

UUP Albany Chapter Labor Management Meeting Minutes September 24, 2013

Attendees:

Labor: B Benjamin, T Hoey, R Vives, J Harton, M Seidel

Management: J Mancuso, C Trethaway, B Hedberg, JD Hyde

1. Document requests:

- Hedberg plans to have the new faculty list updated and to Benjamin in the next 2 days.
- Hedberg will provide the part-time dashboards by our next meeting with updates for fall 2012 adding contingents and part-timers in CNSE (there are no CNSE PT) and will provide an initial look at fall 2013. Hedberg welcomes discussing contingent faculty data and reviewing the guidelines established several years ago. He knows this is an important UUP issue, as evidenced by the fact that Benjamin was quoted in a recent *Schenectady Gazette* article about the systemic exploitation of contingents.
- Mancuso will create the updated chapter email list in October once the rolls settle. He asked if system admin didn't provide this to UUP Central, but Benjamin said UUP Central does not receive emails and have relied on the campus to provide the full email list so that we can communicate with members, set up orientation for new people, etc.

2. **Contract Implementation:** The contract was signed the 18th. Mancuso received permission last week to move forward, paychecks are to be reduced starting this pay period, he sent an email to all UUP members yesterday about this and is now getting questions. HR is creating a FAQ sheet. Two furlough (unpaid) days must be used, other days are repaid later. Members may need help understanding this. UUP raised concerns about when part-timers' obligations end, suggesting that these dates may not be covered by the memo and issues related to non-continuous service and the disadvantage of furlough days on those employed only in fall. Furlough days assume employees are returning, but many part-timers are non-renewed at the end of the semester or in spring and then get rehired. Hedberg and Mancuso will check professional obligation dates of part-timers. UUP discussed part-timer issues in detail during negotiations and will address implementation at the upcoming Delegate Assembly. Benjamin thanked the administration for allowing some flexibility for professional staff to use the two furlough days as "floater" days. Benjamin will develop a proposal on DRL for part-time and contingent academic faculty.

Administration has not received guidance from the system or approval to move ahead regarding DSA. Revised dates are needed. Hedberg has revised the guidelines from last time as a draft and will share information with Benjamin before sending to the campus. There was discussion about who will receive the earmarked 28% (a figure determined from a snapshot of the June 30 payroll). It is unclear what the total amount will be. The definition of "contingents" is changing--the term means one thing to educators and another in labor relations. Seidel will check if UUP identified that the 28% was for part-timers or contingents or both. If we decide to implement guidelines for discretionary review, we'll have to provide some written understanding of what evidence is required in making the decisions. There is an abbreviated FAR form for part-timers to use. If the campus uses the past model, Hedberg

and UUP may want to provide materials and workshops for how to distribute the funds. The contract says funds must be distributed by the end of December.

With late performance programs now grievable, Benjamin asked for a document showing all late performance programs. Mancuso stated that UUP was not entitled to that document without a good reason. Benjamin stated UUP and administration could make a concerted effort to remind supervisors this is important and required and if there are trends in some areas we can improve compliance together. This is in the best interest of the administration, UUP, supervisors and members.

Per Mancuso we will know more about on-call/recall decisions once the president's office is past inauguration week.

This contact is unusual with so many changes. It has been difficult to follow and is being implemented slowly. The state negotiators' one size fits all approach is not workable for the universities so UUP and university administrations are being forced to create solutions.

- 3. Open SUNY/Seamless Transfer:** SUNY issued memos on this in the past; Hedberg will forward these to Benjamin. The Provost is moving this year from a focus on individual faculty to departments interested in a pilot study moving courses or entire degree programs to this mode of delivery. No task force is being created. The provost invited deans to nominate a steering committee as an advisory group (Hedberg will send Benjamin a description). The provost is aware of Benjamin's interest in sitting on the committee. Hedberg doesn't believe the committee has yet been constituted. On 10/7/13 at 10am system administration will have an Open SUNY meeting at NYSUT. Benjamin will provide Hedberg meeting information.

UUP was told campuses were informed that by December 2014 they would need to resubmit Gen-Eds to align with seamless transfer, i.e. standardize with the SUNY Gen-Eds. Hedberg has not asked the Provost about it yet, but will get a response. This is a major concern and seen as a profound threat to academic integrity and of individual campuses' capacity to determine curricula. Hedberg indicated that he assumes that the campus will be opposed to any such standardization of curriculum as it has in the past.

- 4. CSNE Updates:** Hedberg sits on the ad hoc committee evaluating the CNSE split which is making an inventory of interrelationships between UAlbany and CNSE. Shared services has not been addressed. Benjamin has informed President Jones that UUP wishes to be represented on the committee charged with reviewing the process. UUP is starting campus-wide conversations on what UAlbany post-CNSE looks like.
- 5. Workload Concerns in ITS:** The ITS workload has steadily increased since 2008/09 when there were 106 staff and 12 major projects (currently there are 90 staff and 65 projects listed with more than 30 additional projects pending). Benjamin will provide more information to Mancuso on the loss of staff. The CIO had external peers meet with staff confidentially to review the unit and propose restructuring. Benjamin asked that this document be released to UUP so that UUP can talk with members who are concerned about transparency. Mancuso felt UUP was not entitled to a department manager's working document. Mancuso will share

UUP's concerns about transparency with Chris Haile. Benjamin asked that Mancuso recommend to Haile that any review process, in order to have legitimacy, will need to have openness with employees once the report is received.

- 6. Health & Safety:** Second-hand cigarette smoke coming into buildings and offices across campus was discussed. There continues to be a problem with inadequate enforcement of campus policies (established in the faculty senate 20 years ago). Mancuso said UPD is not responsible, that HR and Clarence McNeill in Student Success/Conflict Resolution are responsible for staff and student violators, respectively. There is a campus task force that is supposed to be looking into it. Legislation to stop smoking on campus is pending. We need to think creatively with those who have been designated to deal with this. How do we get smokers to smoke away from air intake vents? Can we create a map of where smokers can smoke on campus? Benjamin asked that a smoking issues point person be identified. John Murphy should send an email to all students. Another campus was cited that chose to designate smoking only in the parking lots and while there was some initial consternation, it ended up working.

There remain air quality and environmental concerns for staff housed in flooded LCSB areas. Administration shared Lisa-Anne Donohue is aware of concerns, is doing air quality tests, there are HEPA filters in cubicles, two staff with issues were moved to the Science Library and two offices were moved to temporary quarters (Regulatory Reform to MSC and CAS-IT to BA). Plant has invested significant funds in rehabbing the flood prone areas (original piping was improperly installed). Benjamin asked to meet with the space committee/Errol Millington regarding places these staff could be moved. When there are legitimate health concerns the university should be attentive and look for creative solutions. John Giarrusso of Facilities Management comes to this meeting annually to give a snapshot of the space situation across the three campuses and will be asked to come again.

- 7. Start-Up NY:** Has been discussed in the provost group in which Vince Delio has a coordinating role. The NY SUNY2020 plan listed private ventures in high tech, possibly in the new innovation plaza building from the 2020 initiative. LSRB might have places to co-locate private companies with the RNA institute. There are hopes UAlbany will receive 1/3 of the Harriman campus. Hedberg will check if there is a formal process.
- 8. Shared Services:** Hedberg has only heard about areas we've discussed (Purchasing, IT). UUP has heard Canton and Potsdam are under a prohibition to not hire new positions without shared services discussions.

Meeting adjourned 11:50am. Minutes submitted by J Harton.