

UUP Labor Management Meeting

December 16, 2014

3:30 pm in Ward Hall

Attending: John Ettling, Sue Welch, Gina Doty, Kathy Briggs, Kim Hartshorn, Karen Volkman, Bethanne DelGaudio, David Curry, Rob Keever, Bryan Hartman, John Homburger, Diane Merkel, Jake Liszka

1. Update on the President's Task Force on Campus Sexual Assault : Bryan H. spoke about updates. We have everything from SUNY on the official policies and we'll work on this to make it official for our campus. The campus council approves everything that deals with the student conduct. This spring 2015 semester, this will be brought to council and everything has to be in place by fall 2015. The Victim Bill of Rights is very time sensitive. We have an annual obligation with this to all students, and it will be sent out by email. The task force will handle the education piece.

--We have until March 31, 2015 to give our plan to the chancellor's office.

-- You can read articles daily on how other higher education facilities are handling this.

-- Bryan H. will send the documents he has received from SUNY so far to us all.

2. Update on the Tobacco Free Policy: Bryan H. spoke about the latest document put out to the executive council in December and it did not pass as written. He is working on a version which would allow tobacco use in personal vehicles. He is working on having this version ready in January 2015. Cori Jackson is working with a small group to unveil these changes to the students. Most likely June 1, 2015 will be the date this is implemented.

-- Smoking cessation programs will be available for students at the Health Center. EAP in the future will address employees wanting to use the program.

3. Short Term Solutions: Extra service pay for professionals due to colleague departures: When professionals depart their department, another professional already in that area is picking up the slack of this person's work until a rehire is done. Most of the time a search takes six months. Bryan H. noted they have used extra service in his area when this occurs. Karen V. gave the example how quite a few areas on campus people are doing more work and cannot take the compensatory time off even if they wanted. John H. said if the work is able to be done in a work day that is one thing, but when it has to be done in a 12 hour day, that is another issue. UUP VP for Professionals, George Still, was not at this meeting to bring up some examples. In LIS Diane M. mentioned some examples where temporary hiring was taking place. We need examples from George S. and Bryan H. and Jake L. welcome talking with him.

4. Next Steps: Professional and Personal Absences form Another revised copy was handed out at this meeting. The union understands why we have the need for accountability. Discussed the need for a joint session with department chairs to alleviate the confusion when people see this form and know how to use it would be useful. This form has not been sent to everyone yet until we finalize it. Having a meeting will help chairs know how to answer questions their faculty may have.

-- Early February 2015 would be a good time to discuss it.

-- The section on the form about loss of pay will bring discussion.

-- This form discussion was prompted by UUP members complaining about other members.
-- Kim H. made a general comment that most forms are best made in word instead of PDF.
Discussed why this occurs due to web sites.

5. Budget Updates: John H. discussed the budget request itself asks for an increase in tuition. Although it is being discussed, a flat budget is what the governor wants.

--At the campus level now, management is trying to look at the enrollment and what spring numbers will look like.

-- We are getting pressures: our utilities might go up as much as \$450,000 and maintenance of effort and contract increases-- we are not getting.

--- The sum of the contract salary increases and tap overrun is around the rational tuition will be a wash.

---The state treasury will have a surplus and SUNY will try to get part of it.

-- The governor wants to know our work to help students: What we do to help our students graduate expeditiously. This data is being tracked and reported.

-- John E. at the recent president's meeting brought up that a \$30 billion fund to borrow from for an assortment of programs at SUNY campuses will be available if the legislature approves this. It does not sound like something he would participate in.

-- The Sibley gym renovation update: Last June we were told we would get \$4.5million, but this has not been released yet; and we are still waiting for it towards the \$8 million project.

6. Joint Labor Management Grant: Sue Welch gave an update: 15 people will be in the leadership academy in January for three days to get their training and they will be conducting the training during the spring 2015 semester. Our chapter has gotten accolades from UUP statewide on this initiative.

7. Miscellaneous information from UUP statewide: Dave C.

A number of initiatives from UUP, the use of \$1 billion to be used (windfall monies) for future hires of faculty for SUNY is one of these initiatives. The governor did not think of this, but a prior governor did think of this idea (Spitzer). Sure would be a good idea to have more supporters of this in Albany. This type of initiative could drive diversity higher.

--Dave C. said this was like an endowment.

-- No update on Start-Up of New York. Keith Tyo is speaking with someone.

-- The NY patents and licenses procedures are being revised now at SUNY council.

The meeting adjourned at 4:30 pm

Meeting notes by Gina Doty, Chapter Secretary

Edits welcome