

**UUP Albany Chapter Labor Management Meeting Minutes**  
**April 22, 2013**

Attending:

**Labor:** J. Collins, B. Benjamin, T. Hoey, J. Hanifan, M. Seidel,

**Management:** B. Hedberg, J. Mancuso, C. Tretheway, L. Neveu

Meeting begins at 10:05

Mancuso begins by recognizing the impending retirement and contributions of Lana Neveu. She thanks us and expresses how much she has learned in the role.

Congratulations on your retirement Lana.

**1. Undergraduate Writing Program**

Collins: Repeats UUP's request for data collected by the Provost's office that pairs the name of FT Lecturers to a department and a specific teaching load.

Mancuso: We will be back to you very soon.

Collins: UUP repeats its position that the O'Leary Memo is a unilateral statement by UA Administration. It was never negotiated nor agreed to. Our position is that past practices determine workload, not any unilateral memorandum.

Management: no response.

**2. Budget/NY2020/Shared Services**

Collins: Will the framework of NYSUNY2020 application process that has been used in the past year going to be the same structure going forward?

Hedberg: We presume so. Whole structure is dependent on meeting enrollment targets, which has been a challenge. 185 faculty lines may not be possible if the funds aren't there. The building projects will likely go forward. Expresses concerns that Arts and Humanities proposals are not as well represented. Concedes that there are "many factors" contributing to this relative absence.

Hoey: inquires about the new Innovation Plaza. No specific information available.

Collins: We'll provide some ideas about the relative under-representation of Arts and Humanities among the NYSUNY2020 proposals at the next meeting.

On shared services: Hoey notes that UA will be sharing a data center with HVCC for backup. Hedberg states that such sharing makes sense.

Mancuso: University anticipates that the campus will have to "eat the cost" of the mandatory raises if the proposed contract is ratified. That is, it is unlikely that state allocations will rise to cover the costs of the proposed \$500 raise for all members next year.

### **3. Provost's Committee on Online Education**

Collins: Requests a UUP representative on the committee. This issue will surely affect terms and conditions of employment. We have members with considerable experience in both IT and teaching

Hedberg: 65 people on committee now. Made of volunteers who responded to a broad call. They look at, among other things, best practices, student/faculty experiences, technological challenges, etc. All the subcommittees have submitted their reports. There have been several campus fora in which initial results have been presented and feedback solicited. Provost is aware of our interest in participation going forward. It is clear that campus needs to move energetically in this arena. Provost agrees that this is a significant issue about the ways in which we do work. It is in our mutual interests to work together going forward.

Withdraw our request for this semester, but we'll ask to be involved in future iterations of such committees.

Hoey: will reports be public?

Hedberg: I presume so, but do not know details. Working documents.

### **4. Professional Recognition**

Collins: We request that Professionals be given some comparable recognition to the announcement of tenure/promotion for academics.

Management: Multiple units. Multiple supervisors. Complicated. What levels of acknowledgement?

Hoey: What happened to our service awards 25 years, 30 years?

Mancuso: Not cheap. Put on hold during budget cutbacks and once we fell behind, the cost of catching up with "lost years" was considerable.

Collins/Hoey: we would like to see those achievements recognized.

Hedberg: acknowledgement helps to provide recognition when financial remuneration has become more difficult with constrained budgets.

Hedberg: Excellence in Service Awards available (often with relatively low submissions). An opportunity.

Collins/Hoey: We continue to think that some forms of recognition are important and request that management consider ideas for how such recognition might be offered.

### **5. Health and Safety: Improving campus environment**

Collins: Particularly interested in the podium tunnels. Conditions are improving, but still dangerous. No single office in charge, correct? We suggest improved signage, and notices for both the people driving carts and the walkers in the tunnels about safety. Perhaps every 4-5 years, some sort of reminder notices.

**6. Status update: Professional A28 Committees**

Hoey is working to set up elections for these committees.

**7. Status update: Part-time Dashboard**

Hedberg: I expect to have the data next week. Should get it to us by next meeting if not before.

**8. Status update: Theatre Program**

Both the CAS Dean and the Theatre Chair were puzzled and concerned by the comments that UUP reported from members about a 3-year window on the program. Both Dean and Chair recognize that there is a minor now established, and that there are no specified time windows for future changes. Perhaps there was confusion around the major (which has been deactivated), where there are specific timelines about moving the major to discontinuation, and ultimately de-registered. The minor is safe.

Both sides will go back and look at the documents to determine the process of discontinuation.

**9. Status update: UUP bulletin boards**

Collins: Ivan Steen has no recollection of a conversation with Steve Beditz and no copy of a memo regarding an alleged agreement about UUP being granted web presence in lieu of physical bulletin boards. We will proceed with the bulletin board process.

Collins: lays out our bulletin board process: We will post information about current EC members and officers; newsletter; upcoming chapter events.

Mancuso: which boards? Who pays? Is there available space?

Collins: Dept reps ask Dept supervisors to locate available space.

Mancuso: **(Will send a Dept chairs indicating that UUP reps will be requesting access to bulletin board space.) SEEMS TO BE MISSING A COUPLE OF WORDS IN THIS STATEMENT.**

Collins: We will contact Dept Reps again to begin setting these postings up.

**9. Request that President Jones attend the next LM**

Mancuso: Unlikely for May.

Hedberg: Presidents have had their own "styles" of how they meet with LM. President Jones will likely be closely involved with process

**10. Add-on Workplace Violence Prevention Program**

Trethaway: now available on MyUAlbany under the HR tab at the bottom. Announcement to follow.

Presentation. Lisa Donohue, Director of Environmental Health and Safety.

Meeting adjourned at 11:30

Submitted by Bret Benjamin on April 26, 2013.