

## Labor/Management Meeting Summary

By Ed Wesnofske, Vice President for Academics

Sept 15, 2003 3:00 PM

*For Management:* Donovan, Hartmark, Larkin, Nash, Perry

*For UUP:* Simons, Payne, Wesnofske, R. Tyler, Miller, Nepkie, Fitzpatrick, Selzner

### 1. DISCRETIONARY SALARY DISTRIBUTION

*UUP:* There are many areas of agreement, but budget difficulties will make for a very challenging period. UUP's representation of constituent interests makes us reiterate a request made informally in

discussion September 4<sup>th</sup> for across-the-board application of this cycle's discretionary funds. It is a question of morale for employees with perhaps as much as a 3-year wait for salary increases. Does management have latitude to implement such a proposal? Were guidelines forwarded on discretionary and equity raises?

*MGMT:* It's a question of latitude and we probably could do it. We don't disagree with your position [that the absence of a contract means no increases]; however, that proposal is going nowhere.

### 2. AIR CONDITIONING IN CLASSROOMS AND OFFICES

*UUP:* Schumacher was warm but not hot this summer. In summer, some of the rooms have air-flow problems. Was it functioning this summer? Impressionistically, some rooms seem worse than others.

*MGMT:* There will be some variation according to different heat loads. Not sure if it was on this summer.  
(continued on page 6)

## Benefits Fair Well Attended

Almost two dozen exhibitors helped SUNY Oneonta's various employee groups remember the range and diversity of programs and benefits available to them. Union groups—such as NYSUT, CSEA and UUP—joined with affiliated groups—such as MetLife, TIAA-CREF, and CIGNA Dental—to help inform us about the aid and opportunities offered by union activism and trade-union collective bargaining.

The employees of the Human Resources Department (four of whom are pictured, right) gave up their day to help the many folks who stopped by.



Pictured, below, from left-right: Gail Feuer, Nancy Nash, Holly Deleski and Joyce Norris



Left: Exhibits at the Benefits Fair, 10/1/03, Morris Hall

### **Labor/Management... (continued from page 3)**

(A management prepared list of air-conditioned spaces in buildings throughout the campus was distributed.)

*UUP:* IRC and the Music side of Fine Arts have variation and need improvement.

*MGMT:* Any specific data would help; some programming can be done in some buildings to take account of special issues.

*UUP:* What about Fitzelle Hall?

*MGMT:* Nothing will be done until a comprehensive rehabilitation is done in a few years; the cost of separate planning and doing a one-shot, piecemeal upgrade is too costly.

### **3. PARKING REGISTRATION FEE INCREASE**

*UUP:* Why the increase from \$5 to \$10? At Delhi, 22 miles away, there is no fee. Have processing costs doubled? Did campus security salaries double? The increase seems out of proportion to cost increases.

*MGMT:* It is a registration fee. A cost analysis was done. It has never been raised since it was instituted. (A Jan 13, 2003 justification memo from Hartmark to the UUP on fees among 13 other SUNY campuses was distributed with an attachment itemizing many different fees and fines on each campus.) Management opted to take the more conservative \$10 fee rather than a \$15 fee, which was justified by the cost analysis. One thing the President promised when he came to the campus was not to solve the parking problem. There has been an increase in parking since the Bubble expired.

*UUP:* Is anyone given free registration? If so, who decides? What is the policy?

*MGMT:* Free registrations are given to members of the College Council and the College Foundation. The President has the prerogative to do it. It is a just benefit for volunteers who serve the college in some capacity. Some new provision has given Presidents purview over fees.

### **4. STIPENDS AND VOLUNTARY PARTICIPATION IN SUMMER OPEN HOUSES, ADVISEMENT AND OTHER PROGRAMS FOR 10-MONTH EMPLOYEES.**

*UUP:* What is the situation with respect to stipends for open houses and advisement/orientation duties and their relationship to "volunteer" services?

*MGMT:* There is no stipend for any of these activities. In the past, there was a cadre of experienced personnel for continuing advisement work who were paid extra service.

*UUP:* Some persons got \$75 for half-day service this summer.

*MGMT:* Open houses do not qualify for stipends. There may be some payment in association with activities where there is the grading of writing exams.

*UUP:* How are "volunteers" designated for such activities?

*MGMT:* Explanation of how recruitment of personnel is undertaken for single-event advisement followed. Anyone on a 10-month contract is a "volunteer". Summer Program revenue to pay for services has to be properly accounted for under budget guidelines; revenue from first-year advisement and orientation during the summer cannot fund employee stipends for new-student recruitment conducted through open houses during the year.

### **5. DRAFT OF COLLEGE HANDBOOK**

*UUP:* Our attention has been drawn to a provision in the draft of the Faculty Handbook that states that Faculty and Staff will assist media in relevant disciplinary inquiries when referred by the Assistant to the President. This has 1<sup>st</sup> Amendment and academic freedom concerns attached to it. There is a distinction to be made between college business and disciplinary issues in dealing with the press. Perhaps the wording needs to be clarified.

*MGMT:* No, this is not meant to restrict public presentation of academic expertise. We will take a look at this. This is under Senate consideration. The old handbook was seriously outdated since it referred to persons and positions no longer here. This was an embarrassment.

## VOTE/COPE: It's the Little Things That Count

Giving a single dollar per pay period means that you can help support candidates who have your interests in mind...

As lifelong learners and professional educators we are all familiar with the benefit a little extra effort returns. In our own academic life and in the academic lives of our students, the difference between good work and excellent work often amounts to little more than an extra few minutes of study. For our personal well-being, the difference between good health and vigorous health is often little more than a brisk walk in the morning or taking the stairs instead of the elevator. Little things can, and often do, mean a lot!

So it is with our political security as well. It doesn't take much to exert a positive influence on the political process—a political process that significantly influences the conditions of our employment, the effectiveness of our educational efforts, and the quality of the students attending Oneonta. This too requires only a little extra effort. We can take a little time to keep ourselves informed, we can talk with our fellow professionals about the issues that are important to us, we can write letters to our representatives to make our voices heard, and we can encourage our union to remain effectively engaged in the political process.

*Another one of the "little things" we can all do is to support VOTE/COPE, NYSUT's political action fund, with a regular donation of just \$1.00 per pay period.*

VOTE/COPE (Committee on Political Education) directs the voluntary contributions of NYSUT members from across the state and contributes to candidates and campaign committees supported by NYSUT. Endorsement and support from NYSUT is based strictly on candidates' records on public education issues and is completely non-partisan. VOTE/COPE funds are completely segregated from regular operating funds and have been used in political campaigns in every region and every election district in the state. Consequently, giving to VOTE/COPE means not only helping the greater community, but also helping ourselves.

We can achieve big victories with little gifts if each Oneonta UUP member joins with members across the state and contributes just \$1.00 per pay period. For those already contributing, please consider increasing your deduction by \$1; for those not yet contributing, please consider a voluntary contribution right now.

*Contact Denis Brennan (Brennad.oneonta.edu) for more information about VOTE/COPE or to receive the forms necessary to begin regular payroll deductions.*

*Let's do the little things right! . . . Just \$1 per paycheck!*

## October 20 Labor Management Meeting Minutes

*by Rob Compton, Secretary*

*For Management:* Alan Donovan, Carol Blazina, Leif Hartmark, F. Daniel Larkin, Nancy Nash, Steven Perry

*For UUP:* Bill Simons, R. Compton, Keith Fitzpatrick, Fred Miller, Janet Nepkie, Norm Payne, Dennis Selzner, Rich Tyler, Ed Wesnofske

### I. Media and Public Information Policy

A. UUP inquired about the memo from Carol Blazina, Assistant to the President, and the Faculty Handbook wording concerning Media and Public Information Policy

B. Management distributed memo with 9/24/03 changes

C. Management notes that the media often makes requests to the Office of External Affairs

1. stated that it is a working policy
2. stated that it is to encourage faculty participation

D. UUP noted that the "media policy" statement/point number seven (7) is problematic both in the memo and in the handbook draft

1. present wording of #7 might be interpreted as compromising other parts of media policy, particularly the assertion of academic freedom
2. requests for "clearance" raise potential questions of "terms and conditions" [See L/M Minutes, Page 7]



## An Open Letter to President Alan Donovan

Dear President Donovan:

On behalf on the State University of New York community—students, academics and professional faculty—I am writing to request that you, as our campus leader, call upon the SUNY Trustees to advocate on behalf of SUNY. Simply put, it's time for the Board of Trustees to stand up for SUNY. The problem with SUNY today, as United University Professionals has always pointed out, is that both budget requests and campus allocations are based on mechanistic formulas and **not** on the programmatic needs of individual campuses.

Last year, SUNY did not receive the operating funds it deserved in the state budget. This year, the Trustees must submit a budget request to the Governor that accurately reflects the full needs of each campus of our great State University. The process starts with your budget request to the Trustees.

As we all know, SUNY is an excellent investment of public funds. Please ask the Trustees to support SUNY and help New York weather these tough times. Please request sufficient state funds so that the SUNY budget accurately reflects the needs of our Oneonta campus.

Sincerely,

William M. Simons

President, United University Professions, Oneonta Chapter

[Editor's note: this letter first appeared in the Oneonta *Daily Star* on 3 November 2003]

### L/M Minutes (continued from page 6)

E. UUP noted that faculty may feel that, without revision of # 7, they have to talk to media when referred by office of External Affairs

1. could lead faculty to make statements when they prefer not to
2. junior faculty particularly could be uncomfortable
3. some junior faculty have no background in media relations

F. Management stated that this was meant to encourage faculty and that training could be provided

G. Management suggested that UUP should seek to configure appropriate wording of #7

H. UUP noted that we will be back on this issue on Nov. 10

#### II. Workplace Environmental Issue: The Tunnel Underneath Schumacher, IRC and Netzer

A. UUP thanked the administration for its commitment to resolving this issue and for paying for timely air-quality testing

1. noted that Leif Hartmark and Tom Rathbone were particularly helpful

2. noted that the administration and UUP can work to resolve these types of issues in a partnership

B. Management gave a brief history and prognosis of the cleanup

1. Fire code led to its closing
2. The university decided upon abatement
3. pre- and post-asbestos testing scheduled
4. air-flow increased, walls painted and cleaned

a. mold killed, standing water to be monitored (even though the area cannot be made waterproof)

5. UUP and Management will share test results; UUP to publicize

C. UUP: testing should be ongoing; Management agreed to tests "on an as-needed basis"

#### III. College Calendar: Issue of Jewish New Year (Rosh Hashanah) and Labor Day

A. UUP noted its concern about the open house that was held on Rosh Hashanah this fall

1. It creates concern among employees, students, prospective students, alumni, and community of the Jewish faith

2. Raises generic questions about sensitivity toward the major religious holidays for those of all faiths

B. Management: scheduling was necessary due to other events, including the SAT; noted that they do not like to schedule open houses on such days

C. Management noted that coercion to work not present

D. UUP: when symbols of respect are overlooked, symbols of disrespect will linger; this is not how the college should be seen.

E. UUP reiterated that many of our students are of Jewish heritage, and that it sent the wrong message as to our strong commitment to multiculturalism.

F. Management: "point taken"

G. Labor Day issue will addressed at the next meeting.

# November 10 Labor-Management Meeting Minutes

by Rob Compton, Secretary

For Management: Dan Larkin, Nancy Nash and Tom Rathbone

For UUP: Bill Simons, Rob Compton, Keith Fitzpatrick and Dennis Selzner

## I. Air Quality Report and Follow-up

- A. UUP: the report is now available and we reiterate our appreciation for management cooperation and partnership on this issue
- B. Management notes that the following was done:
1. Schumacher, Netzer and the IRC: entrances tested for mold and asbestos
  2. Mold tests of most common types
    - a.) Entrance area
    - b.) Mold colony count
  3. The mold results show
    - a.) Outside count of mold higher
    - b.) IRC area: 350 count (*walleimia sebi*), but still below outside environment
    - c.) Above associated with food and sugar in the buildings. This is no more than a standard home would have, whereas a barn's count would be in the millions.
    - d.) Will repeat protocol for mold
  4. The asbestos-test results show:
    - a.) No problems outside of tunnel
    - b.) Painters will be back
  5. Smell
    - a.) Door-sweep installation for smell containment will be done
    - b.) Vent work started
  6. Bottom line is that there are NO PLANS to reactivate use of tunnel except for maintenance-related work.
- C. UUP commended industrial hygienist John Van Raalte for his excellent work including the narrative of the report
- D. UUP asked for reports as subsequent abatement work takes place and stated that we may still return to these issues, especially as it pertains to odor
- E. Management stated that the odors are molecular in nature and not harmful
- F. UUP noted that this testing issue should be a good precedent for cooperation and stated that the results will be published and copies of report will be made available in the UUP office and the library
- G. Management agreed on placing report in Milne Library

## II. Media Policy

- A. UUP provided the wording as requested by Management at the last Labor Management meeting pertaining to point #7:  
 "The Office of External Affairs occasionally refers representatives of the media to members of the college community and appreciates the cooperation and response of the college faculty and staff to such requests."
- B. Management will confer on this. UUP and Management agreed to return to this at the next Labor-Management meeting

## III. Labor Day

- A. UUP noted with concern that some campuses schedule no classes for Labor Day; at SUCO, students and instructional faculty work.
- B. Management noted that the Calendar Committee plans the calendar well in advance:
1. It is impossible to accommodate all holidays
  2. It is impossible to adhere to the 37.5 hours contact rule for 3 credit classes (for accrediting purposes), schedule the breaks during the semester, and have all the holidays
  3. It would require an earlier start or possible continuation of a semester in January semester; neither would work.

(See "Minutes" on page 7)



## Because No Good Deed Goes Unpunished...

*Editor's note: a recent discussion on the ONEUUP listserv (oneuup@oneonta.edu) focused on the issue of teaching overloads and special projects insofar as they affect "past practice" for teaching faculty and professional staff. A recent posting by Janet Nepkie on the issue is excerpted below. Please note the underlined "could" on line 3. Obviously, if you have concerns regarding this issue that are of a personal or confidential nature, you should contact Bill Simons or Paul Conway, Grievance Officer.*

... one of the problems that a heavy workload can create is to change "past practice" for an individual or a department. If an individual takes on extra work—for example, an electronic course—that "extra" work COULD become an expectation for the individual in the future. It could also become an expectation for the entire department. One way to avoid this situation is to make a statement in writing saying that this extra load or overload is a ONE-TIME-ONLY activity. Here is wording that was suggested to me a few years ago by someone on our own campus. I hope we'll consider recommending that the following be given to administration for each addition to workload:

### Draft Agreement for UUP members performing new assignments/projects

Faculty/staff member is performing this task (teaching a class, doing a project, etc.) on a voluntary basis as a part of professional enhancement.  
Performance of this task

\* does not represent a precedent for purposes of future assignments

\* does not represent a precedent for others on campus

\* may occur more than once without affecting any part of this agreement.

*The above conditions will be in effect whether or not financial or other compensation is offered or accepted.*

*The favors we do  
can become the  
burdens we bear.*

## Minutes (continued from page 4)

C. UUP raised this because of our strong connection to the symbolic importance of the day to the union

D. UUP stated that Binghamton did accomplish the observance of all major holidays without the problems noted by management. We will obtain their academic calendar

### IV. Budget Developments:

A. Management and UUP agree to come back to this at a later date.

*Meeting adjourned at 4:30pm 11/10/03*

**UUP ONLINE:**

<http://uupinfo.org>

**Labor-Management Meeting Summary:**

**December 1, 2004** *LD3*

*by Fred Miller*

**Labor:** Bill Simons, J. McDermott, Fred Miller, Norm Payne, Dennis Selzner, Richard Tyler, Ed Wesnofske

**Management:** Carol Blazina, F. Daniel Larkin, Nancy Nash, Steve Perry

1. Labor and Management joined in tribute to UUP member and Women's Soccer Coach Tracey Ranieri and her outstanding team of student-athletes for winning the Division III national championship.

2. Labor thanked Management for receipt of salary information for all college employees for the years 2000 and 2003.

3. Labor and Management agreed to the following new language for item # 7 in college Media and Public Information Policy: "The Office of External Affairs occasionally refers representatives of the media to members of the college community and appreciates the cooperation and response of the college faculty to such requests."

4. Labor and Management agreed that an unabridged copy of the pre-abatement air quality tests of the area adjacent to the tunnel connecting Netzer-IRC-Schumacher would be placed on reserve and made available to all interested parties. Labor noted that the report would also be accessible through the UUP website and at the UUP office.

5. Abatement work on the tunnel and the impact of that work was discussed. The planned return of industrial engineer John Van Raalte to campus for post-testing after abatement work was discussed.

6. Labor asked that discussion of GEAR be postponed pending further input from UUP's Assessment Committee.

7. Labor questioned the appropriateness of adjunct faculty being asked to complete Faculty Activities Reports. Due to time restraints, discussion of this topic will be continued at the next meeting.

**Executive Board Contact Info**

UUP Office — 206 Human Ecology 436-2135

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Secretary (alt. d)	Rob Compton	COMPTORW	436-3048 (o)
Treasurer	Rich Tyler	TYLERRF	436-3648 (o)
Grievance Officer	Paul Conway	CONWAYPG	436-3923 (o)
Benefits Officer	Mona Hughes	HUGHESML	436-2490 (o)
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Keith Fitzpatrick	FITZPAKB	Fred Miller	MILLEREW
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\*e-mail addresses are @oneonta.edu (d = delegate)

*2/2004  
Sentinel*







## February 2, 2004 Labor Management Meeting Minutes

*By Rob Compton, Secretary*

**For Management:** Carol Blazina, Leif Hartmark,  
Dan Larkin, Nancy Nash, Steve Perry

**For UUP:** Bill Simons, Rob Compton, Keith Fitzpatrick, Tom Horvath, Dennis Selzner, Ed Wesnofske

### I. Performance Program

- A. UUP: the lack of a Performance Program for some employees is a mutual problem that needs to be resolved.
- B. Management: it's a longstanding, known problem.
- C. Management: we are not authorized to provide individuals' names (confidentiality issues), but can provide supervisors' names. Also, management is talking to various supervisors to resolve this problem.
- D. UUP: will bring proposals to a subsequent meeting.

### II. Environmental Concerns: Asbestos and Tunnel Testing

- A. UUP requested and Management agreed to provide van Raalte tunnel-testing data from 1/27.
- B. Management further agreed to a wide distribution of the forthcoming report, including availability at the Library and the UUP Office.
- C. UUP: mold but not asbestos testing took place on 1/27/04.
- D. Management: road conditions that day forced van Raalte to leave after mold test; the contractor had already done the asbestos test.
- E. UUP: Tom Horvath has agreed to serve as UUP Health and Safety Officer.

### III. Specific tunnel testing issues

- A. UUP: test conditions were not optimal:
  1. fan was running prior to the tests and the doors were open—not normal testing conditions;
  2. the use of industrial fans can change the dynamics of the testing space.
- B. Management: no one knew of these issues?
- C. UUP: would this have altered van Raalte's approach?

- D. Management: the counts could have been higher or lower, as fans can stir up particles.
- E. UUP: more frequent, routine sampling should be done. At the same time we are aware of the costs of such repeated tests and push for seasonal testing.
- F. Management notes and UUP concurs that asbestos in the tunnel case is not at issue as post-mitigation tests show no concern.
- G. Management stated that it will get back to UUP regarding seasonal testing.

### IV. AAR contractors and asbestos in the dorms

- A. UUP notes that AAR was indicted in federal court for violation of the Toxic Substance Control Act and the Clean Air Act. Furthermore, they are known to have done work on a number of SUNY campuses, including ours.
- B. Management: from 1995 to 1998 they worked on Oneonta dorms: Golding (1995), Hulbert (1995), Littell (1997), Sherman (1997), & Matteson (1998).
- C. UUP: if the results are available, we would like to examine statistical measurements after abatement as we have a legal responsibility to those of our membership employed in the dorms.
- D. Management: the actual testing of AAR's work was done by DASNY (Dorm Authority State of New York), and they cleared the work done by AAR. There were problems in instances when AAR did its own in-house testing, but not with SUNY Oneonta, as DASNY sought and used outside independent contractors.
- E. Management: we will attempt to obtain these results.

### V. Labor Day Issue

- A. UUP: at our last meeting, we were asked to provide documentation that demonstrates that a Labor Day holiday could be added to the Academic Calendar without undue hardship. UUP presented the Binghamton schedule, which does just that.

**(See Labor/Management Minutes, page 8)**

**Labor/Management minutes  
(continued from page 7)**

- B. Management: the Calendar Committee meets regularly and forecasts three years at a time; the Provost is the chair of this committee.
- C. UUP would like Labor Day to be an official holiday for its members and students.
- D. Management: a request should be made to the Calendar Committee regarding specific days.
- E. UUP: who else is on this committee?
- F. Management: it is comprised of senior administrators and chairs of the various Senate Committees. This Advisory Committee reports to the College President, who makes the final decision.
- G. UUP: this request is reasonable.
- H. Management: it is not atypical for proposals to come to the committee. The Provost will make the proposal to the Calendar Committee.
- I. Management assures UUP of a fair presentation and states that any proposal submitted before the meeting gets placed on the meeting's agenda.
- J. UUP requests an email from Management regarding the committee's initial reaction to our proposal.
- K. Management: this will be done.

**VI. Adjunct Faculty Activities Reports**

- A. UUP: this [the requirement that adjuncts file FARs] is an issue that needs to be addressed.
- B. Management: Deans have been consulted, but these are preliminary discussions.
- C. UUP reiterates the point that we are concerned about this issue and will return to it.

**Editor's Note:**

Statements in *The Sentinel* do not necessarily reflect the opinions of UUP or any of its statewide representatives. The densely staffed editorial office of *The Sentinel* is solely responsible for any and all comments and opinions contained within. Every effort is made to ensure accuracy, but UUP requires a disclaimer, so here it is.

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(d = delegate)



## March 8 Labor Management Meeting Minutes

by Rob Compton

*For Management:* C. Blazina, P. Shea, S. Perry, D. Larkin, N. Nash, T. Rathbone

*For UUP:* B. Simons, R. Compton, J. McDermott, T. Horvath, M. Hughes, N. Payne, D. Selzner

### I. Environmental and Safety Issues

#### A. Tunnel Update

1. UUP asked management for a summary of John van Raalte's January 27, 2004 retest and other tunnel related developments.
2. Management: the tunnel area continues to receive attention, has been routinely cleaned, and is now painted.
3. Management: recent readings show minimal fungi, about 1/3 to 1/10 of the previous tests; there may be some drought resistant spores. Also, a fan has been installed to facilitate air movement.
4. Management: there is some water seepage; a wet vacuum and squeegee are being used to clean up the area.
5. Subsequently, management noted that the State Department of Labor and the New York Public Employee Safety and Health Program (PESH) checked the area: that resulted in the replacement of some lights and the installation of hand rails.
6. UUP thanked management for the update and requested that report copies be catalogued in Milne Library, after an appropriate title and specific location are decided upon.
7. UUP Health and Safety Officer concurs with the low numbers involving bacteria, fungi and spores, but requests one more test in late summer due to seasonal variation.
8. Management to discuss this issue and return to it. They also state that they will adhere to established protocols and invite UUP to inspect tunnel.
9. UUP reiterated need for one more test. If the results are acceptable, this will effectively end the issue unless some thing new occurs.

#### B. Dorm Issues

1. UUP noted that our Health and Safety Officer communicated with DASNY regarding asbestos testing and remediation. Further, he has set up a meeting to discuss the issue and asks management for updates.
2. Management met with DASNY Director and was told that DASNY has retrieved many files pertaining to AAR work on the Oneonta campus.
3. UUP asked Management if DANSY outsourced their testing for asbestos.
4. UUP looks forward to a future, joint meeting with Management and DASNY for further discussion.

### II. Faculty Activity Reports (FAR) for Part-timers

1. UUP asked Management if Part-timers are required to provide FAR since they are not compensated for non-teaching duties (and this may constitute service).
2. Management queried UUP to make sure that it understood the process and procedure involved with the FAR forms. Management noted that they have had some discussion on this issue among themselves.
3. Management also stated that adjuncts have the option of "receiving the pre-printed form and turning it around and sending it back." The form does provide chairs with information concerning the part-timer that can be helpful to the adjunct.
4. Management noted:
  - a. Adjuncts have flexibility to just turn it around and send it in;
  - b. It is the adjunct's prerogative.
5. UUP asked: is it contractual or a part of the workload, since they are not hired for service or research components?
6. Management and UUP agreed to return to this issue. **(See L/M Minutes, Page 8)**

L/M Minutes (continued from page 7)

**III. Performance Program**

- A. UUP stated that John Marino, UUP VP Professionals, will conduct a session for supervisors and employees regarding the Performance Program.
- B. Management noted that all Vice Presidents were given status reports by Human Resources (HR) regarding Performance Program compliance.
  - 1. HR will make certain that they have status reports.
  - 2. HR will have open office to move toward compliance.
  - 3. Management agreed that training for supervisors is acceptable; Management will attend.
- C. UUP: this vexing problem has existed for many years; Management concurred.
- D. Management stated that they will commit to working toward 100% compliance, as it is necessary for both sides.
- E. UUP notes that documentation creates an equitable meeting between supervisors and employees.

**IV. Budget News**

- A. UUP requested information regarding NY State budgetary developments
- B. Management stated that SUNY budget is flat and that is relatively good news, as we are not starting with a large cut.
- C. Both Management and UUP noted that a recent Education Equity Funding court case could have an impact depending on how it is resolved.

*Adjourned at 3:40 pm*

**Editor's Note:**

Statements made in The Sentinel do not necessarily reflect the opinion of UUP or any of its statewide representatives. The Sentinel welcomes your suggestions & complaints, but we urge you to shred them prior to submission. This will help us to comply with state and federal privacy policies.

**Executive Board Contact Info**

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Secretary (alt. d)	Rob Compton	COMPTORW	436-3048 (o)
Treasurer	Rich Tyler	TYLERRF	436-3648 (o)
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Benefits Officer	Mona Hughes	HUGHESML	436-2490 (o)
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## April 4, 2004 Labor Management Meeting Minutes

by Rob Compton

*For Management:* D. Larkin, L. Hartmark, N. Nash, S. Perry, and T. Rathbone

*For UUP:* B. Simons, R. Compton, T. Horvath, F. Miller, N. Payne, D. Selzner, R. Tyler, and E. Wesnofske

### **I. Professional Concerns: Performance Programs**

**A.** UUP thanked Management, especially Nancy Nash, for agreeing to attend the April 21st UUP Workshop on Performance Programs at the Waterfront Cafe, Hunt Union. The Memorandum of Understanding (MOU) regarding Performance Programs (purpose, importance, and use of) as well as training for those who conduct evaluations and the right to do an addendum will be covered. Anyone from Management is welcome to attend.

**B.** UUP: Dennis, Norm, and Nancy will attend.

### **II. Environmental Concerns: AAR Contractors, the Asbestos Issue and the Tunnel Situation**

**A.** UUP noted that the AAR federal indictment has made statewide and national news and asked Management for feedback concerning Management's inquiry to DASNY regarding report files (i.e., pertaining to asbestos abatement in five dormitories) and the proposed meeting involving the Dorm Authority of State of New York (DASNY), UUP and Management.

**B.** Management shared a letter from DASNY and stated that DASNY has gathered many files pertaining to the work done on campus; a meeting is expected in April or May (2004) between the three parties. Management will coordinate the meetings, inform UUP of times and dates. Also, the data files should arrive on campus in April or May.

**C.** UUP: Can the meeting take place on the SUCO Campus after spring finals but before Summer Session I so that it will not conflict with end-of-term activities?

**D.** Management agreed. On another environmental issue, Management stated that the report number (for the January John van Raalte Air Quality test report) on file with Milne Library is available.

**E.** UUP thanked Management for providing the report number (21582SH); the report is available at the Milne Library reserve desk.

**F.** Management expressed a desire for the College Safety Committee to walk through the tunnel regularly and invited UUP to participate.

**G.** UUP accepted the invitation, but reiterated its request for an additional air-sampling test due to potential seasonal variations.

**H.** Management: Is the requested test for mold only?

**I.** UUP: We seek an air quality test only because prior asbestos tests were satisfactory. Pending satisfactory results of this test, and in the event of no further changes in the tunnel conditions, UUP will consider this the final test.

**J.** Management agreed to another test conducted during the summer months.

**K.** UUP and Management agree that John Van Raalte (former contractor and industrial hygienist) will conduct this test.

### **III. Labor Day Holiday**

**A.** Management reported that the Calendar Committee met and discussed UUP's request for Labor Day holiday observance. Management also provided UUP with a list of Calendar Committee members. Management stated that UUP's request failed.

**B.** UUP stated that it would like to know if President Donovan personally has made a decision regarding the Calendar and Labor Day. Observance of Labor Day is fundamental to the issue of respect for work.

**C.** Management stated that it was still in the works and that the Calendar Committee includes members from UUP.

**D.** UUP stated that it (committee) is a Management creation and thus does not represent the UUP. It does not have the authority to represent UUP concerns nor is it representative of UUP's membership.

**E.** UUP noted that the College President clearly has the final authority regarding the College Calendar. Furthermore, the President has the authority to make a personal, executive decision in the interest of the College. Other college employees including members of management and CSEA have Labor Day recognized. Labor Day is about respect for labor, and this issue transcends Oneonta; we hope the College President hears our message and enters into a partnership to move toward Labor Day recognition.

**F.** Management stated that they would explore this in a timely fashion.

**G.** UUP: Is the President willing to discuss this?

(See "L/M Minutes" on page 8)

**L/M Minutes (continued from page 7)**

- H. Management stated they would convey the message to the President.
  - I. UUP: Can this be discussed again at the May meeting?
  - J. Management stated that it would convey what transpired at the earliest possible time.
  - K. UUP stated that it would take consultation on this issue.
- IV. Summer School Stipend Issue**
- A. UUP asked about current remunerations regarding summer school stipends.
  - B. Management confirmed that all full-timers receive \$2500 per course and adjuncts receive \$2,250. There are some cases of "individual enrollment," and they were not certain about emeriti compensation. "Individual enrollment" may occur when a course is cancelled; it is up to the instructor.
  - C. UUP inquired if it was in the interest of the faculty to not offer an "individual enrollment". Sometimes it is difficult to obtain the necessary minimum enrollment for classes during the summer. So, essentially, the faculty member might become required to provide a course as "service."
  - D. Management noted that there is no requirement whatsoever to teach in the summer. Students and faculty must agree on the "individual enrollment" or course enrollment numbers will determine cancellation.
  - E. UUP stated that graduate courses, in general, and when offered on "individual enrollment" basis, in particular, require a lot of effort from that faculty member.
  - F. Management stated that the minimum threshold for a graduate course is therefore less. Also, the entire summer must "stand on it own" without state support.
  - G. UUP stated that if that's the case, there has been an increase in the tuition charged to students. What impacts will this have?
  - H. Management stated that tuition went up from the current Fall. Enrollment figures and monies generated have to be considered.
  - I. UUP stated that this means that either the minimum cap needs to go down or the remunerations must go up.
  - J. Management stated that UUP's characterization of what Management stated in "H." [UUP's interpretation as noted directly above] was incorrect. Furthermore, keep in mind that Summer Sessions are totally self-supporting and that there are fringe costs, support costs, and library acquisition issues involved.
  - K. UUP asked for enrollment patterns and other data related to Summer.
  - L. Management asked if 3 or 5 years would be acceptable.
  - M. UUP agrees to the time frame of data to be provided and also requests a history of summer remunerations. When was the last time an adjustment was made?
  - N. Management stated that it "it estimates and guesses" that it was "give or take ten years". "N.B.: this is an estimate.
  - O. UUP stated that it would like a more accurate picture of the Summer Session.
  - P. Labor and Management thanked each other for attending.

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## May 10, 2004 Labor Management Meeting Minutes

By Rob Compton, Chapter Secretary

For UUP: Bill Simons, Rob Compton, Jim McDermott, Tom Horvath, Norm Payne, Dennis Selzner, Richard Tyler, and Ed Wesnofske

For Management: Carol Blazina, Alan Donovan, Dan Larkin, Nancy Nash, Steve Perry, and Tom Rathbone

### I. Issue of Labor Day

- A. Labor inquired about the President's decision regarding classes on Labor Day.
- B. Management stated that the President concurred with the Calendar Committee that classes should be held on Labor Day.
- C. Labor reiterated that the Calendar Committee is a management creation and the ultimate decision-making authority rests with the President and UUP will continue to pursue this.

### II. Professional Concerns and Performance Programs

- A. Labor thanked Norm Payne for organizing the Performance Programs workshop and thanked Nancy Nash and the administration for their cooperation and attendance at the UUP workshop
- B. Management and UUP agree to work together to obtain 100% compliance on performance programs
- C. UUP noted that it will conduct subsequent workshops for its members

### III. Environmental Issues

- A. Labor asked Management about the DASNY (Dorm Authority of State of New York) and asbestos testing issue.
- B. Management confirmed the date and time of the meeting with DANSY for May 26 at 1:30 pm in Netzer. Management also noted that DANSY has compiled a lengthy file with the necessary data to present.
- C. Labor returned to the issue of tunnel mold tests from previous Labor-Management meetings and asked management about plans for August.
- D. Management confirmed willingness to conduct air quality test in August.
- E. Labor and Management agree to utilize the services of John van Raalte and that this would be the last test, based on seasonal differences, pending satisfactory results. Upon satisfactory results and no further complications, both Labor and Management agree that this issue is resolved satisfactorily.
- F. UUP thanks Tom Horvath, Norm Payne, and Tom Rathbone for their work in addressing this issue.

### IV. Summer School

- A. Management presented data regarding trends in enrollment and course offerings over the past five summers and noted that summer school stipends were last increased in 1998.
- B. Labor notes that the data show a consistent pattern of enrollment despite the recent tuition increase.
- C. Management stated that it periodically reviews stipends and a committee is currently examining the issue. Management noted that fringe costs have increased.
- D. Labor noted that it would like to examine this issue in subsequent meetings and stated that stipends should reflect changes in cost-of-living.

### V. Budget for 2004-05

- A. Management noted that the state budget is not complete and that there may be some effect on the SUNY system.
- B. Labor requested a subsequent meeting in June or whenever the budget is official to discuss issues germane to it.
- C. Management concurred.

Meeting adjourned at 4:20pm

