

## **UUP Albany Chapter Labor Management Meeting Minutes November 19, 2012**

Attendees:

Labor: Collins, Hoey, Hanifan, LaFond, Seidel

Management: Philip, Mancuso, Hedberg, Tretheway, Neveu

Meeting commenced at 10:00 A.M. – UNH 105

**Speaker:** None

### **1. Update: Budget/NY2020/Shared Services**

B. Hedberg reported that the Chancellor continues to meet to discuss shared services. They are looking toward fewer campuses. The Chancellor is serious about looking for efficiencies. Though the discussion of closing campuses has occurred in the past, he can imagine some consolidation but can't imagine that campuses would be mothballed.

G. Philip reported that SUNY Albany made a 2020 presentation and awaits the Governor and the Chancellor's approval. The Governor is currently spending most of his time with Hurricane SANDY fallout.

J. Collins returned to Shared Services asking if there was more information on shared services affecting IT. G. Philip responded that UA may be the provider of the shared services to other campus in the future, but there are no definite answers as yet. J. Collins stated that we would continue asking about shared services.

B. Hedberg asked G. Philip, "Did SUNY submit a budget to the governor?" G. Philip replied that SUNY has submitted a Capital plan, remarking that buildings and operating money have to go along with capital, and that the big issue right now is the debt limit.

T. Hoey asked, regarding the impact of SANDY "What kind of plans are in place for disaster here on our campus?" G. Philip replied and indicated that we have a disaster recovery plan. Further discussion followed.

### **2. Follow-Up: New First Year Writing Program: Staffing concerns**

J. Collins reiterated UUP's concerns about temporary staff versus permanent staff in the new writing program. B. Hedberg replied that from his conversation with B. Benjamin, he took away UUP's concern that the writing program would be more successful if staff were appointed in Tenure Track positions. Hedberg added that on the UA campus there is little experience with title of Instructor, that he thought it was a title used more in specialized or medical schools. M. Seidel replied that the SUNY Comprehensives (4-year colleges) use the title.

J. Hanifan raised the concern of a new, higher 3-4 course workload for new lecturers as unequal to the standard on this campus. B. Hedberg replied that he has not taken a consistent look at workload issues, that CAS has sought to promulgate a 3/3 course load but that this does not exist in the professional schools. J. Hanifan asked why is it

reasonable to do more than the CAS standard course load? Collins stated that the union is concerned that people that are going to be working at the University for many years should have a shot at job security. B. Hedberg replied that he understood.

### **3. Health & Safety: Air Quality, Sanitizers, Smoking Signs, HVAC**

J. Collins raised the issue of fumes in sub-basement, reporting a problem in the sub-basements in which because of construction fumes, the air intake fans were cut off, producing bad air in work environments. He added that when members reported that problem to the University's Environmental Health and Safety office, they were told that there was nothing they could be done. J. Mancuso replied that he understood that Facilities did re-run some duct work and that most has been resolved. Hoey and Hanifan reported other issues, Mancuso replied that this was the first time he had heard of them

J. Collins asked if HVAC (Heating, Ventilation, Air Conditioning) concerns could be brought forward into capital building projects. A discussion followed in which air quality concerns were raised since it had been stated in the library that HVAC would be a high priority in the new building planning with the architects; however, from recent planning presentation, it is not clear that solutions for cleaner air are high on the priority list; and the union asks if plans going forward for new renovation and building plans include this as a high priority.

### **4. Parking: Nano Overflow and Enforcement**

J. Collins followed up on parking issues by repeating that there are problem as Nano Events, since attendees of such events often disregard assigned areas, parking inappropriately in faculty and staff lots, and causing shortages. J. Mancuso replied that this is resolved, that henceforth NANO event attendees will park at the student lots.

### **5. Staff Volunteering: Need Policy**

J. Collins raised concerns about volunteering that have come to attention of the union since the memo on comp time was sent out. Expectations seem to differ within offices: Some say when they are asked to volunteer, they are stigmatized if they don't do so, and this can impact supervisor-employee relationship. The right of staff to comp time for volunteering may need further clarification. J. Mancuso said that his office would be more concerned if there was pressure on people to volunteer. M. Seidel replied that this is the concern and reiterated the request for clarification, giving supervisor parameters and explaining how comp time will be factored.

### **6. Heads Up: Bullying Workshop**

T. Hoey raised the possibility of putting on a workshop on Bullying, and the possibility of co-endorsement (L&M) of a workshop was discussed. J. Mancuso stated lack of information about bullying was a big problem, that perhaps we need to widen the discussion, and that people should not be subjected to harassing behavior. D. LaFond asked about the management view of mediation as there does not appear to be a procedure for requesting impartial mediators. Mancuso shared a case where he brought in a mediator and stated that there are grey areas regarding instructing employees. LaFond stated that she investigated and found that persons were referred off the university campus for mediation services. M. Seidel stated that Brenda Seckerson and EAP address this.

**7. Follow-Up: Speaker Request – to be determined**

Meeting adjourned at 11:40am

Edited and Approved February 7, 2013  
by Acting President, Jim Collins

Respectfully submitted December 18<sup>th</sup>, 2012  
by Deborah LaFond, Acting Secretary