

Labor/Management Meeting Notes –November 11, 2008

Present: Jim Dix, Fran Goldman, Beth Kilmarx, Darryl Wood, Jeff Hadley, Joann Navarro, Joe Schultz, Shelia Doyle, Ed Singer, David Lee (President, CSEA Local 648), Daniel Chambers (Deputy Chief of University Police), Terry Kelly-Wallace (Registrar)

1. *Vehicle and pedestrian safety.* UUP raised concerns about pedestrian safety. Most pedestrian accidents in the past few years have involved UUP represented employees. Although the university has responded to these concerns by more noticeable signage and radar speed indicators, some issues remain. CSEA drivers have reported that pedestrians frequently step out in front of vehicles, especially during times of mass efflux from the Lecture Halls. UUP stated that concerns brought before the university's Public Safety Advisory Committee (PSAC) do not appear to be addressed. Suggestions for improved pedestrian safety include periodically advertise widely that speed limits will be strictly enforced for a particular time period and then assign university police resources to enforce the limits; close the BU Brain road section between the Lecture Halls and Hinman; install a railroad crossing-type gate across the road to prevent traffic when classes are let out. Management reported that they are instituting pedestrian safety training as part of student orientation. University police noted that the recent change in state law, requiring vehicles to stop when a pedestrian is in the crosswalk (instead of just in the vehicle's half of the road) has frustrated drivers when trying to drive through crosswalks during busy times, causing the drivers to try to nudge into the crosswalk. University Police also noted that officers have been stopping and ticketing drivers more often for driving while talking on a cell phone. Management will bring UUP concerns to the next PSAC meeting, and bring any resolutions back to UUP and CSEA.
2. *Banner Registration.* UUP stated that represented employees still had issues with BU Brain and Banner. These issues center around the apparent lack of training UUP members have had on the new system, probably because the implementation of Banner was rushed. Management responded that there were numerous training sessions available over the year, but the sessions were not well attended. UUP suggested having a designated day for training, and having attendance be required. Management stated that they were considering just such a procedure, and they were trying to find out the optimum date for the training day. Management reported that they were developing more short online modules detailing how to do a specific task with BU Brain/Banner. Management expressed the opinion that users will get used to Banner.
3. *Office closings.* UUP inquired about the criteria by which a department office can close for an extended period of time. Management stated that the departments meet with the appropriate Vice President, that there were no standard criteria, and that department closings were decided on a case-by-case basis.
4. *Updated budget information.* Management confirmed the Press & Sun Bulletin article this morning that the state allocation to BU will be cut by \$4.2 million. President DeFleur will send out a memo in the near future on how the university will implement this budget cut. Management stated that they do not plan to retrench any employees (permanent or otherwise), and all notice provisions will be followed in the event of non-renewals. A large chunk of the budget cut will be absorbed by BU's 08-09 reserves. Management is running scenarios to handle various percentage budget cuts, in anticipation of the full effect of the budget crisis being felt next academic year. Management stated their belief that the quality of education at BU would remain high. UUP expressed skepticism of this belief.

5. *Benefits update.* Management updated UUP on benefits (see attached sheet). Important considerations: Flex spending account enrollment ends Nov 14, although there is an opportunity to change the allocation to the account when the plan sends back a letter asking if the amounts allocated are correct; highly-paid UUP represented employees who do not use their vacation time can donate up to 3 days vacation and receive \$450 credit toward health insurance premiums; ten UUP represented employees are using a restricted carrier of the ING Opportunity Plus Program and have been notified that they have to switch carriers by the end of the year.
6. *Discretionary salary increases.* The DSI have been finalized. Official notification will take place in the first week of December, and salary increases will be in the paycheck of December 10. The increases will be retroactive to July 1 for calendar year appointments, and September 1 for academic year appointments. Management has encouraged supervisors to notify employees who have received a DSI before the employees receive notification by letter. Management stated that there was a small supplementary salary increase that was allocated using the DSI process. Salary increases from this pot of money will be seen in the December 24 paycheck.
7. *Shred week.* Management stated that the week of December 15 would be designated Shred Week, during which all offices would be encouraged to shred sensitive information that is no longer needed.

UUP Labor Management Meeting Agenda

Tuesday, November 11 at 10:30-12:00

AD 712

Benefits Update:

Flex Spend Enrollment	9/22 – 11/14/08 1-800-358-7202 www.flexspend.state.ny.us
PEP	10/27 – 11/28/08 3 days Vacation Lv = \$450.00 credit http://humanresources.binghamton.edu/newspage.html#productivity
403(b)	ING Opportunity Plus Program DOL Final 403(b) Regulations BOT Resolution Restricted Carriers (38) ORP Carriers: TIAA/Cref, ING, Met Life, AIG, Fidelity
2009 403(b) & 457 Limits	\$16,500 Age 50 < = \$5,500 \$16,500 + 5,500 = \$22,000 15 + yrs svc <u>MAY</u> be able to defer addl \$3,000
Pre-Tax Health Insurance	11/1 – 11/30/08
Option Transfer	Family to Individual while still eligible w/out qualifying event Voluntarily cancel coverage No rates yet! Effective Date: 12/25/08