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**United University Professions
Albany Chapter**

Labor-Management Meeting

Wednesday, January 31, 2018

Present:

Management: Sheila Seery, Bill Hedberg, Randy Stark, Joanne Baronner, Brian Selchick

Labor: Aaron Major, Joe Creamer, Patrick Romain, Loretta Pyles, Maureen Seidel

Joint legislative advocacy: UUP is eager to work with administration to advocate for state funding to fill the “TAP gap” (money the campus has to cover beyond what the state covers to pay for TAP students). It’s about \$5.5 million for this campus. Also, UUP is eager to advocate for funding for the EOP; it has been cut from the Governor’s budget, but we can try to get it put back in, especially if we could work together. UUP would pay for buses to go to Statewide Advocacy Day (Feb. 13) and funding from the university could support another bus. We look forward to discussing how we can effectively work together to address these critical issues.

Also, March 1-2 is public higher education lobby day; it could be an opportunity to do some joint advocacy especially as some of the budget issues might be more finalized by then. Sheila shared how the campus agenda is taking shape. She shared their process as they ask people what their needs are and develops a laundry list of needs and then takes the list to the executive committee/VP group and ultimately sits down with the President to prioritize. They also have to advocate to restore cuts once they see the budget. They will develop a glossy flyer of state priorities – UAlbany and statewide ones. They are asking for help with renovation of the Schuyler building on downtown campus - \$20 million. And, they are asking for a restoration for the Center of Excellence in Atmospheric and Environmental Prediction and Innovation - \$250,000. Labor asked whether SUNY Investment Fund be used for full-time faculty hires. Sheila says that in the past it has, but it is not a promise of recurring funds so it’s not going to the base. It was also noted that UUP will be focusing on restoring funding for the SUNY hospitals. We will stay in touch throughout the legislative process.

Status of contingent proposals: Labor requested any updates on the status of proposals related to contingent issues (paths to permanency, years of service, etc.). Have these proposals been

reviewed by President Rodriguez and can we expect to be able to review them in the near future? Labor also wants to know what, if any, feedback has been received by Deans who were given these proposals in December. Hedberg noted that the proposals have been circulated to Senate Executive Committee and to the Deans and he has been asked to lead a discussion – 3 proposals – on February 8. The President has had them since October and he has read them. President Rodriguez gave Hedberg a document that focused on a program for full-time lectures that lead to more secure appointments - 3-year renewable term appointments (though we already have these). He has given that document to the Deans too. Regarding the Deans, he believes the updated guidelines for part-time faculty will be easy to promulgate as well as the career pathway for part-time lecturers. The most challenging one is the Pathways to Permanency. They wonder why we would want to do this. They are open to persuasion perhaps. Onus is on us to make the arguments for this kind of change. Major said he would like for the documents to be shared with us; we don't actually have official UUP representation on any of these groups. Thus, we would appreciate getting them as soon as possible.

Status of contingent dashboard data: We are requesting an update on when the “contingent dashboard” data will be available. Hedberg is dependent on B. Szelest and institutional research for this and he says aim for giving us the dashboard data in 2 weeks.

“Structural Deficits” and the UUP contract: We have heard from our colleagues in the Faculty Senate that management has been attributing campus “structural deficits” to contractual raises for UUP members. We would like to register an objection to this highly misleading and unnecessarily adversarial rhetoric. For one, UUP has gone without a raise for nearly two years now. Moreover, UUP's salary proposals in negotiations are fully in line with historic norms. What has changed is the State's unwillingness to fund those normal raises. If management wants to draw attention to a structural deficit, then put the blame where it lies--at the feet of the Governor's office. Hedberg noted that re-allocation is required and that a major element of the financial challenge are the negotiated raises and faculty/staff certainly deserve those raises. Management certainly hasn't held the Governor responsible. Major noted that in 5 of the last 7 years, UUP members have not gotten raises. And, in those 5 years, tuition has gone up. Hedberg noted that it is helpful to be aware of what they say and how they say it. Hedberg will transmit this concern to the Deans.

Hiring data: We are requesting an update to the hiring data that was provided to us last fall that included figures for numbers of Full-Time (Tenure Track and non-Tenure Track) and Part Time faculty positions by department. Given the number of concerns that our professional members have been raising about staffing in their units, we would like to expand this request to include numbers of professional faculty (i.e. UUP) and other professional staff (CSEA and others) in each unit. Management reported that labor will receive hiring data by Friday or next Monday, and that they will make a request for the professional data.

Employee recognition ceremony: Labor is asking if a date has been set for an employee recognition ceremony this year noting that the last one was very successful and UUP is eager to help make this an annual event. Management says they are looking at April, and there are

about 70 people to be recognized this year. We need to touch base with events staff with regard to other events being planned. There had been ideas about attaching it to the university picnic but for this year the event will be in the ballroom or somewhere on campus.

Professional salary increase guidelines: As part of our earlier work together on developing mechanisms for professional members to request promotions or salary increases, Labor hopes that we can maintain that collaborative effort as this process develops. To that end, we received a copy of new guidelines for appropriate salary increases issued by management. While we do not object to the presence of such guidelines, we would hope to have the opportunity to review them before they were implemented or circulated to supervisors. Stark said they are trying to make things clearer but re-iterated that they don't have the staff to process an inundation of requests.

Parking in Podium West / Dutch Quad: Our members who have offices in and near the Humanities building have had a very difficult time negotiating the reduced parking available in Podium West and Dutch Quad. While new spaces were created with "flex parking" over on State Quad, new spaces for faculty have not been created nearby. Given that this situation is likely to last for at least two more years, can the number of flex spaces on State Quad be reduced, and flex spaces on Dutch Quad be created in order to better distribute new parking? Labor will communicate with the group working on this to see how things are going.