

**UUP Albany Chapter Labor/Management Meeting Minutes
3/22/10**

Attendees:

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

Management: Hedberg, Shultis, Neveu, Mancuso.

The meeting commenced at 10:06 am.

We have a need for more speakers for this semester. Brief discussion: Bruce Szelest is a possibility for April. Husted Hall tour? Nancy Belowich Negron, update on her area? Tina Riemers, on faculty development groups? Merbler mentioned need to change May meeting date.

1. **Transfer of 08 Bargaining Unit Work to Research Foundation at CNSE:** Labor heard tentative plans that UA IT folks would lose their positions and Management had said no, but this has now gone to RF. Mancuso says this is a new position. Seidel said this was not the PERB standard; Mancuso disagreed. Seidel: to be continued. Merbler to Mancuso: We will look into filing an IP.
2. **Workplace Violence—Update/Future Training:** Mancuso: No update. He reached out to some folks for a group (including UUP and UPD) discussion which is soon to happen. Shultis: No update on online programs. She is looking for GOER website for help. Merbler: Is there a way to do online training via MyUAlbany? Mancuso: I'm sure we can. Neveu: Yes, with internal controls. Discussion. Merbler: It's time for us to *do*, we need to get it done, the statute requires the employer to get it done. Seidel suggests asking Counsel's office whose responsibility it is to do it. Hanifan: Can we find out by next Labor/Management meeting? Merbler will follow-up with her counterparts at other campuses (i.e., Binghamton). More discussion.
3. **Budget Update:** Mancuso: We have been told by the Chancellor to submit our tentative plan for retrenchment and layoffs in order to meet the expected budget cuts. Merbler asked about a plan she thought already existed. Hedberg: That was last year's plan and the request for reduction has doubled (\$10 million additional cut!!). Incentive plans (from all SUNY campuses) are being discussed. Hedberg, "increase turnover...minimize retrenchments." Chancellor wants outline of info by this Friday (ballpark numbers).

4. **SIRF Evaluation Committee Invitations—Still Not Extended:**
Hedberg: More to come on this.
5. **Next Individual Development Grant Round:** Announcement went out. Early April deadline.
6. **Reminder: Performance Programs Overdue List/Queue (Due April 2010)**
7. **Reminder: Permanent Appointment Queue Listing/Overdues, Impending (Due April 2010)**
8. **Contingent Issues (Letters, Non-Renewals, etc.):** Hedberg spoke about the PEAC meeting (Provost's Executive Advisory Committee=all Deans + Hedberg, etc.). Hedberg encouraged them to look at individual cases and not paint all with same brush. As we know about the budget, we will renew/hire people. Agrees that on again/off again treatment is not conducive to contingent faculty's being more committed to UA. Hedberg can send information on Academic Affairs' non-renewals to Hanifan; Merbler will also get info from Mancuso as each goes out.
9. **Workload Changes:** Hanifan spoke about Part-timers in the Art Department. Enrollment sizes are too big, cheating is a problem. 1 person has 2 sections of over 100 students. The Department said it would give him a TA for assistance. Then the Department said it would reduce number of sections and increase class size! This also happened with another faculty member, disabled, who needs to keep both sections so he doesn't lose his benefits. Hedberg: I will pursue this. Any class with over 100 students is "a problem in my mind." Hanifan: There was also no increase in salary with increased class size. You also need 2 sections to be eligible for IDA→workload increase.
10. **New Lecturer Positions in History:** Merbler: We will have some tenured retirements in History; we are seeing non-tenure job ads go out. Hedberg: With current budget climate, we don't want to rush into anything; in History, we expect big losses. In the meantime, we have courses that need to be taught and enrollment needs to be serviced. Merbler: But to give tenure track to non-tenure? Hedberg: They can be changed later. Merbler: After 3-3? Hedberg: Silence. [At this point, Merbler, Seidel, Steen and Hanifan caucused in the hall.] Returning to the room, Merbler thanked Management. Hedberg: I appreciate knowing your concerns. I will look into the details of these cases. Hanifan wants to know how many Part-timers are teaching 3 courses.

11. Parking Issues During Snowstorm: Merbler explained a situation where a member received a parking ticket during the 2/25/10 snowstorm. Labor says that Parking Services violated its own regulations. Merbler explained the situation to Management. Member is taking this to the Senate Executive Committee. Discussion. Mancuso: You need to go to Rose. Merbler: Rose is being unresponsive, won't tell member who the Board of Appeals members are, etc. Mancuso suggests Merbler reach out to Rose, says he has 2 other Bargaining Units who want special privileges. Labor: This is *not* "special" privileges! Hedberg: We will look into the date of the snow emergency. Merbler: Abraham: Can you give an update on what other parking changes are coming? Mancuso: There are 2 sessions coming up with Giarusso. Abraham: I want to be proactive. Merbler: Also, moving in and moving out day parking changes.

Meeting adjourned at 11:18 am.

Respectfully submitted,
Carol H. Jewell,
Chapter Secretary