

Labor Management Meeting
Thursday, July 21, 2011
Minutes

Present: Hope Lambrecht, Don Ackerman, Dale Couse, Veronica Diver, Billy Grimes, Mary Moubray, Darlene Duncan, Margaret Monaco

Excused: Pete Waterhouse

Old Business

1. Custodial health and safety:

- a. Follow up on beepers/radios/costs (Don) – Management is looking at providing every 3rd shift custodian with a radio. Management will contact the Radio Rep and have him come in and assess our current inventory of radios and advise us if they can be equipped with dual batteries and the cost. Once this is done, we will request a price for additional radios and batteries and determine at that time if it is feasible. Beepers are not feasible.
- b. Follow up on buddy system for cleaners (Don) – The buddy system was determined not to be needed since all 3rd-shift cleaners will be equipped with their own radio.
- c. Follow up on biohazard kits (Dale was going to inventory kits in Janitors' offices)
All Janitors' offices are equipped with kits and are visible.
- d. Follow up on needles in trash (Hope) – Hope will ask Ricky O'Donnell to do presentations at orientation and RD meetings. Both labor and management agreed that raising awareness would be the best first step.
- e. Follow up on bedbugs (Dale, Hope)? – Table top exercise took place in April. Dale will send out a procedure memo instructing all cleaners to contact their supervisors if they hear of the presence of bedbugs in the dorms (and Morris). Only supervisors are trained to determine the presence of bedbugs. Norm will be training RDs prior to the arrival of students.

New Business

1. Parking

- a. Labor is seeking more 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. Hope heard from Lisa Wenck, Tom Rathbone, and Norm Payne that there is a local campus agreement between management and UUP. Hope will gather more information such as if there is an end date.

2. Custodial issues

- a. Grade 5s supervising Grade 5s
This continues to be a problem—particularly during the summer months and particularly between permanent and temporary Grade 5s. Much discussion ensued, with management stating that it could be a perception issue. Some are stronger leaders and step up more than others. Labor to brainstorm further.
- b. Promotion of cleaners to janitors

- a. seems to be based solely on seniority, rather than in addition to “provided the candidate meets the posting qualifications required,…” (Article 45.1(d))

Our concern stems from some janitors claiming they don’t know how to use tools and their inability to make routine repairs, among other job requirements from postings. In some cases, Grade 12s (carpenters, for example) end up doing work which could be done by the Grade 7 janitor.

We feel the matter is twofold: first, custodians are promoted to janitors based on seniority and without, necessarily, regard for their ability to actually do the job; and, second, once a janitor, he/she is not necessarily trained to do the job by his/her supervisor. Management believes that this issue should be handled case by case and complainants should go to their immediate supervisor. Labor will continue to brainstorm.

3. CSEA positions

Temp Positions

Veronica and Hope will review civil service rules regarding the filling of temporary positions.

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.

This topic was tabled due to meeting time constraints. Follow up next L/M meeting.

5. Contracting Out

Labor is concerned with the contracting out of jobs which could be completed by its members (e.g. installing electrical outlets—Hunt Union) as well as with aggressive contractors pursuing contracts for jobs routinely completed by labor (e.g. custodial).

In the case of the Hunt Union, electrical contractors were already doing work in the building. Management’s commitment is to maintain CSEA staff positions and allow our members to do the work whenever possible. Management stated that it is more cost effective to have campus employees do the work and will be given the work whenever possible.

Meeting was adjourned at 2:40.

Respectfully submitted,
Margaret Monaco