**Academy for Academic Personnel Administration**

**Fall 2014**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: State University of New York System Administration

Name and Title of Individual Responding: Raymond L. Haines, Jr.,

Assistant Vice Chancellor for Employee Relations

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Size: 35,000

Composition: Full time and part-time faculty, including department chairs, physicians, librarians, professionals such as bursar, registrar, assistant to chair, admissions officers and hospital professionals.

Bargaining Agent: United University Professions/New York State United Teachers/AFL-CIO

Date of First Contract: 1/2/71

Number of Succeeding Contracts: 13

**Web address of current contract: http://www.goer.ny.gov/Labor\_Relations/Unions\_Units/uuppsnu.cfm**

**2b. Description of Faculty Bargaining Unit(s) – Size and Composition**

Size: 4,500

Composition: Graduate and Teaching Assistants

Bargaining Agent: Graduate Employees Union/Communication Workers of America AFL/CIO

Date of First Contract: 3/17/94

Number of Succeeding Contracts: 4

**Web address of current contract: http://www.goer.ny.gov/Labor\_Relations/Unions\_Units/cwagseu.cfm**

**2c. Description of Faculty Bargaining Unit(s) – Size and Composition**

Bargaining Agent:

Date of First Contract:

Number of Succeeding Contracts:

**Web address of current contract:**

**2d. Description of Faculty Bargaining Unit(s) – Size and Composition**

Bargaining Agent:

Date of First Contract:

Number of Succeeding Contracts:

**Web address of current contract:**

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

The parties completed a Memorandum of Understanding with the union (UUP) representing SUNY faculty and professional support personnel in February of 2013. The new Agreement became effective in September of 2013 and will run until July of 2016. Of note is that 2014 is the second phase of a nine (9) day deficit reduction leave program. Operating essentially as a salary reduction, each employee’s salary (approx. 35,000 in unit) was reduced by a total of five (5) days pay through deductions commencing in August of 2013 and ending in May of 2014. The additional four (4) days reduction in pay will be accomplished commencing this past August (2014) and will conclude in May of 2015.

The Agreement with the Graduate Student Union (approx. 4,500 in unit) expired in 2009. The parties did not commence negotiations until January of 2014. The parties completed a Memorandum of Understanding this past June. Ratification by the membership occurred in the third week of September with the overall terms and conditions of 2007-09 largely unaltered.

Those members who were employed in 2009 and/or 2010 and remain employed in 2014 receive a two percent (2%) increase in stipend retroactive to October of 2009 and another three percent (3%) retroactive to October of 2010. Those who were not employed in 2009 and/or 2010 but were employed on October 1, 2011 and remain employed receive a cash lump sum payment of $500. Additional increases of two percent (2%) occur on September 30, 2014 and October 1, 2015. The minimum stipends rise with these salary increases. These minimums apply only to GSEU represented employees at our four (4) Doctoral Granting University Centers (Albany, Binghamton, Buffalo and Stony Brook), and are $9,201 annually effective 10/1/14 and 9,385 annually effective 10/1/15. Other notable adjustments included an appeal and file review by the Associate Vice Chancellor or designee on disciplinary terminations, the ability to accept additional employment with the prior approval of the campus President or designee, and modifications to the health Insurance costs and coverage similar to the other 13 State Bargaining Units.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

Over the course of the last several years, Albany, NY has become a major player in Nano Technology. The College of Nano Science and Engineering (CNSE) was located near and affiliated with our University Center at Albany. The CNSE facilities are extensive and heavily occupied by private industry, such as Tokyo Electric and other manufacturers who make use of the impregnation of high volumes of data on specially produced “wafers”.

Although the study of nanotechnology occurred largely on the premises of and under the umbrella of CNSE, the students were enrolled at SUNY Albany and received their degrees under that degree granting authority. In 2014, after extensive study, the SUNY Board of Trustees decided to merge CNSE with our existent College of Technology at Utica/Rome (SUNYIT) under the new name of the SUNY Polytechnical Institute in order to use the existent degree granting authority of SUNYIT

SUNYIT is located about a hundred (100) miles west of CNSE and all former CNSE employees were transferred, for appointment purposes, to SUNYIT. Significant capital investments have been made at the Utica/Rome campus to construct facilities similar to those now in operation at the Albany site. A single administrative structure is now responsible for the operation and educational programs at both locations of the SUNY Polytechnical Institute. We are slowly working through the myriad of challenges presented by this structure.

As reported during the last several years, the SUNY Downstate Medical Center (Downstate) continues to attempt to divest itself of the Long Island College Hospital (LICH). LICH was a failing hospital which was acquired in the hopes of improving profitability for both institutions, but instead became a significant drain on Downstate and University resources in general losing in the neighborhood of 13 million a month. The sale of LICH became a political football for the NYC mayoral election, a battleground for competing unions, and place for a local judge to test the outer parameters of his authority. After multiple years of litigation, the University is hopeful that a sale to a large developer (the site is prime in prestigious Cobble Hill area in NYC) with New York University poised to operate an emergency room in a portion of the facility will finally be consummated.