

UUP Albany Chapter Labor/Management Meeting Minutes
August 22, 2011

The meeting commenced at 10:06 am.

Present:

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

Management: Shultis, Hedberg, Neveu, Mancuso, Philip

1. Budget Update and

2. NYSUNY2020 and

- 3. Update on Language Programs**-Philip began a discussion of these three issues. We have, for 2011-2012, an \$11 million cut; 4% tuition increase (\$300 + \$75 potential more); we haven't gotten to the \$46 million yet. We've hit bottom and are starting to rebuild. Tuition increase to be usable by the campus. We project 187 increases in faculty under NYSUNY2020; we are NOT reversing decisions on program cuts. "We don't anticipate another round of new cuts, but there are old cuts still coming" (paraphrased). Merbler: Starting with French letters, 7/19 and last Thursday night (theater letters), with a response date of tomorrow. Merbler: This is totally unacceptable to give people 5 days' notice. Philip: Why are you surprised? Collins spoke to the language letter: We are deeply troubled that full timers get retrenched and part timers get that work. Hedberg sees prospects for transition plans for enough turnover so we can avoid retrenchments. Philip: "These decisions when made—not by me—were extremely difficult! There was a process involved." Discussion. Collins: We are committed to an institution run by people with secure employment, that those people are not replaced by part timers. Philip: I agree with that. I think we are on the same page. Hedberg: We have courses that need to be delivered. Full timers get that work first. Philip: We will have full time faculty in all the minors." Merbler: No matter what, it's painful. Hedberg: In the languages, we will try to avoid retrenchment at all costs. More discussion. Merbler: It's a confusing situation. Philip: We will do a presentation similar to Stony Brook's (re: NYSUNY2020). New science building will give us the opportunity to repair current science buildings. 100+ students will be in tripled rooms. There is no athletic facility that is part of the NYSUNY2020 plan. Collins: What is the excellence fee? The excellence fee, \$75, is only for the 4 SUNY Centers and is predicated on the NYSUNY2020 plan. Labor and Management agree that we need more operating money, not just capital money. Merbler: What is the timeline for the 187 new faculty and staff? Philip: At least 5 years.

4a. Shared Services Agreements: Philip: SUNY has decided that there are opportunities to share redundant administrative infrastructures. UA is part of a footprint group that goes from Plattsburgh to Purchase. We will be the provider of shared services that exist. There will be opportunities in IT, finance, etc. Some savings will be realized by us. It's a work in process.

4b. Update on Workplace Violence Training? (# of employees trained to date? Future plans?) Shultis: We have 19 trained facilitators, 14 of whom are UUP. With tomorrow's session, we will have trained about 200 people. Monthly sessions to be offered, preferably by department. Discussion. Mancuso mentioned BRISK and CuBIT; handouts being developed for faculty and staff. Merbler: We are concerned about future training; 200 out of 4000 or

5000 is not significant. Are there still plans to do this in an online format? Shultis: Yes, but no timeline in mind. More discussion.

5. **Follow-Up: Course Reductions for fall 2011?** Hedberg: Bruce Szelest is monitoring this. We will have overall the same number of courses and course reductions for fall 2011 as fall 2010. Also not changing much is class size. Hard to assess by department because many courses are cross-listed. Hanifan: increase in need for Writing Center help, but she's lost 2 part timers! Collins: We need to find concrete examples of adjunct loss across departments. Hedberg: There is value in gathering data from various sources and comparing.
6. **Follow-Up: DSI Process Letter:** Copy to Merbler: taken care of; notice to all supervisors and members today, with guidelines attached and posted to website.
7. **Follow-Up: Request for fall 2011 joint training for Professionals:** Mancuso asked for more information. Merbler: Are you willing to do joint training again and who? Mancuso: Me, Lynn or Denise? We haven't had time to discuss it, but we will. Merbler: Should I get a room and a date? Mancuso: Yes. Merbler: Mid-November? Mancuso-Okay!
8. **Follow-Up: Overdue Professional Evaluations and Permanent Appointments in Queue (with due dates)—DUE NOW:** Merbler: Jim, I'm looking for a list; it's the end of August. Mancuso: We are overworked. Sys Administration told me not to send this, as Labor is not entitled to it. Merbler: I disagree. There are many other items you have not given to us. Discussion. Merbler is supposed to see appointment letters, and hasn't. Mancuso says UUP Central gets it from Sys Administration and he is reluctant to give this information to Labor. Seidel: It is required. More discussion. Mancuso: We don't have the staff nor the time. Still more discussion. Merbler: "We think Management, on this issue, is being uncooperative...I don't get to do any less work! I will bring this to UUP Central." Limited communication going on. Collins asked for clarification; Mancuso gave it.
9. **Follow-Up: Confirmation of fall 2011 Meeting Speakers:** Mancuso: Nancy Belowich-Negron for 9/11; who else was on the list? Neveu went over proposed list of names. Discussion. 11/11 Shultis to give us executive summary of workplace violence training. Mancuso will reach out to others on the list. Merbler: Overall theme: stress and morale in the workplace, given all of the current givens→December.
10. **Follow-Up: IDA Campus Report?** (money forthcoming...): Hedberg: Will file reports. I haven't heard of additional money. Seidel: I heard thereis. Discussion. Hedberg to reach out to Tina Kaplan for clarification. Seidel: Money needs to be used by 11/11. Hedberg: It's news to me.
11. **Movement of Planters in Colonial F/S—Student Lot—Result in Fewer Faculty Staff Spaces Available:** Merbler gave background on this issue. Mancuso: It's a modified version of the plan. There's actually been a gain of 39-67 faculty spots over 3 lots. In Colonial, Merbler says there's been a loss of 108 spots. Mancuso will re-send Rose's blast email message. Mancuso also said that faculty and staff may park in ANY spot, including student spaces. Discussion. Mancuso will speak to Rose about re-sending the memo.

12. Health and Safety Issues:

- a. Air Quality Issues in CAS Computing Area (Sub-Basement): Merbler: The Chapter has a VERY healthy and engaged Health & Safety Committee. Individuals have purchased their own air cleaners and have replaced filters at their own expense. Lisa Donohue has not been consulted.
- b. Duct Work Concern in Tunnels: Merbler: I will try to get a firmer location; someone was to have sent me photos. I will send photos with location to Management. Discussion. Hedberg was reminded of an incidence of this. Labor asked about putting foam on the speaker that Abraham hit his head on in CC 375. Hedberg: Reminder: we have a Joint Labor Management Health & Safety Committee, with money.

The meeting ended at 12:14 pm.

Respectfully submitted,
Carol H. Jewell,
Secretary