

UUP Labor Management Meeting Notes

Monday, February 18, 2013
Kehoe 6th Floor Conference room

Attendance:

John Ettling
John Homburger
Al Mihalek
Diane Merkel

Dave Curry
Jake Liszka
Bryan Hartman
Kim Hartshorn

Sue Welch
Debbie Zinser
Gina Doty
Karen Volkman

1. Budget Update (John H.):
 - a. We are in the same place as before. There is an imminent financial impact with the Long Island Hospital situation where millions of dollars per year is being lost.
 - b. The \$75 million loan (SUNY reserves) will end up being a write off.
 - c. Karen V. requested the power point financial slides from the Planning Days presentation which John did on February 15.
 - d. Chancellor Zimpher last week noted that the resource allocation model (RAM) will not be changed this year. The unknown answer is how out-of-state student tuition is handled now.
 - e. The chancellor is asking for \$95 million for Downstate Medical and \$35 million for Upstate Medical.
2. Shared Services Update (John H.):
 - a. We are recently sharing a Veterans Coordinator with Clinton Community College.
 - b. Still looking at sharing services with Clinton Community College in these possible areas: food services, bookstore, Primelink phone, exhaust lab hood inspections, Cardinal card services, and cross registration program.
3. Performance Reviews of Academic Employees: policies and procedures 3rd edition, 2005 needs some clarification. Specifically around COS materials and PRG letters ... Working group needed? (Dave C. and Kim H.)
 - a. Discussed this in-depth and the following people will form a working group to discuss this: Kim H., Sue W., Diane M., and Al M. volunteered Tom Morrissey due to his past history on this complex topic.
 - b. The Deans Cabinet met January 23, 2013 and discussed many issues around this and Diane M. handed out a document "PRG Discussion Items". This topic is important to resolve the issues, because this is not a union service but a campus community service.
4. Core hours (8:00a-4:30p) for offices to be open. A little more discussion (Dave C.):
 - a. Due to CSEA's recent documents sent to them by John H., CSEA does not have the desire to bring up this topic at this time which affects item #5 on Compressed Summer Schedule.
5. Report on Compressed Summer schedule work group and hopes to have something operational for summer. (Dave C.):
 - a. Dave C. met with CSEA President Ethel Facticeau at her Labor Mgt. meeting and they do not want to be included in this voluntary option mainly because of issues with #4.
 - b. Dave C. handed out the SUNY IT document again and on the back the document was our campus draft memo. He noted that SUNY IT does not send out this voluntary program memo until March, so there may be enough time for us to come to resolution.
 - c. This is a work life balance issue for professional members. In addition to winter session coming shortly after December graduation and with summer session A, there is no time to get some down time. It is already limited on when a professional can take their vacation time. Academic members are not in need of improvements in this area.
 - d. John H. said that he is not hearing of examples where flexibility is being denied between the professional and their supervisor. He does not hear about it and thus does not think it is a widespread issue. Dave C. told him that he would like to speak to him after this meeting with examples.
6. Chairs stipend. What does it cover? Working group needed, perhaps?
 - a. Discussed the complex issues involved in what the union contract states in Article 25, which is not being brought up in negotiations this time and a variety of problems on this topic.
 - b. Diane M. recalls a new formula where a small dept. chair gets one course release for the entire academic year.
 - c. Al M. suggested that a working group form to discuss the issues a chair has, their responsibilities, the stipend and the campus issues involved. The group will be: Diane M., Kim H., Dave C., and a Dean that was not named yet.
7. Other issues?

Dave C. handed out an article "Impact of the UCLA Agreement"(*) about an ongoing legal case where a faculty member is being criminally charged due to a lab accident which caused the death of a graduate student in 2008. The Environmental Health & Safety department for the university was not being held criminally, but the faculty member was due to not following safety protocol. This case is still open. Discussed how we can get our employees teaching students to take a more serious active role

in safety in the classroom/lab. Kim H. thought that having the issue in the curriculum of the course is one idea to ensure safety procedures are carried out. He has done this in two Theatre dept. courses and there are more credits in the course which cover the safety aspects of the job.

(*) "Impact of the UCLA Agreement"

Source: Neal Langerman

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The meeting adjourned at 2:05 p.m.

Meeting notes taken by Gina Doty, Chapter UUP Secretary (edits welcome)