

Labor/Management Meeting Notes –May 8, 2007

Present: Darryl Wood, Jim Dix, Fran Goldman, Beth Kilmarx, Dennis Selzner, Joe Schultz, Jeff Hadley, JoAnn Navarro, Michael McGoff, Jillian Harrington

1. *Update on budget.* Michael McGoff, Vice President of Strategic and Fiscal Planning, updated UUP on the Binghamton University budget. The 08-09 budget will be completed by July 1, 2007. McGoff outlined the process by which the budgets are developed. Initiatives are developed at the unit (departmental, e.g.) level, then passed up through the Dean's level, and to the vice-presidents. Initiatives must be tied to BU's strategic plan to survive this chain. The initiatives are presented to the Operations Group, which has representation from all divisions in the university. The Operations Group looks at the initiatives, organizes and ranks them as to which most meet the strategic plan goals, and presents them to the president. The president decides where the money is allocated, based on the report of the Operations Group and on the president's own idea of where money should be spent.

UUP asked at what point in the budget process UUP members can have input. Management replied that that input would be at the unit level.

For the 07-08 budget, BU expects to receive about \$68 million from BAP (state funds) and \$71 million from tuition revenue, for a total revenue of \$139 million. When anticipated expenses based on the 06-07 budget are subtracted from the \$139 million revenue, there is a net increase of \$4 million in funding for next year, representing new money over and above that required to maintain the status quo. McGoff outlined the following areas in which that money will be allocated for the coming year: \$1,895,000 for collective bargaining increases; \$925,000 for OTPS; \$800,000 new faculty hires (representing additional funds over and above that generated by retirement and departures); \$500,000 to increase graduate student stipends; \$400,000 to increase library journal holdings; \$270,000 for staff, utilities, security and bus service for the downtown center; \$185,000 to expand the library information commons. The anticipated budget shortfall will be made up in anticipated additional tuition revenues and mid-year adjustments in the state's allocation.

Regarding faculty hiring, UUP asked whether the president or vice-presidents targeted any specific faculty hires. Management replied that the president generally allocates total dollar amounts for faculty hires, and that the specific hires are negotiated at the Dean level, with input from departments and programs.

2. *Update on compliance.* Jill Harrington, Director of Compliance and Risk Management, updated UUP on Binghamton University's response to a recent PESH visit. The PESH visit was prompted by a complaint filed by CSEA. The CSEA complaint was that the administration did not reply to a FOIA request in a timely manner. Binghamton was "cleared" of this charge, but PESH found other violations.
 - a. A serious violation was found in blood-borne pathogen training. BU's training plan lacked specifics, the written plan was not up to date, and the police department was using a sharps container that could be reopened.
 - b. A moderate violation was found in the Right to Know training. BU does not currently do blanket training for all BU employees, which PESH requires
 - c. A minor violation was the lack of certification of personal protection equipment for various jobs.

- d. Another minor violation was apparent lax record keeping for the most toxic chemicals used on campus. BU needs to have a list of names, addresses, and social security numbers of people possibly exposed to these chemicals. Management is seeking clarification of this violation from PESH.

The violations cited by PESH have either been addressed or are being addressed.

3. *Water damage on campus.* UUP pointed out that there are still signs of water damage in the Fine Arts building, 2 – 3 months after the damage was first reported to management at a Labor-Management meeting. Management replied that they track work orders, the work orders are being followed up, and there was no work order in the pipeline requesting a repair of the water damage in the Fine Arts building. Management encouraged all employees to report to Physical Facilities any damage to the university's infrastructure.
4. *DSI.* Management reported that part-time salaries are included in calculating the total DSI pool.
5. *Veteran status.* Management reported that they do collect data on whether students are veterans. The new SUNY HR database will also track veteran status. The exact fields in the database have yet to be determined. UUP requested a list of these fields once they are determined.
6. *Power outage on campus.* Management reported that the power outage of Monday, April 16, was unusual in that both electrical lines serving campus went down when a tree fell on them. Usually, only one line fails, and power can be routed to the other line. UUP relayed concerns expressed by members about the lack of communication during the power outage, about the apparent lack of an operational plan, and if there was a plan, the apparent ineffectiveness of the plan in dealing with the power outage. UUP requested that a plan either be developed or revised, that the plan be widely disseminated, and that the plan be tested for effectiveness. Management stated that the President was not authorized to close the campus, nor was she authorized to send people home. UUP replied that its interpretation of the regulations allowed the President to send people home (as long as leave credits were charged). Management stated that there were things happening behind the scenes with regard to SUNY Central and GOER. UUP asked about emergency plans and how University is going to address unexpected and potentially catastrophic events in the future. Management responded that some things went right in response to the power outage and some things obviously did not. Jim VanVoorst, Vice President for Administration, has a group looking at how to improve such situations. UUP asked at what level input is being sought and whether the University was going out to the community to seek such input. Management said they will investigate and report back to UUP.
7. *Parking at the downtown center.* UUP asked for clarification regarding travel and parking for those who are not assigned to the Downtown location. Management responded that this has been made clear to those working downtown, and will be communicated to others.
8. *Annual internal promotion statistics.* UUP commended Management on getting the word out via Dateline concerning the deadline for permanent employee's evaluations. Management distributed a statistical report for May 06 to April 07 that indicated the number of searches (89) and the number of internal (34) and no internal applicants (55) and those that were immediately appointed (7) and those appointed after an internal/external search (2).
9. *HERC.* Management stated that they have given information to Gail Glover for distribution about HERC. HERC is a website for new employees to find positions for spouses or partners. The site is used mostly by new faculty. UUP asked how information about HERC was disseminated.

Management stated that it is done through search committees and sent with info packets to new faculty. There should be data by fall as to how many people use the service.

10. *Sexual harassment*. UUP stated that while the Library has used the software that the Affirmative Office has for increased awareness, campus response to sexual harassment is a subject that UUP would like to pursue further at another meeting.