

September, 2004 Labor Management Meeting Minutes

by Rob Compton, VP Academics

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

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

I. Start of New Academic Year: Labor and Management welcomed each other and made a commitment to work together toward a successful year and both expressed commitment to the future of the college.

II. Budget Process and News

A. Labor inquired about the progression of the budget and its impact on the college.

B. Management notes that the budget for SUNY is complete and details along with the certificate of allocation was forthcoming.

1. Some money was restored and other shifts made will make SUNY Oneonta's budget "good news"

2. Unfortunately major statewide fiscal issues for next year and the end of the election season makes the future uncertain but we remain "cautiously optimistic".

C. Management anticipates full funding for the allocation of the salary bill.

D. Management stated that the Governor's line item veto of EOP would lead to a slight 5% operating cut.

E. Management also noted that the Capital Budget calls for several enhancements including Fine Arts. Both Labor and Management agree that they will work for additional allocations.

III. Environmental Issues

A. Labor thanked Management and in particular, Tom Rathbone, for keeping UUP informed about the College's physical plant and also expressed appreciation to Management for funding the third tunnel air quality test conducted in August 2004.

B. Management noted that the environment in the tunnel was not as clean due to weather conditions so the tests were done when the air was potentially at its worst.

C. Labor's Health and Safety Officer- Thomas Horvath- stated that, he too, examined the report of the air tests and concludes that the report suggests that the air passed the tests without problem. He also asks Management to forward the data from the appendix of the report, as his copy did not include them.

D. Management agrees and Labor concurs that, for the time being, this issue is resolved.

IV. Labor Management Grants Committee

A. Labor inquired about this year's procedures regarding grants.

B. Management and Labor agree to create, as has been done in the past, a six-member committee with equal representation of both sides.

1. Labor will pick three members and Management will do the same.

2. The names will be exchanged in the future.

C. Noting that grant funds are in route to the campus, Labor and Management agree to move as expeditiously as possible.

V. Memorandum Involving Honorarium from Human Resources Director

A. Labor expressed concern about the wording and impact of the memorandum and stated that it has created confusion and numerous inquiries.

B. Management claimed that this is a directive from the State Ethics Commission and that the memo "has been sent out in the past years".

C. Labor notes that greater clarification is needed.

1. Does it apply to concerts?

2. Directing of plays?

3. Consulting?

4. Lectures?

D. Management notes that the primary concern is "conflict of interest" and that the memorandum does not state that these things cannot be done but rather there are limitations.

E. Labor stated that we need clarification because members private time is their own. What members do on their own time is not management prerogative provided that it does not infringe upon professional obligations. Furthermore the last thing we need to do is to create an environment of fear where people call the State Ethics Commission for clarity.

F. Management noted that the lack of clarity comes from the Commission itself and Management stated they are only communicating the language and not setting the policy. Management furthermore stated that they agree that "employees private time is their own."

G. Management notes that the private activities of employees that do not present a conflict of interest is not a concern of the college administration.

H. Labor and Management agree that the Director of Human Resources and other members of Management will meet with the UUP Chapter President and Labor Relations Specialist to further discuss this issue.

VI. Labor Day Observance

A. Labor thanked President Donovan for facilitating the use of space in front of Netzer and Vice President Blazina for making the arrangements for tables and chairs.

B. UUP displayed its Labor Day banner and noted the success of the Labor Day event

1. Over 300 people attended and showed solidarity.
2. People from the community dropped by and faculty from other campuses also attended.
3. The event raised consciousness among our students that came by.

C. Labor notes that this issue is critical and important not only members but also to the larger Labor Movement. Is it the heart and core of our purpose. What kind of Labor Union would not advocate strongly for Labor Day observance? We are not a paper union.

D. Labor stated emphatically, "What can be done so we can honor Labor Day on this campus? Why are we having classes on Labor Day? This needs to be changed."

1. Most New York colleges and universities have no classes on Labor Day.
2. Other UUP chapters and Statewide UUP President William Scheuerman support strongly our position on this issue.

E. Management stated that the Calendar Committee voted not to support Labor Day observance.

F. Labor reiterated their position from the last two meetings that the Calendar Committee is irrelevant. Its function is purely advisory to the President.

1. UUP noted proper Labor Day observance was accomplished at a neighboring SUNY campus. That campus President charged their Calendar Committee to properly observe Labor Day.

G. Labor stated that Labor Day will remain an important issue on the agenda and that this is an opportunity for both sides to work together constructively toward proper Labor Day observance.

H. The dilemma began under a previous administration, but the opportunity to properly observe Labor Day exists through joint effort.

Meeting adjourned at 4:15pm