

Notes, Labor/Management meeting, Thursday, February 9, 2006

Present: Jim Dix, Dennis Selzner, Joe Schultz, Darryl Wood, Shelia Doyle, Ann Glossl, Sylvia Hall, Crystal Brown (intern)

1. *Use of Social Security Numbers.* UUP requested an update on the university's efforts to eliminate unnecessary use of Social Security Numbers. Management said they were removing request for SSNs from forms when possible; the Data Enterprise Committee is moving to a non-SSN ID number separate from state-wide efforts; and the administration is surveying departments and programs to ferret out unnecessary use of SSN. Management requested UUP members to bring examples of unnecessary use of SSNs to their attention.
2. *Compliance Rates for Performance Programs.* UUP wanted to know why the compliance rate for performance programs for professionals was still only 70%. Management replied that it was a high priority for the administration to increase this number. It was even mentioned in the University Forum last month. Management will continue to work to increase the compliance rate. Permanent employees don't see the need for a performance program, and they may form a hard-core set of people who will be hard to convince. Management's next step is to identify individuals who don't have a performance program, and follow up individually. Management expects that an 80-85% compliance rate is fairly easy to attain, after which the gains will be hard won. Management requested UUP to get their professional members to complain about the lack of a performance program. UUP responded that the employee-supervisor relationship is a power relationship, and employees may feel powerless to complain about the lack of a performance program.
3. *Timeline for PCB Ballast Removal.* UUP expressed consternation that there are still many light fixtures that still have PBB-laden ballasts. UUP said that it apparently has taken 2 years just to develop a plan for removal, even though UUP was led to believe that the problem would be taken care of by now. Management said that they were working on removing the ballast, that they had first to identify which light fixtures had PCBs in them, and that the plan did not have high priority. UUP stated that if money were the problem, our state legislator may be able to help. Management replied that money was not the only problem, but that the plan appears to be tied up in bureaucracy. UUP requested a definitive timeline for the removal of PCB ballasts. Management said that they would try to provide one.
4. *Retention Study.* Institutional Research is working on a retention study for faculty and staff. The study will produce numbers on how many people stay at Binghamton after a set number of years. The study will focus on two reasons for leaving: retirement and death. UUP suggested that BU needs to know other reasons why people leave, and that Management should investigate ways to find out these other reasons.
5. *Downtown Center.* There was nothing new to report.
6. *Strategic Plan Metrics.* UUP wanted to know what metrics BU was using to gauge progress toward the goals set forth in the Strategic Plan. For example, there are three sets of numbers for number of faculty: UUP numbers based on payroll, and two sets of Administration

numbers (one set given to the Faculty Senate, one set used in the University Forum last month). Management replied that these numbers will be given out as they become available. Management will get back to UUP with specifics on how numbers will be calculated.

7. *Pedestrian Safety.* UUP expressed appreciation to the university for the various things they had done to increase pedestrian safety including increased signage, different color road markings and the radar unit. UUP then indicated concern that vehicles were still traveling on sidewalks in the core of campus after being informed that a policy had been created to prohibit this except for emergency vehicles. The university replied that they would explore this further. After continued discussion, the university agreed that this policy would be publicized and in effect by the end of the summer 2006.
8. *Discretionary Salary Increases.* UUP agreed that the complete 1% of DSI was appropriately distributed to Academics and Professionals as the Agreement called for. UUP then noted significant concerns expressed by both Academics and Professionals regarding this round of distributions. Dissemination of information regarding this round appeared to be spotty for Professionals. More Professionals than in the past noted their supervisors had not provided any information. As a result of the power relation in the supervisory relationship, many Professionals are uncomfortable confronting the supervisor. This year, many Academics also expressed great concern about the distribution of DSI. Much seemed to center around their basic assumption that they would make recommendations regarding the whole amount of the DSI pool but that they would be informed of the final disposition of their recommendations once final decisions were made. This had not happened.
9. *University policies on recording faculty lectures.* UUP asked for information regarding any policies the university had in place regarding individuals recording faculty lectures. The university responded that the only policy in effect allowed for students with disabilities to tape record lectures. No other policies existed.
10. *Part time accruals.* UUP noted concern that information was still not clear about the various accrual processes for Part Time members. The university stated it was revising its previous document to include the settlement related to Holiday accruals and would disseminate this.
11. *Part time UUP booklet.* UUP asked for an update on completion of this. The university noted that this was complete and on the web. UUP thanked the university for this and expressed hopes that this would resolve future concerns for both sides.
12. *Professional development.* The university reported that the committee with various unions and other groups on campus involved were making progress and programs were being scheduled.
13. *Employee Organizational Leave.* The university reminded UUP of its obligation to provide lists of those individuals who were expecting to use Employee Organization Leave. UUP

apologized for not meeting its obligation and assured the university it would do so in the future.