

**UUP Albany Chapter Labor Management Meeting Minutes
September 29, 2009**

Attendees:

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

Management: George Philip, Mancuso, Hedberg, Neveau, Beditz, Chris Bouchard, VP for Student Success (Student Affairs) (guest speaker)

The meeting commenced at 10:09 am.

Chris Bouchard presented an overview of Student Success. She is responsible for activities outside of the Academic arena; 13 units, 180 people in this Division. A lot of learning takes place outside of the classroom. She distributed a handout, "Engage, Learn, Succeed."

More students want housing on campus. Not a lot of good off-campus housing. We cannot meet the demands for on-campus housing. We need additional housing on campus. Right now we have no graduate student housing on campus. We need 500 new beds to accommodate everyone's needs on campus. These 500 will allow for reshuffling current students. A study is ongoing, especially across from UPD, for apartment style beds, near Tudor Road. We can only rehab 1 building (100 beds) per year. New dining hall in Indian. Indian low-rise now has elevator for disabled access. Old health center building 25 is the new Residential Life Center. Risk management center stage since Virginia Tech. Pandemic planning for H1N1. Health Department has asked UA to do H1N1 testing; up to Dr. Vellis, as to whom to test. Chancellor also has reporting system for reporting of suspected H1N1 infection. Campus Center planning is underway, new Campus Center extension. Planning for 1 year so far, still very top-level. \$30 million not enough to build what we want, so we will only get 50,000 square foot expansion, to begin after Commencement 2010, with finish by September 2010 or October 2010; Campus Center Ballroom not available for summer 2010→ Phase 1. Phase 2 will be the actual addition to the Campus Center, 2 wings to be added. Phase 3 will be redo of current Campus Center=> multi-year program. Patroon Room will be replaced and put on the first floor. UConn and UV Burlington did rehabs in stages. Thanks very much to Chris!

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President Philip spoke of a \$3 billion NYS budget shortfall:

1. Roll it over and do nothing→best scenario
2. Legislature applies cuts across the board
3. Legislature stays away, governor reduces state operations, including us→ worst possible scenario.

President Philip indicated he will keep Merbler informed about developments.

1. **Handicapped Parking Changes:** Mancuso distributed a document from Rose. No more medical permits are issued. People are now eligible for handicapped

- access spaces (for faculty-staff). You need NYS tag/plate and UA blue sticker. Brief discussion.
2. **Parking Changes During Move-In Period:** Brief discussion. Labor asked that Management let employees know in advance so that they can advance plan for parking changes. Hedberg and Mancuso: Okay.
 3. **Rockefeller Institute Staffing Transfer** (about 20 people): Brief discussion. Philip and Merbler will meet with folks together if possible. Philip sees lots of potential.
 4. **Implications on Investigation of Research Foundation at UAlbany:** Started at UBuffalo. Brief discussion ensued. Some changes may need to be made here, but we will just wait and see.
 5. **Intersession Shutdown Announcement:** Mancuso: Announcement is close to being ready. Labor will get an advance copy. It will mirror last year's. Also, a summer announcement went out to say that we are doing it again. Brief discussion re: shutdown savings and H1N1. Save more money if we close because of H1N1 before intersession shutdown.
 6. **Request Affirmative Action Data on All '08 BU Members, Including Date of Hire and Current Salary:** Mancuso: We haven't provided this in the past; System Administration told us (Management) not to provide this information to Labor. Labor can take this answer to UUP Central.
 7. **Request Bi-Annual Update Listing of All '08 BU Member Email Addresses:** Sandy already took care of it. Merbler: New list is reliable; I am very happy with it. No bouncebacks with addresses.
 8. **Date Due: Listing of All Overdue Performance Programs as of 9/1/09 (for DSI Ineligibles):** Mancuso gave document to Labor, as of 9/29/09. Mancuso: a few others are really close to being done. Merbler: We set a deadline and had an agreement! We are 30 days late, deadline was 9/1/09. Merbler also questioned the validity of the list. Discussed a case where the employee did not have a performance program since 2007 but supervisor's name was not on the list this year or last year.. Mancuso: I will check with Sandy. Merbler and Mancuso agreed that overall we have made huge strides in achieving 100% compliance. Merbler: I agree -but "slippage" creates a credibility issue; we can be exposed in terms of liability.
 9. **DSI Procedures—Proactivity for Next Year's Round:** Merbler: Many requests from members about appeals, letter writing, etc. Many more than in past years. Letters from supervisors to employees lacked appeal deadline date and names to whom appeals should be sent, etc. Unfortunately, we still have breaks in the system. Merbler asked Hedberg to please bring a model letter to the Dean's Council. Hedberg: That's a reasonable proposal to make. More work needs to be done especially on the first "no" letter. "To" Name of appeal should not be the "to" name on the first "no" letters, for instance. We also have to appreciate other possible contingencies which may require small adjustments to the schedule. Seidel: It should NOT be referred to as MERIT pay. It's discretionary on the part of Management. Further discussion ensued.

Follow-ups

1. Matrix for due dates—Hedberg—we will work on this and final reports.
2. IDA announcements/date→Hedberg: call for applications due 11/15.
3. Seidel and Abraham say thank you to Sandy and Aaron for their assistance at the workshop work on 9/21/09. All positive feedback. We are also thinking about supervisory training. Mancuso: We are getting more calls on time and attendance usage for UUPers. Merbler: There are many issues to work on. Joint Labor/Management workshops? Hedberg: 2 per semester, perhaps. We've done a lot for CSEA supervisors. ITLAL (Roberson) offering workshop soon, on a Saturday, to attract PTimers. I have data from HR regarding PTimers across the Units and how long (3+ years). Merbler: We will tell Jil.

The meeting adjourned at 12:06 pm.

Respectfully submitted,
Carol H. Jewell,
Secretary