

**University at Albany UUP Labor/Management Meeting Minutes  
September 17, 2012**

**Attendees:**

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

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

**Guest Speaker:** S. Pearce, UAS Director

The meeting commenced at 10:10 am

**1. Budget/Shared Services/NY SUNY 2020 –**

**Budget** - J. Collins requested information about the budget. B. Hedberg - Can't answer - that would be a question for K. Bassette, Director of the Budget.

**Shared Services** - J. Collins requested information. B. Hedberg and J. Mancuso - No news.

**SUNY 2020** - J. Collins requested information on SUNY 2020. B. Hedberg – The next step is to appear before the Governor at his invitation.

**2. Health and Safety Issues: Who do we contact?**

a.) J. Collins asked who UUP can contact when broken handicapped doors are encountered. Mancuso replied Facilities Customer Service Center at 442-3480. T. Hoey- Should there be someone testing handicapped doors regularly? J. Mancuso stated that this should be occurring.

b.) Tunnel Traffic Hazards - Given the safety concerns in the tunnels, who do we approach to ask if lines for walking/driving could be made clearer? Should lines be repainted due to increased cart traffic? J. Mancuso – will raise with Carrie Santos. J. Mancuso stated that perhaps a light could be added to the Cushman trucks.

c.) Chemical Spills – contact Environmental Health and Safety eyes – call Plant – 442-3444 One UUP member encountered one and it had not been cleaned up.

**3. Follow-up: University Presence at Nano-X** – J. Collins requested to know if there are bargaining unit members in the College of NanoScience. B. Hedberg replied that at this time there are no plans to hire University staff at Nano.

T. Hoey asked if Nano has University IT staff. B. Hedberg replied that other faculty may work there but there are no university faculty positions.

**4. Follow-up: Request for listing of New Faculty** – B. Hedberg gave J. Collins a list of new tenure track faculty. This list does not include visiting faculty members. There are new professional staff. B. Hedberg stated that if UUP needs the fuller list he can provide.

**5. Follow-up: Update on Overdue Performance Programs & Evaluations** –

J. Mancuso stated that Denise Szelest sent memos regarding overdue evaluations to supervisors and asked that performance evaluations be completed by the end of September. J. Collins asked if Deans were notified. J. Mancuso replied that notices were not sent to the Deans. J. Collins and T. Hoey suggested that management provide ‘boilerplate’ examples of performance programs so that new supervisors/chairs have some models when preparing PPs for their unit members.

J. Mancuso stated that Denise Szelest is working to deliver better guidelines to managers. J. Collins asked if J. Mancuso could notify him when they are sent. J. Mancuso replied that he would.

**6. Follow-up: Memorandum on Compensatory Time:** J. Collins requested to know if the memo on compensatory time has gone out yet. J. Mancuso said he sent it to C. Merbler. M. Seidel stated that she and C. Merbler had reviewed and agreed it should be sent. M. Seidel will follow-up with C. Merbler. J. Collins agreed that it should be sent out.

**7. Guest Speaker: Speaker Stephen Pearce, Executive Director, University Auxiliary Services (UAS)** S. Pearce shared information about UAS and outlined his responsibilities. All food contracts come to his office. College of Nanoscience is not among the list. Range of responsibilities include food service, the bookstore, residence halls, Patroon Room, Campus Center (9500 transactions per day), bookstore, catering, laundry, flowers, storage, for all three campuses. S. Pearce reported that a campus center expansion is in the works, and the downtown café and alumni quad will need work on required enhancements. Wendy’s will undergo asbestos removal. S. Pearce discussed decisions regarding whether to embrace new technologies or

outsource. After a cost analysis the decision was made to outsource laundry services and some other services. UAS invited proposals that encouraged prospective bidders to bring current staff on board. The office continues to analyze e-books, textbook trade and preferences by professors. There will be an internal upgrade in the Dining Room and more meal options for students. The question of whether the campus needs retail if students have unlimited meal plans in quads, is ongoing. Currently, the unlimited meal plan offers one meal per day in the Campus Center (retail). This is one among the plans designed to accommodate students. Unlimited plus meal plan increases the food costs by 1.7%. There is a new faculty/staff declining balance plan, a package that does not expire and offers 5% bonus as well as \$6.00 per meal at the quads.

J. Collins asked when the Chartwells contract expires. S. Pearce replied that in June of 2014 the contract expires.

J. Collins asked where the renovation will occur on the uptown campus. S. Pearce replied that it will be near the Campus Center storage area at the bookstore area. This area will open to a couple of food vendors and building will be opened to southern sun exposure and help to keep the vibrancy of Campus Center. This section could be open 24/7.

**S. Pearce invited questions, comments, and suggestions:**

J. Collins – Does the UAS Board initiate a long-term strategic plan? S. Pearce – yes.

J. Collins informed S. Pearce that the Dane’s Den meeting room needs a better sound barrier for meetings.

B. Benjamin asked about the financial structure of UAS – What are the revenue streams? Do any profits go back to University? S. Pearce replied that UAS is a not-for-profit and operates through the State with the goal of channelling profits back into the university brick and mortar needs. Also, UAS channels revenue back into the university through residential life, food grants, and upgrades to facilities on campus. Given the high sales overseen and the 11 million dollar outlay necessary for building expenses, careful planning is underway to pay this cost back.

B. Benjamin - Have costs for students gone up? What percentage of input have students had? What committee input is planned? S. Pearce – There are opportunities for the community to weigh in. M. Christakis was voted to the UAS Board. S. Pearce thinks this will increase more input from students.

D. LaFond recommended potential community involvement/Diversity Council in suggesting name changes that would honor African’s in America. For example, the “Patroon Room” emphasizes Dutch history in the region but not necessarily our Afro-

Dutch history. The resilience, contributions, and legacy of enslaved Africans could also be honored on the campus. S. Pearce replied that some thought needs to go into this.

T. Hoey informed S. Pearce that Coke machines are extremely noisy near Horton's cafe. S. Pearce suggested that he contact Karen Kettlewell or S. Pearce.

T. Hoey requested to know if SUNYCARD fees are part of UAS and asked if the charge for a card is new. S. Pearce - Yes, the \$20.00 ID card fee has been in place for some time. However, if the card doesn't work and it is due to normal wear and tear, it is replaced without a fee. For students requesting a particular design on their ID, the cost is \$20.00.

## **8. Add-on's**

a. **October 22 Labor Management meeting was re-scheduled to October 15, 2012** B. Hedberg will reach out to Bill Roberson as guest speaker.

b. Discussion on potential Retirement Planning Seminars - J. Mancuso is having conversations with T. Reimers. T. Hoey – Can one opt to change retirement plans? M. Seidel stated that based on New York State social security laws, once a retirement plan is chosen one cannot opt to change.

c. An added safety concern was raised concerning black ice on the podium in the winter. Should people be informed that the fine concrete portions of the alternating podium pattern is easier to slip on in icy conditions? The pebbled portions give more traction.

Respectfully submitted by D. LaFond on September 30, 2012