

UUP Labor Management Meeting Notes

Monday, November 21, 2016

1:30 - 3:00 p.m.

AD 712

Present: S. Atav, B. Kilmarx, S. Massey, B. Roth, D. Wood, S. DeClemente-Hammoud, J. Schultz, President Stenger, Provost Nieman, Vice President Navarro

Meeting began at 1:35 p.m.

Benita Roth welcomed all to the November Labor Management Meeting.

UUP (Benita Roth): I would like to start with something not on the agenda. We really appreciate the statement made to the campus community regarding inclusion. Putting the contact information [for various campus entities that deal with diversity issues) at the bottom of the statement was a very good thing to do. It makes us glad. We hope and think that it is clear that should anything happen, problematic or other instances that we know that there will be a strong response from people at the University who will respond to hate crimes and to students who feel very vulnerable.

Management (President Stenger): It probably should have come out sooner. I was in California until Friday. In clarification, it had to be really thought out. I read other university statements. We will get a group of students, on two different nights and leaders from multicultural groups. I will sit with them and have them tell me what they are experiencing and ask what we can do to help them a bit. At least they will have a chance to talk with me one-on-one about concerns.

UUP (Benita Roth): Again, we think it was a good statement and that there was a response to that open letter. It was actually showing them [students and others with diversity concerns) where to go. The implication being we will be very unwavering and strong to make sure this is a community for everyone, to learn, teach, and other things.

Management (President Stenger): One response regarding the letter was most humorous. I received an email from a man saying that because of the letter his daughter will not be coming here, even though she was "excepted." [sic] I replied, "I think you mean accepted. Thank you for your email."

UUP (Benita Roth): There was backlash when the statement appeared in *Pressconnects* [the online version of the *Press and Sun-Bulletin*] as well. My rule is never read the comment sections online.

Management (President Stenger): Thank you. I really appreciate it.

New (and ongoing) Items from UUP:

1) Performance programs and evaluations: We know that there have been discussions with PSS about changing the window for performance programs and evaluations from May to

January, in order to create better workflow and to increase completion rates. We think these discussions are good to have. We have specific concerns. 1) We don't seem to be able to track in any sort of way who has had performance programs and evaluations completed. It seems that previous software (Oracle?) did this; current software does not. However, it seems to us that having this knowledge is not only crucial to our members as they do their work, but also important in order to figure out which units/depts. on campus are lagging. How do we fix this? 2) While supervisors who are faculty (chairs and program directors) are compensated for time during breaks and should be available to do performance programs and evaluations, we worry that they will not do them in a timely fashion. In order to know if they do so – see point #1.

UUP (Benita Roth): We don't seem to be able to track complete and up-to-date performance programs and evaluations. Software has changed. We would like to know those numbers in real time, whatever the window [for turning in evaluations and performance programs] is. It is very important that people have this info in order to apply for raises and promotions. We need to know which places have problem supervisors. Moving the window from May to January may be easier for most supervisors. However, we do worry about faculty supervisors. Although they receive a stipend for being chairs, some think January is their month off from doing things that they do.

Management (President Stenger): I think this is the first year (in which the window will be) for January.

Management (Joseph Schultz): We have a senior officer's group meeting later in the month. We haven't heard that January is better than May.

Management (President Stenger): There will be a bit of amnesty if you didn't turn one in in May, but submit it in January.

Management (Joseph Schultz): The last time I checked, 70% were current.

Management (President Stenger): Bothers me. We don't take it seriously. We will take it as seriously as we can to get 100% compliance. I do them for other people. After you are done with them, people feel good both updating of the performance program and the performance review. Whatever we can do. Tell and encourage.

UUP (Benita Roth): One thing that would help with encouragement is some sort of a way of tracking.

Management (Joseph Schultz): We used to do it quarterly, now twice a year. We have to stop time to go and tell everyone to send them. Some do them, and we don't get them. A two-week period, twice a year.

Management (President Stenger): There are only 600 people (to do these forms for)[BR note -- more like 800 but the point is well taken]. One person for a couple of days to look at files would be able to tell if we have compliance. We will get that to you.

UUP (Benita Roth): I wonder if there is a software fix. I was just on a search. 214 applications online through Hire-rizon [sp?], software not specific to university searchers. Is there something we can have where the supervisors upload these things? Upload it and it is there in a data base. Could something like that be used? It is so easy.

Management (Joseph Schultz): We have often talked about a separate process, but never really identified a system that could do it. Our plan is to first go out and get approval to change the date, organize a campaign that explains it, kick it off with training or joint training with UUP after the break. Get awareness up and piece together working with the Dean's Offices and working with the Chairs.

Management (President Stenger): If I had to do it electronically, I would be more motivated. Is there a system?

Management (Vice President Navarro): Is the form [performance programs/evaluations] specific to Binghamton?

UUP (Darryl Wood): Yes.

Management (Joseph Schultz): In theory we could create a fillable form. It becomes a personnel file issue. If someone wants to review their file, do we go in and print them off?

Management (President Stenger): Can we talk to Sharon and see what we can do?

Management (Vice President Navarro): Yes.

UUP (Benita Roth): We will look forward to hearing anything dealing with joint training. Many supervisors are faculty and may need a real nitty-gritty, hand-holding training. i.e. -- here is a form and this is how it is done.

UUP (Darryl Wood): President Stenger, when you put value on this, I guess it is important. Or the Vice Presidents say you better get that done.

Management (President Stenger): Maybe we can do this with the January change in date, and the letter can come from me.

2) Changes to the Fair Labor Standards Act: We have been discussing the upcoming changes to the Fair Labor Standards Act with management for the past two Labor/Management meetings. The changes are as follows:

See <https://www.dol.gov/whd/overtime/final2016/> -- excerpt below.

Key Provisions of the Final Rule

The Final Rule focuses primarily on updating the salary and compensation levels needed for Executive, Administrative and Professional workers to be exempt. Specifically, the Final Rule:

1. Sets the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South (\$913 per week; \$47,476 annually for a full-year worker);
2. Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally (\$134,004); and
3. Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption.

Additionally, the Final Rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.

The effective date of the final rule is December 1, 2016. The initial increases to the standard salary level (from \$455 to \$913 per week) and HCE total annual compensation requirement (from \$100,000 to \$134,004 per year) will be effective on that date. Future automatic updates to those thresholds will occur every three years, beginning on January 1, 2020.

As we have feared, our members are beginning to communicate with us about their supervisors talking to them about the upcoming changes. We have heard from members of affected units that they will have to pre-approve all overtime. While this can be done for certain cyclically occurring events, or otherwise scheduled events that occur outside of normal business hours, there are some jobs – like resident assistant/director – where emergent situations make it impossible to get pre-approval. These members are worried that they will be forced to work overtime without the compensation properly due them as a result of the FLSA changes. We have also heard from members that they are being told that they cannot have salary raises to take them over the non-exempt/exempt threshold because of UUP rules about not being able to raise salaries unless additional duties are added to performance programs. We will remind management that a) they promised to talk to us about any language or materials that they are circulating to supervisors of affected workers and b) management may raise the salary of a UUP member at any time. What can we do to make the transition smoother for affected employees, some of whom are understandably discomfited by the changes coming their way.

BR NOTE: a judge in Texas has recently forestalled implementation of the FLSA changes http://www.nytimes.com/2016/11/22/business/obama-rule-to-expand-overtime-eligibility-is-suspended-by-judge.html?_r=0. Stay tuned....

UUP (Benita Roth): These changes are creating fear, especially with resident directors. I got your drafts of the letters (to be sent to affected employees). I will comment on them and get them back. Our major issue is that they (resident directors) are being told some misinformation about the contract of the State of New York and what it says. Leaving that aside, they are also being told salaries are staying the same, but preapproval is needed for all overtime. Resident

directors by definition deal with emergencies. If two students are fighting in the hall and they need to accompany them to the hospital because they need stitches, they cannot get preapproval.

Management (Joseph Schultz): Preapproval by supervisors after being moved to nonexempt. Not preapproval, but authorization. We need a meeting of minds with employees and supervisors. If someone comes in 10 minutes before we close and it takes 45 minutes to do the hiring, one half hour of overtime if it is over 40 hours. We are telling supervisors to be flexible and talk to your employees.

UUP (Benita Roth): Supervisors are not saying that to supervisees. I am receiving emails of panic. If we go past 40 hours, we have to get preapproval. We cannot do our jobs. You have to limit your hours no matter what. We can't pay you because you cannot have overtime. Cyclical events, or evening events can be preapproved, but having to go to an emergency room with a kid cannot be preapproved. They are not only concerned about not being paid, but also about doing their job. Supervisors, particularly in that area can't worry about keeping to budget, but instead health and safety.

Management (Joseph Schultz): I have email today about setting up a meeting with residence life assistant directors. In this scenario, I think we should also meet with resident directors. If they are about \$500 away(from the salary threshold), they will be moved up. Some look like they are going to stay.

UUP (Benita Roth): They were hoping to have a raise but if not, at least clarification of overtime issue.

Management (Joseph Schultz): Talking with residential life. They never have had to do this before. How do you handle emergencies, etc.? Other piece, yes. We are going to have people moved at \$1000. But if it is \$5000, we will just pay the overtime.

UUP (Benita Roth): I don't know them (the supervisors in res. life). First time since I've been Chapter President that I have heard from residential life.

Management (Joseph Schultz): We are going to have some time to work through this. We explained that you need to be fair. On the other hand, people object to the new time sheet.

UUP (Benita Roth): And they have to do the SUNY system, too.

Management (Joseph Schultz): Three phases.

UUP (Darryl Wood): I would be happy to attend.

UUP (Benita Roth): What they (res. life) do is extremely important. They can't feel hamstrung or exploited.

Management (Joseph Schultz): We are going to be sending letters to people. If you could send something out on the UUP listserv saying that some people should expect to get something. If there is some awareness, it would help. I will send you out a note.

UUP (Benita Roth): Send us a note, and we can tweak it. Send to Darryl.

Management (Joseph Schultz): Just a heads up that the law is changing and this will be coming. Some areas have very high awareness, some haven't heard of it.

UUP (Darryl Wood): Just to clarify. There will be some small number of individuals whose salary will be increased but most individuals in a certain area will be paid overtime. Residential life is eligible for overtime.

Management (Joseph Schultz): The current plan is to stay (with most current salaries).

UUP (Darryl Wood): Other groups?

Management (Joseph Schultz): On a case-by-case basis.

UUP (Darryl Wood): In terms of area, another area of concern is admissions, or are they all above salary-level (for exemption)?

Management (Joseph Schultz): The current plan is there are a number below, and they will remain. They will be nonexempt eligible. Some things are very complex, such as travel.

UUP (Benita Roth): You mean salary compression?

Management (Joseph Schultz): The parameters, those who are earning that amount -- if you are yielding less you have to do the time record.

Management (President Stenger): How many?

Management (Sara DeClemente-Hammoud): With part timers, about 240.

Management (President Stenger): Preauthorization makes sense, not preapproval.

UUP (Benita Roth): Let's keep in touch going forward. I predicted this, and I was right. We need to give them as much joint information as we can give them.

3) Start Up New York: As we have asked every year since the program was put in place, we are interested in knowing what kind of further involvement/plans management has for Start Up New York. We are also interested in knowing who is here on campus or off campus so far as participants

UUP (Benita Roth): About the Start Up New York Plan, has a plan been put in place? What future involvement will the Binghamton University campus have?

Management (President Stenger): I have a report from Per listing the number of companies, space, potential future. We have some leads. Right now we are at 8 companies occupying start up spots. Basically the same as last year. They all have two or three in the start-up suites. I can get more information on employees and interns. They have to have a faculty sponsor. They have to justify why they are being considered for this. In the end, I have to sign it.

UUP (Benita Roth): Last time, companies here and numbers of employees, thinking UUP-wise, some rather far flung possible properties, something in Corning?

Management (President Stenger): We did do that one in Painted Post. They just have Corning Community College out there. We worked with the Director. We know them pretty well and had a relationship with them before that.

UUP (Benita Roth): You have heard it hasn't been the most amazing idea.

Management (President Stenger): I don't criticize my boss.

UUP (Benita Roth): Whatever hard data we have is the best.

Management (President Stenger): I think we've done 8-10 companies, very modest, 100 million dollars with cell tower in C4. Potential if they both win. After three years of the program, I think we are at where we should be. From advertising budget (for start up), one would have thought that it would be more rapid. Names, companies, employees, new spaces that are being occupied, names of the faculty sponsors.

4) College in High School: We are interested in knowing the extent to which Binghamton University participates in any College in the High School programs? If we do, how many courses are we offering to high school students? Our members have concerns about the quality of the programs offered and the extent to which they might affect requirements at BU.

UUP (Benita Roth): Some members have expressed concerns about the quality of programs offered to high school students in colleges. How much oversight is there? Is there appropriate training and credentials? To what extent does Binghamton University participate in this?

Management (Provost Nieman): Pretty simple. We don't do it. The one thing that might be in that category is an extension program. We have a China International School in China and a similar agreement with the New Oriental Foreign Language School in Beijing and the Zhenjiang International School in Zhenjiang. We have a high school readiness program with them. Courses are taught by Binghamton University faculty in an online manner. We are not deputizing high school teachers. They are our courses, taught by our faculty. Writing 110, taught by Paul Shovlin, History 104, a World Regional Geography course taught by Mark Reisinger and a couple of others. Mark teaches his class with students at Binghamton University, and Zhenjiang and Westchester Hebrew Academy all involved in the online course.

UUP (Serdar Atav): A graduate student in residence in China as well participates.

Management (Provost Nieman): With each of these classes, we have a TA who is in residence in the high school who is working with the students. Third party contract courses. All resources have to come from tuition generated from them.

UUP (Benita Roth): How many?

Management (Provost Nieman): About 25 a year. I think the one in Beijing is newer and smaller.

Management (President Stenger): The goal is to recruit them as full-time students.

Management (Provost Nieman): Before classes, they come here for a week in the spring. A number of students have gone through this program. They have been very successful here. Others elect to go to different universities and they transfer this credit. There are 10 or 12 who come from a local high school who take a class here.

Management (President Stenger): These high schools who are offering these courses with their high school teachers. We accept those transcripts. Are they as good? I am not going to prejudge it, but it is a concern. Probably talking at a high school level.

UUP (Benita Roth): What our faculty concerns are is not only being asked to teach but asked to accept.

Management (Provost Nieman): We have no interest in doing college in high school locally. But we know about it.

5) Parental/Family Leave: During the last academic year, management clarified parental and family leave policies for faculty members of UUP. We applaud this move. In light of the management's adoption of parental leave guidelines and support for family leave, have these policies and support for parental/family leave been communicated to SUNY's Office of Employee Relations? As management is aware, UUP is currently bargaining on this issue with the state, as the recently passed laws about parental/family leave do not apply to public workers, who must bargain on these issues with the state. We would like management to know that SUNY's support is critical at the bargaining table, and that the BU administration's views on leave are important to communicate to SUNY.

UUP (Benita Roth): Deans working with Provost and President for a leave policy have been greatly appreciated. Clearly for faculty it is a real big step. We hope Binghamton University communicates directly to SUNY what has been done here and what they would like to see happen perhaps throughout SUNY. We are bargaining now. As public sector employees, we are not covered by the recent laws passed in New York State. We would really like and hope that someplace like Binghamton University that has actually put something in place is involved.

Management (President Stenger): We sent it (BU's policy) to SUNY Central for their approval.

Management (Joseph Schultz): We got a sense from SUNY that this was going to come to the state employees. They didn't indicate it was a done deal. We got a sense the sentiment was yes, this is probably going to happen.

UUP (Benita Roth): It is a good move, and incredibly helpful. Whatever support you could give us or however you can let your boss know, we would be happy with that.

Management (President Stenger): We know it is important. Job satisfaction of our faculty. We are perhaps different. 40% of your job is research, so we can put you on this. [i.e. change the job obligation allocation] Perhaps some of the non-comprehensive campuses cannot.

UUP (Darryl Wood): In terms of research and scholarship, at a university center other things could happen. Some is distance learning, and there are other activities. Things that you can do here, but you have used the research component as the hook.

UUP (Benita Roth): We hope these policies will get clarified in the next round of negotiations for our professionals as well. We are also committed that there be fairness. SUNY is a critical bargaining table, third party at the bargaining table. Binghamton University's changes have been great, and if you've communicated and SUNY has listened to what we do as a university center.

Management (Joseph Schultz): We were contacted by a number of campuses after we implemented it.

6) Salary Compression: It was good to read in the story in the Sept 6, 2016 issue of Pipe Dream that President Stenger and the administration is taking faculty salaries into account in planning for the next several years since NYSUNY's 2020 plan was not renewed. It was good to read President Stenger quotes as saying that faculty salaries have "become less competitive" and that "(f)aculty salaries fell behind." We in UUP would of course include our professionals in this equation, as their salaries have lagged. What are the plans that management has to deal with lagging salaries? UUP sincerely hopes that plans are not waiting for a conclusion of our contract negotiations with the State and a subsequent ratification of the contract by our members. As we have previously presented plans for addressing compression, what new or different plans are being considered by management?

UUP (Benita Roth): I liked the article you wrote for *Pipe Dream*. That you felt that you were becoming less competitive with salaries. The salary climate of uncertainty. We would also like to note that our professionals have lagged, and we will ask again given that statement what are the plans. We are hoping the plans are not waiting for the ratification of a contract. It might take a year, maybe two.

BR's note: President Stenger passed out two handouts: A draft titled "Salary analysis to find compression impact" and an article titled "From Here to Seniority: The Effect of Experience and Job Tenure on Faculty Salaries," by Debra A. Barbezat. As the salary analysis was a draft, some of the extensive discussion below has been partially redacted. We urge UUP represented faculty and professionals to contact President Stenger's office for further details.

BR note: details of analysis redacted here. The discussion then shifted to the nature of discretionary salary increases, or DSI, which has been used in the past to address compression. DSI was NOT part of the last UUP agreement with the State of New York that ended in June of 2016. Instead, monies were made available for discretionary salary awards, or DSA, which are one time bonuses and are not monies added to base salaries.

UUP (Darryl Wood): I've served on three negotiations teams. Discretionary money was the last thing the state would offer. If you would accept, we would provide this 1% in discretionary funds. UUP would accept it. It was up to the campuses to determine what it means. Some campuses looked at it as entirely discretionary. Some campuses, took a portion of these funds to use for things like compression, merit, or other criteria. But normally half was purely discretionary. Some campuses tried to address, others again still used the funds as purely discretionary. Most campuses have done what Binghamton did. It was discretionary, but...

UUP (Benita Roth): When DSI existed, some portion was held back (by administrators, ie. not passed along to depts/units).

UUP (Darryl Wood): Percentage held was partly for discretionary for the chairs. Also an argument was made because of the academic side and the peer review process that it was clear that personalities sometimes were at play. Deserving but at the discretion of the Dean or the Provost.

Management (President Stenger): Some of that money was used for promotions.

Management (Provost Nieman): Promotion raises were often designed to deal with compression as well.

UUP (Darryl Wood): What appeared to be as real anomalies in terms of discretionary. What we found was more professionals received discretionary, but smaller amounts. A lower percentage of academics received discretionary funds, but at a higher amount. The average for professionals was \$500-\$600. Academics were in the \$1000-\$1400 range. One person sticks in my mind that got \$30,000 one year.

There was further discussion of what the salary compression analysis might yield particularly about professionals.

UUP (Benita Roth): What I understand from your conclusion is that you are considering strongly finding or thinking about where that monies can be found to deal with this compression (re: faculty). Would you be rerunning numbers?

Management (President Stenger): They don't change that much. **BR note: Pres. Stenger mentioned a figure that could make a difference re: compression among the faculty.** This can be phased in within a couple of years. If we don't do it now, these professors might leave. We are looking to receive a 1% mid-year budget cut (from the state of New York).

UUP (Benita Roth): We would be happy to have our members participate in a study of compression here. There may be a particular area where there is someone who would want to do some sort of qualitative assessment as well. Finding out how people feel about this. I am personally happy to see this, and I think it would be appropriate when you are willing to release it (the analysis) to the campus community properly.

Management (President Stenger): How should this be presented? I could give the lecture. It would only take 45 minutes.

UUP (Serdar Atav): I am concerned with the regression model. You might have some issues.

Management (President Stenger): You came to me with a model (Cortland's model). This took hundreds of hours of people time.

BR: at this point, UUP members talked with management about how the analysis was done and whether the model was sufficient to capture the scope of salary compression...

UUP (Darryl Wood): I think when you are ready to implement, or you say we have this problem and recognize it, it would be good to publicize it. Once you know when you are going to solve this problem, that is when you talk about it.

UUP (Benita Roth): That makes sense. You give as much information as you can at the time when you are ready to give the information. The only stipulation I would have is to give as much information as you can. Outline in the announcement, and perhaps say "here is a link for the "crunchy stuff" (i.e. regression model and analysis). Having something like this available that perhaps tells a little more of a story would be great.

Management (Vice President Navarro): You are considering this a confidential document right now?

Management (President Stenger): Yes. It is a draft.

UUP (Benita Roth): I may have missed something, but professionals also have compression issues

BR note: there was a discussion here about professionals' issues with compression --

UUP (Serdar Atav): I want to express my thanks. BR more details about the model redacted here.

UUP (Benita Roth): I would see that (publicizing efforts to analyze compression) as a first step.

Management (President Stenger): Thank you. I could bury myself in data.

UUP (Benita Roth): Happy to see this data. Thank you.

Parking: Parking continues to be a major concern for our members, who are frustrated not just by the lack of availability of spaces but by what they see as major access and safety concerns. Below are a few excerpts (edited for length and sense) from messages that UUP has recently received from its members:

a) There is a little parking area by the Science III loading dock just off the Anderson Centre circle....The long standing problem with the area (and I mean several years) is that the reduced curb section for driving is not lined up with the access road. So vehicles need to go over a high curb area. Or in the case of service and delivery vehicles, park on the circle. Neither is ideal. The fix is simple - build a little access ramp as has been done for salamanders in certain areas.

b) (P)arking and exiting is not only an inconvenience but a safety issue as the students become more aggressive searching for an open space and impatient to wait their turn when leaving.

c) (W)e often wait 3-4 lights to leave via Bunn Hill Road to turn right on the Vestal Parkway, and the cars back up all the way to the power plant. Because there is "No turn on red" we sit and watch a handful of cars turn left to go up Bunn Hill when cars waiting at the light could safely go right without any change in traffic flow. Perhaps

one in 100 heading west make a U-turn there to go east down the parkway. I understand that Route 434 is not our jurisdiction, but it seems there should be some way to ... keep traffic moving and make it safer for buses picking up students on Bunn Hill Road.

What plans are in the works for changing a situation re: parking and traffic flow that has seemingly gotten worse as the university has grown?

UUP (Benita Roth): Parking is the number one thing that we hear about. The plans are great to hear about (BR note: management issued a "Dateline Addition" message about plans to provide more parking, including building a new lot on the main campus). Some concerns are safety when actually leaving and entering the campus. Safety of people who ride their bikes, hopefully they will be addressed further. There are three exits. We do get those kinds of blockages. I was told by someone working with the Pharmacy School, that the plan is to have 175 parking spots or something like that. We want to make sure it is very well lit, as some are quite concerned with having to walk around at night in Johnson City. There are also concerns that we think the people going to the Pharmacy School will come in and stay all day. Those parking spaces they occupy will be occupied all day. We hope what is happening here doesn't happen there, as it is making some of our members quite miserable. They can't leave at lunch.

Management (President Stenger): It has been well heard and we are taking some good steps.

Management (Vice President Navarro): There will be a number of policy changes:

1. We've always had these surplus campus vehicles. The only way to get rid of these is by an OGS auction. We've always put them in lot ZZ and they are taking up 80 spaces. We now have an alternative plan for storage in Endicott. November 5 we had an auction, and we have opened 80 spots in ZZ.
2. We are trying to work with athletics. There are 14 vehicles. Maybe we allocate only 2 spots and put the others in ZZ, which would open up some more.

Through policy changes, we are opening up hundreds of spots on the core campuses. We have gotten better. Since 3:30 p.m. and between 4 p.m. and 5:15 p.m. we have been working with NYS DOT (dept. of transportation). We are meeting on Friday morning with the Town of Vestal, Vestal Police, UHS, etc. UHS has concerns about people making U-turns into the UHS parking lot. We are concerned about our exiting. It seems to be a bit better. They are working with signal engineers. Just in the last week or so. Every time they make a change or tweak the signal, they will email us so we can tell them what the outcome was. We could potentially extend the turning signal. We are meeting longer term solutions, such as adding a second left hand turn lane coming on. We'd have to add another lane which would be very expensive. There is not enough room, so we would have to acquire space from UHS. There are two interesting things, two major factors. 1) The closing of Old Vestal Road, which is not going to be reopened until 2019. We are discussing the possibility of instead of having traffic east bound one way, have west bound one way. Also the Prospect Mountain construction project has

pushed 10,000 cars onto the Parkway. There is a lot more congestion on the Parkway due to this. Once we move the School of Nursing and the Pharmacy School, it will open up more spots.

Management (President Stenger): A couple of 100 spaces. We will be able to open more parking over that if we need to (Pharmacy, SON). 275 spaces in the design, peak 300 students.

Management (Vice President Navarro): (*Vice President Navarro distributed a hand-out with pictures of the Science II Loading Dock Parking/Science III Handicapped Parking/Lot C (Anderson Center Lot.)*) One other parking issue that was raised is the traffic circle. That is a state and service spot. Issue is if you look where the concrete walkway is there is no curb cut so state and service could get over it. The suggestion was made by UUP to add a blacktop ramp over the roadway. We can't do that because of the plows. We have some handicapped spots (4) in lot C. Will be moving handicapped spots there and adding more handicapped spots there.

Management (President Stenger): Working well with CUE and what we are doing down there that we can expand the wetlands that we have down there.

UUP (Beth Kilmarx): New?

Management (President Stenger): A minimum of 300.

Management (Vice President Navarro): Closer to 300.

UUP (Beth Kilmarx): How many cars do you think would be pulled?

Management (President Stenger): 10 in Pharmacy and 50 in Nursing.

UUP (Serdar Atav): There are a couple of hundred graduate students.

UUP (Beth Kilmarx): It will be more or less a real gain.

Management (President Stenger): Chemistry and Physics will move over to ITC.

UUP (Benita Roth): And making sure there are adequate shuttles is important.

Meeting ended at 3:08 p.m.