formal request on performance programs and evaluations; UUP and Management share the training. Seidel to send Shultis previously used Power Point, either electronically or via PDF. Mancuso to update Merbler when he returns. We last did this in Fall 2010. UUP will provide lunch for this 60-75 minute presentation. Both supervisors and professionals can attend.
9. **Suggestions for Speakers for Fall 2011 Meetings:** Nancy Belowich Negron for 9/19; Tamra Minor (new website soon); Shultis or other trainer to speak on workplace violence? Collins asked about increase in stress in workplace; Estella Rivera; Brenda Seckerson; Frank Wiley.
10. **Fall 2011 Meeting Dates:** (All Mondays) Sept. 19<sup>th</sup>, Oct. 17<sup>th</sup>, Nov. 14<sup>th</sup>, and Dec. 12<sup>th</sup>. Okay. UNH 105 is already reserved for all those dates.

#### Add-ons

1. IDA report: Hedberg has started working on the spreadsheet.
2. In June 2011, we had many tornadoes in the U.S. UUP is trying to pair CSEA and UUP to help. We have a committee for “Adopt a Tornado Town.” Merbler issued a challenge to statewide UUP Chapters which was supported by President Smith. Our Chairs are Kudzin and Olin. President Philip loved the idea and wants to do a blast email about it. Merbler gave the draft to Neveu. We picked Tuscaloosa, Alabama. Neveu asked if checks are tax-deductible. Merbler will ask Olin and will get back to Neveu.
3. Merbler told Management about special election for Interim VP for Professionals (Statewide) → Abraham! He retains both seats for now, but he is not around on campus very much right now. Congratulations and condolences to Abraham!

The meeting ended at 11:11 am.

Respectfully submitted,  
Carol H. Jewell, Secretary