**Academy for Academic Personnel Administration**

**Fall 2012**

**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.,

Associate 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: 12

**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: 3

**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 previous contract expired in July of 2011 under New York Labor Law, the provisions of an expired collective bargaining agreement that do not self terminate continue until the parties negotiate a successor contract. As noted in our last report, negotiations commenced in August 2012 under a structure unprecedented New York. Due to the extreme fiscal situation in the State, the Governor retained the services of a consultant to negotiate success agreements with all fourteen (14) of the State bargaining units. The goal was to obtain concessions from all units to shift a greater percentage of health care costs to the employees, achieve immediate savings through a nine (9) day deficit reduction leave, zero salary increases for the initial two years and five year Agreements. In February of 2013, the parties completed a Memorandum of Understanding, however ratification by the union did not occur until early June. Prior to the execution of the full new contract 2 new items that require an expenditure by the State go through both houses of the legislature which is finalized by signature of the Governor. That process wasn’t completed until mid-September.

The Agreement with the Graduate Student Union expired in 2009. As mentioned in our last report, the above-noted legislative process for expenditures under that 2007 – 2009 contract was not completed until July of 2011. The parties have not yet commenced negotiations for a successor to the 2007 – 2009 contract.

**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.):**

The University leadership has embraced the concept of shared services amongst its 29 State-operated campuses. This currently involves purchasing, technology and other types of systems. Additionally there was some experimentation with having a Campus President also act as the Officer in Charge for a second campus. This concept met with resistance at the campus and legislative levels and was ultimately abandoned. There are, and continue to be, substantial savings achieved through the system-wide coordination of technologies for communication, data and purchasing. The University is currently examining additional areas for shared service implementation.

Several years ago, the SUNY Downstate Medical Center acquired the failing Long Island College Hospital (LICH). While initially viewed as an opportunity for expansion and increased profitability for the combined institutions, it ultimately went in the opposite direction. LICH is currently operating at a multi million dollar loss per month, and SUNY’s attempts to close and/or divest itself have been thwarted through multiple legal actions precipitated by the employees and community activists.