

## UUP Labor Management Meeting Notes

Tuesday, October 2, 2012

Ward Hall room 101

### *Attendance:*

John Ettling	Dave Curry
Kathy Falcetta	John Homburger
Al Mihalek	Anne Hansen
Diane Merkel	Kim Hartshorn
Bill Laundry	Gina Doty
Jake Liszka	Karen Volkman
Bethanne DelGaudio	Sue Welch
Kay Branagan	

### **Open Items in Bold with \*\***

The meeting started at 1:00 pm

1. Shared Services Update:
  - a. There is still ongoing discussion on this topic John H. commented. There is no news.
2. Budget Update:
  - a. John E. and John H. discussed the proposed draft new budget formula. Under the new formula our campus and SUNY New Paltz do slightly better than other comprehensive four year campuses.
  - b. The governor says economic development is above all else and that includes SUNY. It appears that the chancellor's focus is shifting from undergraduate to graduate education.
  - c. At this time this budget formula is a draft without a timeline of use.
3. Safety Training Update: This issue was discussed at the last L/M meeting. Safety is a big issue with a major impact that impacts teaching and students themselves.
  - a. The campus is looking to hire a consultant to look over this diverse issue that affects departments differently. The Theatre safety issues are different than a chemistry lab for example.
  - b. John H. mentioned that there is a slow positive culture change about safety on campus with the employees.
  - c. Dave C. brought up an awareness idea to have an article about safety in our UUP newsletter.
  - d. John E. would like to know what do area employers do to instill this type of safety awareness culture and the training in their workplace.
4. Myers HVAC system has problems: This issue is in our campus five year list of what we want to renovate/replace. Kim brought this topic up to management.
5. Policies regarding 'contingent employees' in campus documentation—centralize?:
  - a. A contingent employee is anyone who cannot get tenure or permanent status. We discussed where this wording is used in SUNY and the UUP contract (which is being negotiated on this exact topic of language). The civil service law uses 'contingent'.
  - b. There is a state definition of "contingent" and at this time the group chose to wait for our contract to be finalized so that we did not add to the confusion.
  - c. Dave C. requested Kay B. our Contingent Employee Representative to let him know if a conflict arises due to this language.
  - d. Kay B. reminded us all about the wording of "lecturers" being left out of a prior contractual increase, though the campus remedied the situation at L/M. The language at times can be problematic.
6. Restoration of Professionals to pre-budget crisis conditions, i.e. support services. Anything new since Professionals Issues Committee meeting in September?:
  - a. The professionals appreciate John E. and John H. attending the meeting to start off the fall semester by asking questions, though there are more issues to discuss in the near future. John E. restated that restoration of a

- position that was vacated is occurring one position at a time, and the strength of the request makes a big difference. He and John H. need the data to back-up the justification being made.
- b. Bethanne, again, thanked John E. and John H. for attending this meeting and plans to invite them to a spring meeting.
7. Announcement that Bethanne D. is Stepping Down as VP for Professionals:
    - a. Dave C. let everyone that may not know that Bethanne D. is having to step down after the end of this year from her role as the VP for Professionals due to higher priorities with teacher education. Her workload is increasing due to NY State Education department mandates. At this time our chapter will need someone to finish her term of office which ends spring 2013.
    - b. Thanks Bethanne D. for all your hard work in your role as the VP.
  8. Report on compressed Summer schedule work schedule work group and hopes to have something to use for 2013:

Dave C. gave an overview on what the committee has discussed since April. This is a voluntary initiative so that employees can work more hours per day and depart work, for example one-half day on Friday without using accrued leave. Dave introduced the committee members which are himself, Gina D., Al M. Bethanne D., and Sue W. Dave handed out the draft "Application for Alternative Work Schedule (Summer 2013)" to everyone to discuss. The application was altered from the one SUNY Cortland has been using for some time.

    - a. Since professionals are the support staff for the growing events on campus, such as winter and summer session courses, they are doing more and more with fewer opportunities to take time off, and would like some work life balance in their lives.
    - b. Since restored positions are being restored one position at a time, most likely the resources that were once in a department before the budget crisis will stay "as is" unless heavily justified otherwise due to our current fiscal constraints.
    - c. We discussed deadlines, the eight orientations conducted in the summer, obligations being made for the employee, the supervisor's role in this application, core hours, and other campuses that have been successfully doing this voluntary program for quite a while.
    - d. John E. would like this committee to explore more on this topic and find answers to : how long has SUNY Cortland been doing this, how is it administered, how many people request this and are accepted, how does CSEA/PEF handle this program at campuses that are offering it?

The meeting adjourned at 2:20 pm

*Meeting notes taken by Gina Doty, Chapter Secretary  
Edits welcome*