

November 8, 2004 Labor Management Meeting Minutes

by Rob Compton, VP Academics

(Originally Appeared in The Sentinel

December, 2004 Issue

Volume 4, Number 8

Pages 6-7)

For Management: Carol Blazina, Leif Hartmark, F. Daniel Larkin, and Lisa Wenck

For UUP: Bill Simons, Rob Compton, Tom Horvath, Fred Miller, Jay McDermott, Norm Payne, and Dennis Selzner

I. Labor Day Issue

A. Labor stated that our position has not changed and that this remains a priority issue

1. UUP stated that the President has the authority to make the charge
2. UUP stated that this issue is the heart and soul of the union

B. Management noted that they are aware of this and that there are no new developments

C. Labor noted that we will return to this on an ongoing manner

II. UUP notified Management about the Faculty Workload Survey

III. Compliance with Performance Programs

A. Labor asked Management about compliance

B. Management noted that it was doing well and that work is ongoing

1. Latest tally suggested that there was no more than two dozen remaining
2. Noted that phone calls are being made for final push toward compliance

C. Labor asked Management if there was any way it could assist?

1. The Performance Programs are important
 - a. As duties increase, adjustment to titles and salaries necessary
 - b. We need to work with our members

- c. Noted that other campuses were in full compliance with the contract
 - 2. Would like to get to 99% compliance within 3 months
 - 3. Then in 7 months, assess titles and increases
 - 4. We would like to work with the Professionals to seek much needed increases
- D. Management promised an update in December 2004, our next meeting
- E. Labor thanked Management and noted that it looks forwards to working together on this issue

IV. P/T Professionals Teaching and the Need for Appropriate Compensation and Recognition

- A. Labor notes that it is concerned about some Professionals teaching with possible lack of remuneration and/or recognition
- 1. For some this is College Service
 - 2. How many Professionals are teaching?
- B. Management stated 22
- C. Labor asked when was the last time some remuneration adjustment was made for Professionals teaching
- D. Management stated that it will look into this
- E. Labor stated that it is a matter of "fairness and equity" and "consideration" should be given to Professionals who teach
- F. Management stated that it recognizes that Professionals who teach are going "above and beyond" their normal duties and that they provide a valuable service and that they will re-examine this issue

V. Summer School Teaching Remuneration

- A. Labor referred to minutes of the past meeting regarding request to Management regarding the Management Committee formed to address summer school teaching salaries and asked if a decision was made regarding any increases
- B. Management noted that increased fringes, among other factors, resulted in no increase for the coming year
- C. Labor noted that some factors suggested the need for an increase
- 1. inflation since 1998
 - 2. increased tuition per credit
 - 3. "UUP is frankly disappointed in no increase"

D. Management noted that fringe costs increased 25% and that Summer Sessions must be totally independent of state support and that Internal Fringe Rates (IFR) are determined by SUNY Central Office (Albany). Furthermore, faculty do not have their IFR covered through the academic year contract when they teach in the Summer

E. Labor asked about whether this was a decision by the Committee or the Director of Continuing Education

F. Management responded that the decision was a product of many people, mostly Management

G. UUP noted that Management changed the minimum enrollment required for the course to successfully make was reduced from 12 to 10 a year or so ago

H. Management suggested that "market pressures" were the reason for this change, but that they would look into this can get back to us

I. Labor noted that last Summer experienced a decline in enrollment and suggested that more advertising might lead to greater enrollment and that better compensation might lead to a greater number of faculty teaching.

J. Management noted that geographical isolation is an issue and that there are "many reasons why faculty don't want to teach Summers."

K. UUP stated that it would return to this issue at a future meeting.

Meeting Adjourned 4:20pm