

**UUP Albany Chapter Labor Management Meeting Minutes  
March 28, 2011**

Attendees:

Labor: Steen, Merbler, Seidel, Hanifan, Jewell

Management: Mancuso, Hedberg, Neveu, Shultis, President Philip,

The meeting commenced at 10:05 am.

1. **Budget Update/Program changes/Other Personnel Actions:** President Philip said the budget is settled in the framework; no bills yet. Hospital restorations very important to us. About \$62million right now, \$100 million for viability; difference to be “eaten” by the campuses. NO restoration for campuses other than hospitals and community colleges. The budget is silent on tuition. UB 2020 is out of the budget but still alive. Rational tuition maybe for fall 2011. Five year plan may commence in 2011-2012 which is a step in the right direction, according to President Philip. Maintenance of effort in terms of State support. President Philip wants to know where the bottom is, and then he knows where to work from, to build from, and make good decisions moving forward. Lock box concept, although a gimmick, is a good idea, not subject to appropriation. Discussion. We need significant tuition relief. Merbler: We believe there will be some other planning to offset costs? President Philip: Currently we have 200 total vacancies (CSEA, UUP, PEF). Merbler: Are there additional budget exercises going on now, and are those proposals enough to cover the cuts? President Philip: We haven’t broken any rules; we are trying to honor our “contract” with our students, but also contracts with employees. Significant notice periods→ Changes take time. President Philip said he will not sweep departmental cash. Merbler: Please keep me apprised of proposed changes/cuts, rather than me hearing rumors.
2. **2<sup>nd</sup> Request: Communications and Marketing Vacancy:** Merbler gave President Philip background on the issue. We are displeased and disapprove of (1) a high salaried person being hired in this department while at the same time one individual with permanent appointment was told that their position was being targeted for elimination and a second person was told his position was being cut due to budgetary constraints. Discussion. Merbler: There were problems in this department over 4-5 years, many turnovers, but no investigation. Mancuso: IF there were investigations, I would not discuss them; they are internal affairs. More discussion. Merbler has never been advised of the investigation results.
3. **Status of RFP on Administrative Structure at UAlbany:** Mancuso: It’s a two-stage process; there are 6 firms responding. The deadline for full proposals is 4/8/11. Hedberg: Appreciation to move it along swiftly. Merbler: Union is concerned about sentiments of University Community...loss of fulltime Academics...but where is cut on the Administrative side? We are looking at a possible \$16.5 million cut. I ask for a current summary list of people affected by George’s changes. Sorry for not giving 3 months notice for this request. Brief discussion. Merbler: We are not saving \$10-\$16.5 million, so what else is going on? Mancuso: Every vacancy is being carefully scrutinized. Mancuso explained “special consideration” and how it affects searches. Merbler notes that recent position appointments have been as temp appointments---is this the norm for right now? Hedberg: Be careful how you interpret that evidence; they may be interims until searches are completed

4. **Follow-up (times 4): PT Guidelines Workshop:** Dates were discussed; 4/25 at 3 pm and 4/28 at 3 pm were selected. The target audience is deans, chairs, and assistants to chairs, not part-timers themselves. Hedberg will create an invitation and send to Merbler by COB today; along with a draft class cancellation notice statement.
5. **Follow-up: Living Learning Community Program/Other Program for Incoming Freshmen:** Hedberg: I was directed to Chris Bouchard. In the past, a reaction to the end of Project Renaissance. There are 19 Living/Learning Communities, in State and Indian, frosh quads. Effort to have an academic component but not to the level of attention that Project Renaissance had. It might be good to invite Chris to a L/M meeting. It would also be good to have Linda Krykowski come talk on the Student Engagement Program. Union is curious about contacts hours for faculty, compensation, etc.
6. **Follow-up: Class Cancellation Notice Statement:** Hedberg will send a draft statement later today as mentioned in agenda item #4 above.
7. **Follow-up: Names/Numbers of Individuals Affected by Changes in Journalism Program Tracks:** Hedberg touched base with Greg; part of objective is for more efficient way to deliver the program=fewer people, over three years, during which time the old program will continue for current students and new program will be for newly admitted students. Hanifan asked who would have the advisement responsibilities. Hedberg did not know at this time.
8. **PT Non-Renewal Timeline/Expectations:** Hedberg talked to Sandy Graff. Using early April for mandatory 45 day notice. Sandy is going to full retirement as of 3/31; Denise is supervisor, HR, as well as time records, etc. and Kate Thies is a “whiz” at tech issues. Seidel asked how employees find out about benefits, COBRA, etc., once their temporary appointment is over. Mancuso: I will find out. Labor suggested that information be put on website..
9. **AAUP Investigation of UAlbany:** UUP (at UA and Statewide) did not sanction this! Brief discussion. Merbler will follow up with Phil Smith on this. Merbler will forward a re-issued memo to President Philip when she gets it.
10. **Writing Task Force—Plans for Future:** Hedberg to follow up with Faerman and Phillips. Continue on next month’s L/M agenda.

Add-on

1. Hedberg to invite Linda K. to be a speaker.
2. Are we having our May meeting downtown?

The meeting adjourned at 11:45 am.

Respectfully submitted,  
Carol H. Jewell, Secretary