

## UUP Labor Management Meeting Notes

May 7, 2014

Attendance: David Curry, Sue Welch, John Homburger, Jake Liszka, Diane Merkel, George Still, Karen Volkman, John Ettling, Kim Hartshorn, Gina Doty, Anne Hansen, Bryan Hartman, Rob Keever

The meeting started at 1:30 p.m. in Ward Hall conference room.

1. **Budget update:** John H. gave us an update. There is no update even after the SUBOA (State Univ. of NY Business Officers Assoc.) meeting that John H. could not attend. Since UUP Delegate Assembly was this weekend, we have information to share. Dave C. brought up that SUNY has \$300 million in reserve funds and not including the IFR's, this is liquid cash that fluctuates some from year to year. Last year after negotiations, SUNY said they would cover the raises. The union is caught in a rock in a hard place. Campus presidents cannot support this for they have not received information on this before. Dave will give John E. whatever information he can on this reserve amount.

-- Are summer enrollments where we expect them to be? Jake L. said enrollments are up slightly from last year. There are a few more courses offered to entice students to enroll.

2. **Compliance web training update:** Plan for non-participation?

90% have completed the training from the entire campus as of today.

Sean Dermody is overseeing compliance issues for the campus now and the VP's and Deans for people not taking the training. The next round of training is due the end of September.

-- Is there a plan whether adjuncts take the training and leave and come back on employment what happens-- not yet.

3. **Start-Up NY implementation on campus update:** The plan has been formally approved but not the proposals yet. We've only been open for 2 days on this. The Sociology department had a concern of students co-mingling with a possible future business in their Redcay Building. The Criminal Justice department said they approve this idea and the Sociology department is meeting to discuss this.

4. **New Programs and Program Deactivations updates:**

Jake L. discussed this topic. To increase enrollment the best we can with the limitations we have and long term goals to attract students, SUNY has its list of 'high needs programs'. When you look across SUNY wide amongst comprehensives, it's not surprise biology, psychology, criminal justice, and business administration are high enrolled programs. Is there a way to make them distinctive enough to have students enrolled in many places want to come 'here' and take our program? Jake L. is asking if there are consultants who may be helpful and the person he located was very willing to help Jake now and in the future at an hourly rate. He said data analysis is a growing program now in education. Jake is trying to gather trends and where are high demands and careers so where might we focus on.

-- International Studies, since we are close to Canada, could be a program to explore. Right now this is just an idea and we could take advantage of our border location.

- Mike Morgan was discussing with Jake L. the idea to add an online course for the graduate program in Fitness/Wellness.
- David C. mentioned that our EOP population could be a place to add more students, and Bryan H. and John E are increasing students in 2015. We are going to one counselor per 100 students, so we added another counselor to increase the students to support. Bryan H. mentioned the details are not known yet, but being worked on with Kyla Relaford and Michele Carpentier. We have to get Albany to agree to this and Kyla thinks that is not a problem.
- Certificate programs at the graduate level are attracting students at the branch campus. Jake L. gave thank yous to Steve Danna on pursuing this.
- John E. mentioned that we have 50% less students in our education graduate program and he'd like to see a way to improve our graduate programs.
- Deactivation programs: Counseling at high schools is a program that is declining enrollment and Mike Morgan is looking into this.

**5. Status of Oncall/Recall Negotiations:** There are class action grievances at SUNY on this and HR is waiting on the status of this negotiated contract issue. Dave C. mentioned that SUNY is not taking the leadership on this and not doing anything to show how to implement it.

**6. Budget planning for salary increases and promotions beyond contractual raises:**

- John H. discussed how we are trying to increase enrollment funds. The 2% being extracted from our pay now will be returned to us later, and the cash reserves for this coming year about \$1.3 million. The payback funds are 'here on campus' from this 2%.
- There is real reason why the 2% was saved for a later pay out. The 'out years' are difficult to deal with the programs we are to pay without planning for it-- example unfunded TAP.
- Other salary increases: this is being discussed now. Possibility of taking out of reserve funds. In the past funds were set aside for promotions and salary increases. We need to make sure this is handled in an equitable and planned fashion. People are feeling like they have lost their discretionary income and need to find a way to make it back.
- There is also an issue on campus where new hires are making more than employees already here doing similar work for years. John H. mentioned that Diane M. has done a report on this and John H. realizes this is an issue on campus.
- Taking work off on the performance program is another choice when you cannot give the employee the salary.

**7. Status of ERP membership:** Almost 50% have voted for ERP.

- 110 faculty eligibility for this program
- Last year we had 43 members
- PRG does not have enough faculty collaborating on this program.
- When the initial agreement was written, the problem of not having a PRG available for every department on campus where the committee is knowledgeable of the work of people due this process. The make up in some departments has made this problem evident. You could be serving on a PRG in a department you are not knowledgeable about. Some PRG members are uncomfortable serving in such departments. Kim H. and Diane M. will talk outside LM about this.
- The volume is less each year than when it was every year the PRG had to work. Two and three year appointments are now being given.

**8. Continuation of campus communication discussion:**

- John H. gave Karen V. a list of summer work on the campus that came from a Maintenance department meeting. Next week Karen is meeting about contractor identification cards.
- The Hawkins hall pond work will be 2 years long, but they won't work during the fall or spring semester. The work may go into the first week of the semester. John H. talked about a future website that resides on Business Affairs talking about the maintenance going on the campus so people know what is going on and when. The Maintenance Department. will update the web site.
- The campus shuttle will be in use another year. The utilization value is so-so.
- Redcay Building is getting another parking lot built on the side of the building in the near future.

The meeting adjourned at 3:05 p.m.

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