

Labor/Management Meeting Notes –October 9, 2007

Present: Darryl Wood, Jim Dix, Fran Goldman, Beth Kilmarx, Dennis Selzner, Sylvia Hall, Joe Schultz, Jeff Hadley, JoAnn Navarro, Shelia Doyle, Dan Chambers (Parking Services), Tim Faughnan (University Police), Valerie Hampton (Affirmative Action)

1. *Safety concerns at the Downtown Center.* Tim Faughnan and Dan Chambers briefed attendees about parking and safety issues at the University Downtown Center (UDC). There are about 100 parking slots, which the administration has determined is close to the maximum number needed for faculty and staff when classes are in session. From 7:30 am to 3:30 pm, the parking lot gate is down and an attendant is on duty. At other hours, the parking lot is open. There will eventually be keycard access to the parking lot as well as to the UDC itself. Visitors enter the UDC via the Washington Street entrance and check in with a security guard. As of now, UUP-represented faculty and staff can park in the lot with a current registration sticker while doing business with the UDC. Eventually, there will be an intercom at the parking gate that will allow faculty and staff to enter the parking lot if they do not have keycard access. Students are not allowed to park in the lot. There is an escort service for students, but BU police report that the escort service is not widely used. Students can park in the Boscov's parking lot for a fee. Some students park on Conklin Avenue, to which there is no escort service. There is a BU police lieutenant assigned to the UDC, as well as non-sworn security guards. The UDC is on the patrol route of university police. University police have a MOU with Binghamton police. BU police will initiate calls to BGM police, who will work with the BU police. BU has also asked BGM police to patrol the UDC (as well as the Cahill Building, which BU owns and where the Lost Dog Café is located), although it is not part of BGM police's jurisdiction. There are 16 surveillance cameras in public areas in and around the UDC, as well as a police blue light. BU police held two safety seminars on campus; only 2 students attended the first, and nine attended the second. BU police offered to give short safety presentations in classes at the UDC, but so far no instructors have taken them upon the offer.
2. *Concerns regarding diversity, especially as it applies to promotional opportunities.* Valerie Hampton updated attendees about affirmative action. The Affirmative Action office develops and updates concerning protected classes on a yearly basis. The plan is used for all searches, including internal searches, and due consideration is given for affirmative action for these searches. The Affirmative Action office screens more carefully for internal candidates. There are informal suggestions made on how an internal candidate can become more competitive for a given job. There are no formal programs for affirmative action for internal candidates, but there may be in the future.
3. *New IRS regulations.* Concern was raised about a new IRS regulation which would have tax consequences for employees that work part of the year but are paid over the entire year (such as academic faculty on 9-month appointments). Management replied that the IRS regulations applied only to employees who have the option of switching between being paid part of the year and the entire year. Since BU employees do not have that option, the new IRS regulations do not apply.
4. *Summer hours for winter break period.* UUP requested flexibility in the hours offices are required to remain open over the winter break, similarly to the flexibility offered during the summer (8 am – 4 pm during summer, rather than the standard 8:30 am – 5 pm). Management was unwilling to grant this flexibility, because of the diversity in application of the policy. Some departments within a division would have the flexibility to, for example, close early while other departments would not. UUP noted that the flexibility was a big, important issue for professionals, and not granting the

flexibility would lower morale. Management stated that they would continue to consider the flexibility option.

5. *Environmental concerns – BU’s Carbon Footprint.* According to an article in Pipe Dream (http://bupipedream.com/pipeline_web/display_article.php?id=5387 and http://bupipedream.com/pipeline_web/printable.php?id=5551) and not reported in any official BU publication, President DeFleur’s signed a Climate Commitment for BU to work toward mitigating climate change. Management reported that the administration would announce the signing in the near future. UUP inquired as to what the climate commitment would entail at BU. The changes at BU will include renewed emphasis on recycling and conservation. An individual from physical facilities would be assigned this area, and a committee would be formed to implement the commitment.
6. *Finalizing internal promotion agreement changes.* UUP proposed that the internal promotion agreement between administration and UUP be signed jointly by Darryl Wood and President DeFleur at the next Labor/Management meeting.
7. *Summer school salaries.* Management confirmed that the maximum summer school salary was \$5000, and that there was no mechanism to petition to exceed this amount. However, because of an “oddity”, some faculty in the School of Nursing are paid more than \$5000 to teach a summer school course.
8. *Pedestrian bridge to ITC.* UUP observed that the signage for the pedestrian crossing on Murray Hill Road was not yet in place. Management replied that they would check on the schedule. [Note: as of Thursday, October 11, the signage was in place.]
9. *Physics department administrative assistant.* UUP expressed concern that the recently vacated position administrative assistant position in the Physics Department was not advertised, and that the position is possibly now filled by a non-UUP represented employee. Management replied that they would look into the situation.
10. *Premeetings.* UUP and Management agreed that the pre-meetings were going well.
11. *Retirement of Sylvia Hall.* Attendees expressed their appreciation to Sylvia Hall, who will be retiring as Assistant Vice President for Human Resources as of December 31.