

SASA HR Group

Meeting Summary Notes

January 5, 6, 2012

@ Desmond Hotel, Albany NY

Roundtable updates:

Delhi :Using Print to Go; hired marketing manager and assistant food service unit manager; 1st arbitration in February – employee sent home for a bad attitude, quit on Facebook; mgt took as a termination, employee said they were just talking to friends and didn't really quit; Delhi and Cobleskill looking at sharing services.

Potsdam: Switched from ADP to Paylocity; contract negotiations will start end of January, will try for 5 yr contract.

Fredonia: Hired new Executive Director; putting in Tim Horton's for fall; 3 grievances, all went to step 2 but no further.

Morrisville: Recruiting for Benefits person; looking to use Benefits Consulting Group to replace TIAA-CREF, not getting good service from TIAA-CREF, cost will be percentage based on investments; looking at shared services with SUNY IT.

Suffolk: Discussion on 5500 filing and reporting and new health insurance plans.

Brockport:Conducted employee survey, 90% participation, waiting for results from Insight Analysts; revising job descriptions; hired comp consultant; looking to change next contract to specify AAA arbitrators to be used for arbitration; Excellus canceled 2 most popular plans, had to negotiate with union to replace.

Geneseo: Changed contract to require AAA arbitrators; recruiting for 12 PT and 3 FT positions for reopening of Fair Market Street Vendor; new account clerk, new Financial Analyst; hiring Chef Manager; Dining hall renovation – where to feed 700+ students during renovation; Delhi did a grab and go out of a classroom; looking at shared services with WNY SUNY schools; conducted employee survey last year and again in December; sharing results with employees and taking action on what they can and explaining when they cannot take action to remedy.

Cobleskill: New President; renovating smaller dining hall; lost controller; settled 2 arbitrations-cost less to settle; opening a grab and go; issues with TIAA-CREF; evaluations-send non union eval forms to Barb; discussion took place on who does eval, do we do peer evals, are they merit based, any incentives.

Stony Brook: Director of Student Affairs hired; grievance but no arbitration for employee who threatened to kill HR person for sending his wife for a fitness for duty eval; controversy of negligent retention for an 18 yr employee with nothing in his file, but employees were afraid of him; attorney recommended 2 week suspension and anger mgt classes; the issue was that there was no direct threat, hearsay; Grievance on Facebook issue-heard from an employee that another employee posted a comment about their schedule, suspended employee who posted comment, did not hold – post was not a term or condition of employment so employer cannot do anything; discussion on Wage Theft Prevention Act; discussion on unemployment;.

Cortland: Student Health Services refusing to care for student employee injured on the job, awaiting legal opinion from SUNY Student Services; using ADP PayX Enterprise time keeping system, looking for scheduling system, talking with Kronos.

Monroe CC: Looking at policies, wellness program, smoking cessation, performance management, job descriptions; looking at 2 campuses – bought old Kodak building.

New Paltz: No union; re-doing handbook; RFP for food service contract; no TIAA-CREF issues; moral is a big issue – work ethic dropping because of one person.

Albany: New Executive Director; more discussion took place on Wage Theft Prevention Act

General Discussion: Salary survey – it is an anti-trust violation to do these surveys, could look at a third party to complete, Brockport doing own survey and will not participate in SASA survey; video cameras – must be posted that surveillance is there; 5500 reporting – all current and past employees must receive notification; Geneseo is doing mandatory sensitivity training for all employees, negotiated post employment drug testing; NYS has been checking for underage serving of alcohol; discussion on management training – leadership training from outside consultants, training from attorney, HR related training in best practices’ TIAA-CREF discussion – many schools not getting service, most communication electronic which presents issues; other administrators include Benefit Plan Administrators and Benefits Consulting Group

Next SASA meeting in Geneseo in March.

prepared by Michelle Kowalski