

UUP Labor Management Meeting Notes

Monday, October 19, 2015

1:30 - 3:00 p.m.

AD 712

Present: J. Goldman, B. Kilmarx, B. Roth, D. Wood, S. DeClemente-Hammoud, S. Doyle, V. Hampton, J. Schultz

Meeting began at 1:32 p.m.

Benita Roth welcomed everyone and thanked them for attending. She announced that Fran Goldman and Susan Seibold-Simpson were unable to attend and introduced UUP Treasurer Joseph Goldman. Joseph Schultz announced that Peter Partell was no longer serving on the Labor Management Committee.

New Items from Management:

Election Day Designation:

Management (Joseph Schultz): Handed out a draft copy of the Floating Holiday Designation memorandum to UUP Professionals, 12-month Faculty and Librarians. The language used is the same as last year.

UUP (Benita Roth): There are actually two floating days.

UUP (Darryl Wood): The option for a second floater is designated by the employee not management.

Management (Joseph Schultz): The other day, my recollection is, it took place the day after Thanksgiving. This really is the only floater available.

UUP (Benita Roth): Some do designate this as Election Day. Are the two floating days designated one by management and one by employee?

Management (Joseph Schultz): Two floaters and President can designate.

UUP (Benita Roth): Second floater is up to the employee.

Management (Joseph Schultz): Floater is a holiday, and if you work you bank the day.

UUP (Benita Roth): This looks fine to us.

New Items from UUP:

Evaluations and Performance Programs: UUP would like to know what percentage of professional employees have had evaluations and performance programs completed to date.

UUP (Benita Roth): Who have had evaluations and performance programs completed to date?

Management (Joseph Schultz): In Oracle, we could query this easily. Now it is a monumental, manual process. A couple of months ago we did an accounting and the rate was about 80%. It's always about the same. Performance programs may be slightly lower. My intention is to do another accounting in January. We are using the SUNY HR system. It doesn't query like the Oracle system could query. It is a monumental process and takes time. The process has changed. My hope is in January when we have some down time and get everything logged in, run it and get some official numbers. Alison G. is working on this.

UUP (Benita Roth): 80 or 90%. I thought we were higher than that.

Management (Joseph Schultz): Historically we hovered around 85%.

UUP (Beth Kilmarx): Are any areas not pulling their weight?

Management (Joseph Schultz): Not seeing a particular area that is an offender. A lot have come through when they put through the salary and promotion paperwork. They are required to be current. There is an internal piece that we have to work out. Some are coming in through a different channel.

UUP (Benita Roth): Is it equally difficult to query salary?

Management (Joseph Schultz): You could never query a salary increase. Those are one by one analysis.

UUP (Benita Roth): How long will it take Alison to do it?

Management (Joseph Schultz): Probably a couple of weeks.

UUP (Darryl Wood): Will you have it for the February Labor Management meeting?

Management (Joseph Schultz): Yes.

Patent Policy Changes from SUNY Central (see attached flyer): SUNY is contemplating changes to "Title J" of its "Patents, Inventions and Copyright" policy. Has management heard about the content of these proposed changes, and if so, has management responded with concerns or questions about proposed changes?

UUP (Benita Roth): I attached the flyer and am a little personally not up to speed on this. We have heard SUNY is contemplating pretty drastic changes to the current policy.

Management (Joseph Schultz): I would concur. I started reading the material [BR NOTE: Both management and UUP agreed that the current SUNY policy was extremely difficult to read]. SUNY went out to all of the SUNYS and what was furnished (as new policy) was after all of the SUNY's had their input. From what I am told they think this process will benefit the campus. Even if a faculty member would get more control. Under the current process SUNY doesn't get reimbursed or compensated. This appears to be another big piece of it. I was told that the

statewide meeting seemed to go ok. It is a complex area. Just getting people on the same page is difficult.

UUP (Benita Roth): 40-60 royalty split. From gross to net. Inventor would be entitled to 40% of net income.

Management (Joseph Schultz): As of now, [with the 40-60 split on gross earnings] we aren't recouping the cost. That is a concern for us. Patent and invention board being moved, changing the board without making decisions about who is on this board. The current policy gives SUNY six months to act on invention or lose all rights. There will be no limit now.

UUP (Benita Roth): We have concerns about what this means to the rest of the Copyright Policy. We are just advising management of our concerns here. From what we can tell SUNY is still soliciting comments. UUP has a portal and it is still soliciting comments.

UUP (Darryl Wood): I don't think it's changed in my memory, well over 20 years..

UUP (Darryl Wood): I believe the inventions and copyright policy is a policy of the Board of Trustees. There are state laws that affect how they can make changes. Because it is the SUNY Board of Trustees, there has been serious concern with UUP for any serious change. The Agreement is negotiated and the Board implements it as a policy change. The Board has wanted to change things not to have veto power but UUP would help write those policies. SUNY is consulting UUP. If UUP says "no" (to a new policy) there would be a situation.

UUP (Benita Roth): Giving a quick look it is clearly inadequate. The draft policy is much more detailed. How income from inventions affects members – we don't have a lot of members affected by this policy. I think the larger issue is copyright, with arguably all faculty and a subset of professionals affected by copyright policies.

UUP (Darryl Wood): What I have heard second or third hand is that the Copyright and that other stuff there are no changes and UUP has been ok with as it was. As long as there are no changes with those policies, we are okay

UUP (Benita Roth): So Per (Stromhaug) has been the point man?

Management (Joseph Schultz): Yes.

Start UP NY: What are management's plans going forward re: Start UP NY? Please remember that UUP is required to be "consulted" on these plans.

UUP (Benita Roth): What are our plans going forward? We are to be consulted, although we don't have any veto power.

Management (Joseph Schultz): Continue to support internal stakeholders for review and comment. No time line.

UUP (Benita Roth): Is Per (Stromhaug) still the point man?

Management (Joseph Schultz): Yes.

UUP (Benita Roth): There are rumors swirling about what will happen to the campus and be made available at the castle.

Management (Joseph Schultz): I think that whatever monies in the budget dedicated to the castle have lapsed. The money had to get into the previous budget and into the next one.

Job postings in the university/the Research Foundation: UUP would like to know what percentage of new jobs posted (on Dateline for example) are in the university and which are in the Research Foundation?

UUP (Benita Roth): We would like to know the percentage of new jobs in the university and in the Research Foundation. There seems to be a statewide movement to put more jobs in the Research Foundation.

Management (Joseph Schultz): We haven't seen any. We've had the opposite. The Small Business Development Center is transitioning to state. From April 2014 through May 2015 there have been 36 posted vacancies.

UUP (Benita Roth): We have been hearing this from other campuses.

Management (Joseph Schultz): I will give you the numbers calculated (for the state side): October 2012 - October 2013: 98, October 2013 - October 2014: 125, October 2014 - October 2015: 157. We have seen a tremendous growth in professionals and faculty on the state side.

UUP (Darryl Wood): Where has the growth come?

Management (Joseph Schultz): All over. For example, student numbers. Harpur got 3 more advisers. We are seeing a broad-based increase in numbers with some new functions such as Title 9 Coordinator. Val has 3 or 4 new positions coming out of her shop.

UUP (Darryl Wood): There was a two or three year time span with admissions and fund raising. They exploded for three years.

Management (Joseph Schultz): In those 3 areas; 3 postings in each.

Ongoing items from UUP:

Performance-Based Funding: At the last labor-management meeting, management provided UUP with a list of proposals aimed at securing performance based funds. What has the progress been of these proposals?

UUP (Benita Roth): At the last meeting, management told us of 6 different proposals that the campus had put forward.

Management (Joseph Schultz): December is the timeline.

UUP (Benita Roth): They haven't heard anything?

Management (Joseph Schultz): He (Provost) told me last week, December.

UUP (Benita Roth): We heard one was turned down. The enhanced Center for Learning and Teaching had been turned down. Our rumors are just that. If it is December, December it is.

Family Leave: At the last labor management meeting, management suggested that a meeting of deans would take place in order to discuss the issue of faculty family leave (since this has seemed to be a more complicated problem than professionals' family leave). Has this meeting taken place and if so, what was understood to come out of it?

UUP (Benita Roth): There was to be a meeting of deans to coordinate leave policy.

Management (Joseph Schultz): Generally a meeting of minds. I think probably another draft or two with I think minor tweaking with general guidelines. I will talk with the Provost to see if he thinks it is at a point that it is enough to share. I would say we are 90% there.

UUP (Benita Roth): It would be good to have some consistency around campus, especially for faculty. Timeline?

Management (Joseph Schultz): A guess would be by the end of the semester.

Note to management: As the UUP Executive Board Meeting will take place on October 7, 2015, it may be the case that additional "below the line" items may be added to this agenda.

"Below the Line" Agenda Items

(As agreed to by UUP and Management during the October 2011 Labor Management meeting, agenda for these meetings may include "below the line" agenda items that are added after the agenda is set. These items can be discussed formally or informally (no notes) at the current Labor Management meeting if both parties agree, or can be postponed to the next Labor Management meeting upon request of either party.)

Dean of Libraries Update:

UUP (Benita Roth): Could we have an update on the Dean of Libraries?

Management (Joseph Schultz): I don't have a specific update. He is still coming, just hammering out exactly when.

UUP (Benita Roth): Any rumors?

UUP (Beth Kilmarx): Just sooner is better than later.

Gym Membership:

UUP (Benita Roth): We had asked about gym membership and were told the university can't get involved with how the gym markets itself. We pointed out we are premier employees and premier employers offer premier perks to its employees. This is not an outrageous or old notion. The healthier our members are the better. We would like to know the % of student users, the % of staff users, etc. That type of information would help us to understand the gym.

Management (Sheila Doyle): The only time it is not busy is 11 am. It is just crazy all the time.

UUP (Benita Roth): People tend to sign up, go for a few months, and then not go. We would like some more information.

UUP (Beth Kilmarx): The President seems to encourage a healthier lifestyle.

Management (Joseph Schultz): It is self-sufficient. Membership fees pay for equipment and employees. If employees are not paying, they can't run the place.

UUP (Benita Roth): Are they paying rent?

Management (Joseph Schultz): No, I don't think so.

UUP (Benita Roth): We would like a little bit more information.

UUP (Darryl Wood): If the point is that it needs some additional income that is something that the university could allocate. I think people would understand not paying 100%, but some significant portion of it would make sense.

UUP (Benita Roth): With new prime time being expanded, people are on campus a lot longer. It would be nice for them to have someplace to go during downtime. The weather is going to change, and people commute, so they will be stuck on campus

Management (Joseph Schultz): When I researched this originally, the possibility of this was 0.

UUP (Benita Roth): We are going to get more information on this.

Campus Climate Survey:

UUP (Benita Roth): We were thinking about either an early evening or breakfast meeting. More faculty attend at breakfast. We want both professionals and faculty to attend. Is that something we can do?

Management (Valerie Hampton): If mornings are better, give me some dates you think are feasible and we will accommodate.

UUP (Benita Roth): At this point, we have money to support this.

BR NOTE: UUP has decided to move this event to the spring semester, and have it be a one year summary of the survey and efforts toward addressing the issues brought up by the survey.

Management (Joseph Schultz): Gym membership?

UUP (Darryl Wood): Gym membership is not an appropriate type of expenditure.

Management (Joseph Schultz): Unless you call it a “frolic. “

UUP (Benita Roth): It is technically a membership meeting with a statewide development officer. It just so happens to have wine and beer and food.

[At this point management indicated that CSEA wanted to have membership meetings/socials during work hours, and used the Frolic as an example.]

UUP (Darryl Wood): All those UUP members have a professional obligation. CSEA has a different problem. They have set hours.

Meeting ended at 2:10 p.m.