

STATE UNIVERSITY OF NEW YORK – COLLEGE AT CORTLAND

LABOR-MANAGEMENT MEETING

February 6, 2008

MEETING NOTES

ATTENDING:

Administration Representatives: Erik Bitterbaum, William Shaut, Joanne Barry

UUP Representatives – Larry Ashley, Jamie Dangler, John Driscoll, Hailey Ruoff, Boodie McGinnis (scribe)

1. UUP CONTRACT – Ashley asked if there were any questions from the administration.

- Family Leave - Barry noted that family leave used to be for caring for an ill child and asked if it would now be more broadly available. Dangler said that in the future family leave will be for “any significant family care situation” including bereavement leave, family care, etc.
- Timing of the Vote – Bitterbaum asked about the timing of the vote. Ashley responded by outlining the timetable. Campus visits by the negotiating team are already underway; our campus will be one of the last visits. UUP expects that the vote will take place sometime in March.

2. BUDGET

- Bitterbaum reported that we know we’ll have a 2.5% cut in 2008-2009, but we hope to be able to ameliorate the cut with savings made from judicial use of power costs, etc. Shaut explained that some campuses used utility budget funds for other purposes and are now having to pay back utility funds; our campus did not do this, we used utilities funds only for utilities, so we are in better shape than some campuses.
- Shaut further explained that we will receive the contracted salary increases so our bottom line will go up even with the 2.5% cut, and he expressed optimism that we will be able to absorb the cuts.

3. COMPENSATION FOR INDEPENDENT STUDIES, GRADUATE COORDINATORS, ETC.

- Bitterbaum reported that the Provost held a meeting of department chairs and graduate coordinators on February 4. Potential plans for changing and standardizing compensation for graduate coordinators were presented and discussed. A major issue for the administration is ensuring equity across all departments. Following this meeting, the matter will be discussed further in the Provost’s cabinet; several models are under discussion and dialogue is still ongoing.
- Ashley expressed concern about the potential for shifting more work onto the chairs. If this happens, UUP will request reconsideration of compensation for chairs. Bitterbaum said there is a strong feeling from the provost and chairs that compensation for chairs needs to increase.
- Ashley stressed that UUP is eager to see a resolution of the issue of compensation for independent studies as well as coordinators.

4. ASTRON SURVEY

- Bitterbaum and Barry explained that the Astron survey was designed to provide comparative salary data for professionals so that we could better determine if our campus professionals are paid adequately relative to the national market. No such data has previously existed for professionals. Data acquired have been used to adjust salaries upwardly where needed.
- Ashley expressed concern that UUP was not included in the process and did not receive the survey results prior to letters being sent to professionals. This was awkward for UUP because UUP officers immediately began receiving questions from individuals about the adjustments. Dangler stressed that UUP needs to be as informed as possible in order to be prepared for people’s questions. Barry invited Ashley and Dangler and other interested UUP officers to attend the upcoming (Feb. 19-20) meetings at which the survey results will be presented.
- Discussion ensued about communication issues. Ashley asked that UUP should be included in discussions of this nature from the outset; UUP wants to be a full partner in such efforts rather than feel on the receiving end once decisions are already made. Barry expressed frustration that UUP had not

contacted her directly as questions arose. Selzner and Ashley stated that overall this effort is a good thing for the campus and expressed appreciation to the administration for its commitment to improving the salaries of our professionals. Selzner further noted that salaries are a major “term or condition of employment” and therefore very much within UUP’s purview.

- Shaut and Barry stated that review of professionals salaries will be an ongoing process in the future. The UUP representatives again thanked the administration for its commitment to pay equity for professionals.

5. PART-TIME SALARIES

- Ashley requested again that increasing part-time salaries be made a campus priority for fall 2008. Bitterbaum expressed disappointment that part-time salaries were not addressed in the contract, and repeated what he has said in previous meetings, that any increase in part-time salaries will have to be weighed against other campus priorities and will be dependent on the availability of fiscal resources.
- Ashley suggested that consideration be given to raising part-time minima to an amount half-way between the current salary and its adjusted inflation data. He expressed grave concern that inflation is eating up the minimal increases made so far, and urged review of part-time minima in relation to inflation data, which he offered to compile.
- Shaut and Bitterbaum both stressed that the problem is not lack of desire or commitment on the part of the administration, but lack of resources. Resources are finite, and there are many competing priorities. Ashley noted that contingent faculty are the majority (approx. 57%) of the campus faculty and argued for justice on their behalf in terms of prioritizing campus resources.
- Bitterbaum said that the campus will “continue to work at it” but repeated that the administration must balance many competing demands for limited resources.

6. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- Summer Schedule -- Bitterbaum shared the good news that the joint request from CSEA and UUP to moved to a core 8 am – 4 pm schedule during the summer has been approved. Barry will be working with our sister institutions to follow the model adopted at other campuses.