

Labor Management Meeting
Thursday, October 13, 2011
Minutes

Hope called the meeting to order at 1:32.

Present: Veronica Diver, Pete Waterhouse, Billy Grimes, Mary Moubray, Darlene Duncan, Nick Sinstack, Margaret Monaco, Hope Lambrecht, Don Ackermann, Rick Roberts.

Hope - facilitating; Margaret - note taker; Billy - time keeper

Old Business

1. Custodial health and safety

Follow up on beepers/radios/costs (Don)—Do all 3rd shift cleaners now have radios?

COMPLETE!: As of tonight, all 19 3rd shift custodians will be equipped with brand new radios.

A Workplace Violence Committee will be developing a survey in regards to **how safe** employees feel in their workplace especially during off hours. Tim Maricle is the CSEA member appointed to serve on the WVC.

2. Equitable Parking

As per the notes of the 11/5/10 LM meeting, there were (at that time) 146 blue parking spaces, 713 red/blue, 1085 yellow, 518 green, 181 purple, 75 handicap and 177 visitors. CSEA represents nearly 300 members and UUP represents approximately 600. We'd like an open discussion on more equitable distribution of parking.

Given the non-existence of a local agreement between UUP and the College and given the UUP contract language which neither provides for nor addresses "privileged" parking, labor recommends establishing "Staff" parking for all college employees.

At several SUNY campuses—including Binghamton University—privileged parking does not exist. Faculty, staff, and administrators all park in the same "Staff" lots.

Veronica discussed the need to end the segregated, privileged, elitist parking on campus. Suggested providing "Employee" parking for all employees.

ACTION ITEM: Hope will take the information to Lisa who will meet with the administrators to see what can be done.

3. CSEA positions

How many temps? Where? All hourly employees. Clerk I each in Accounts payable (till 11/11/11), print shop (til 12/14/11), KBI in alumni (till 10/21/11); KB I in facilities until 4/25/12

How many deferred and/or unfilled lines? Where?—"deferrals" plant util eng 1; laborer grounds; (75%) cleaner - no determination yet about what to do with these vacant positions. "unfilled"- these positions have not yet been brought to vacancy review - KBS I in library; Sec I alumni affairs; MVO grounds

How many positions are remaining vacant? "vacant" - 13 FTE ; "reduced" 1.5 FTE "increased" - 2.7 FTE, Net total FTE 11.80. (data through Sept.) cabinet makes the decision – meet once a month. Sups give input. Cabinet is comprised of Lisa Wenck, Todd Foreman, Steve Perry, Paul Adamo, Dr. K, Colleen Brannen, Hal Legg, Dr. Thompson, Cecilia Zapata.

ACTION ITEM: This will be a recurring point of discussion on the LMC agenda with Hope providing updates. A question was raised as to how long a position can remain vacant before we lose it – Hope will look into it.

4. Volunteering off campus

Allowing members time off to volunteer (e.g. nursing homes, soup kitchens, etc.)

SUNY Oneonta prides itself as not only a college of choice, but one which is known and respected for its volunteerism efforts—particularly among students. Labor would like to see these volunteerism efforts increase beyond the boundaries of the student population and would like to engage in conversation which produces a win-win for LM and the College at large.

Both Management and Labor agree that release time for volunteer efforts is not in anyone’s best interest at this time given the current economic climate. Hope mentioned a list of weekend, off hour volunteer opportunities found on the CSRC website. Various incentives for volunteer time logged could be certificates or luncheons. Possibly expand opportunities to the college at large and work as one.

ACTION ITEM: Hope and Veronica will meet with Linda Drake to see how she keeps tracks of volunteer hours and to explore the possibility of the CSRC logging the vol. time for our members.

5. Contracting Out – Don addressed

Labor is concerned with the contracting out of jobs which could be completed by its members:

East Street guest house: breakers, receptacle

Don said this was lumped together with larger projects at West Street and Lee Hall.

Fleet – 2 things involved –contract for the Malibus expired, then went on month to month for 2 years. Then leasing company ended the month to month leasing. Much better economically to lease than buy. 5 year old cars with rather high mileage and long term lease expense (5 years) was not justified. Affects 2 workers who have both been reassigned.

Roof contracting – easier to obtain a 3rd party to handle due to funding issues (to provide justification to fund roofing projects). Veronica suggested having our members complete the annual roof inspections and call in the contractor only when necessary to provide backup justification to fund projects – might save \$.

Lighting at Field Station: cabinet lighting for displays – Don said he’s not aware that it was contracted out – all materials were purchased by us. Veronica asked how this happens.

ACTION ITEM: Hope will follow up.

New Business

1. Labor-Management Operating Agreement

COMPLETE!: The co-chairs signed a one-year agreement today.

Meeting was adjourned at 2:30.

Respectfully submitted,
Margaret Monaco, Secretary