Labor-Management Council Minutes

Meeting Date: September 11, 2018

Cochran Room, Kilcawley Center

**In Attendance:** Mr. Ernie Barkett, President, SGA; Dr. Mary Lou DiPillo, Associate Dean of BCOE and DFR rep.; Ms. Connie Frisby, President, YSU-ACE and Council Co-Chair; Mr. Bill Haas, Director of Engineering; Mr. John Hyden, AVP for Facilities and Support Services; Atty. Holly Jacobs, VP for Legal Affairs and HR; Atty. Kevin Kralj, Director, Labor and Employee Relations; Ms. Debbie Moy, ACE representative; Dr. Jennifer Pintar, Associate Provost for Academic Administration; Dr. AJ Sumell, President, YSU-OEA; Mr. Shawn Varso, YSU Chief of Police; Mr. Ed Villone, President of APAS; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-in and Announcements:**

**Student Pantry** – Dr. Sumell mentioned the student pantry moved to a new larger location behind Jamba Juice and is set to open September 21. He asked if we could spread the word around to students about the pantry for increased utilization. Mr. Barkett said he would like to see more students coming to the pantry. He said a dietetics student works in the pantry and all a student needs to bring is their YSU student ID.

Atty. Jacobs asked if there would be a food drive. Mr. Barkett said they just had food donated from the marching band and ACE. He would like to have a food drive soon, but more shelving is needed before doing so, but any donations can be dropped off in the SGA office. Atty. Jacobs mentioned he should reach out to Ross Morrone in Marketing to work on sending communication out to campus community; and thought even doing an article for the YSU update about the pantry. Ms. Frisby also mentioned mass notifications would be a good way to gather food if levels get too low and are needed right away. Mr. Barkett said he would definitely reach out to Mr. Morrone.

Lastly, Atty. Jacobs asked about proper signage for the pantry to bring the attention to the students. Mr. Barkett replied that this year the pantry would be more publicized to increase usage.

**APAS Contract** – Mr. Villone stated the APAS contract had been settled. The contract had minor language changes; includes optional vacation leave cash out and a modest salary increase at 1-2-2 percent for the length of the contract.

**Part-time Faculty** – Dr. Summell wondered if a part-time faculty member should be added to the LMC. He felt they are not represented at the meetings. Atty. Jacobs stated her concern and said further advisement would be needed. She said per state statute part-time faculty cannot organize and be given the opportunity to say they have been recognized as an organized group. They can be involved in another type of group. LMC is regarding labor management and represents employees. The topics discussed at meetings should be dissemination out. Dr. Pintar added that a level of respect and inclusion for part-time faculty needs to come from the chair level; she said personally this is what she did as chair. Atty. Kralj mentioned when he first started as a part-time faculty member he was just thrown into the bunch and left to his own devices. So things need to be worked on. Ms. Frisby said including part-time faculty at full-time faculty meetings within the departments is important and means a lot to them.

Dr. Sumell then stated part-time faculty had not received a raise in 30 years. Ms. Frisby mentioned her department lost a few good part-time faculty members to other institutions offering more money. Atty. Jacobs said part of the problem was part-time faculty at YSU were getting paid at a higher level than any other part-time faculty in the state of Ohio. So once the ones that were making less money have now caught up to the others. She mentioned Mr. McNally would have better information and knowledge to share with the council at the next meeting in November.

**Meeting Topic:**

**Energy Curtailments** – Following up from the last LMC meeting regarding A/C shutoff days and options for employees, Atty. Kralj mentioned he met with Becky Geltz in Institutional Research to brainstorm ideas on how to accommodate employees on shutoff days. The options:

1. Let employees use accrued leave and advanced notice would be waived or take unpaid leave.
2. Let employees work remotely via a secure connection.
3. Let employees work in cool spots on campus with a partially shutoff A/C.
4. Don’t shutoff A/C at all.

He was concerned about shutting off the A/C with more faculty teaching in summer due to the Penguin Promise, but overall thought the best option would be for employees to use leave, but that rules or guidelines would need to be established.

Mr. Hyden said the use of an employee’s leave is a good option for energy curtailment days and already recommends using leave during inclement weather and advanced notice is not needed to use it. He said he hopes that curtailments are done for the year. He said about 13-14 times this year we had curtailments compared to eight last year. We need to meet the five peak demand days between June 1 and September 30 or face significantly higher utility costs the following year. He said last week after sending email out about curtailment being between 2-6pm they watched the forecast and moved the curtailment to 3pm instead. He said going forward he and Mr. Haas will review the energy program and determine if YSU will continue to participate. The previous year the demand cost was $90,000 and a million the following year had we not curtailed. Electricity used during peak times of demand is significantly more expensive than off peak usage. He said one day last week there were 57 power outages from here to Cleveland during our curtailments. The next day, with cooler temperatures, there were only 19 outages at the same time of day. He said a few spots on campus might be able to stay on, but doing so will cost money. He mentioned all of campus loses air during the curtailments, even the facilities office and Pollock house. He said three water chillers are used to produce cold air. The water is usually around 38°F and when cooling the buildings with the fans running the systems goes from using 4 megawatts to 8 megawatts.

Dr. Pintar did a simply math calculation and said we are without the A/C for about 45 hours; saving about $11,000 each time. She also asked if fans could be used; as some faculty, staff and students have legitimate health conditions. Mr. Hyden stated 80 degrees is uncomfortable. He added that the office of the Provost determined students grades wound not suffer if a student had to leave class because of a documented medical condition and the heat. Ms. Frisby thought fans would be a great idea for air movement. She also mentioned that she turns off the lights one hour before the shutoff and closes curtains and blinds to keep the area cooler. Mr. Hyden said the use of fans would be fine and that they require a lot less power to run. He could get a stock of fans for each class room, but he and Mr. Haas were concerned with them disappearing. Dr. Sumell thought a fan check-out program could be used by only faculty and staff to help with the concern. Dr. DiPillo mentioned BCOE gets very hot as the building is made of glass, especially on the third and fourth floors. Atty. Jacobs proposed maybe moving some of the classes to a cooler area. Dr. Pintar asked about installing ceiling fans. Mr. Hyden said they are expensive, increase cleaning costs and can be damaged intentionally.

Atty. Jacobs wondered if someone in each building could assess the needs of which buildings get hotter quicker than others and stated that the recent shutoff at 3pm instead of 2pm made a big difference in how hot the building got and suggested maybe employees could work earlier on days we know curtailment will happen. Mr. Hyden said he doesn’t know until the day of and closer to the time of curtailment that he will power down. Atty. Kralj and Mr. Villone thought the idea of employees leaving early on shutoff days and then making up the time the next day would be a great solution. Dr. Sumell said if employees can use flexible time then yes, but for those who can’t; then a high powered fan in every classroom would be a good gesture.

Mr. Barkett mentioned that the dorms get warm too. Mr. Hyden said at least in the dorms the windows open and fans can be used to bring air in. Dr. Sumell did mention for the first time ever he had a positive email in the faculty list serve from a faculty member who had nice things to say after they had a conversation with Mr. Hyden and a better understanding of why the A/C is shutoff. Mr. Hyden said he is open to communicating with anyone that would like to know more.

Dr. Sumell added that he was contacted by a faculty member regarding the stadium lights being on before dark on an energy curtailment day. Mr. Hyden said the lights are controlled by facilities and scheduled by Athletics. He said for practices and games lights go on an hour before sunset. Intermural sports through Campus Rec request the lights be turned on for their events. He hates it because the bulbs are each around $100 to replace when they burn out. Someone asked how the electricity was paid for. He said with money from the general fund. Overall, he thinks the perception needs to change about energy curtailments. Mr. Barkett just added that the north side of campus is very dark and it would be nice to keep lights on for safety reasons. Mr. Hyden agreed and stated YSU uses a standard of 10-15 foot candles, whereas the city uses about 3-5 foot candles; and depending on the area it can be city or YSU owned property the lights are on.

**Adjournment:**

The meeting adjourned at 10:04 a.m.

**Next Labor Management Council Meeting: Tuesday, November 13, 2018**

**at 9:00 a.m. in Kilcawley Center,**

**Cochran Room, 2020**

**Labor Management Council**

**2018 Meeting Schedule**

Updated 1/9/2018

~~Tuesday, January 9 9-11am KC, Cochran Room~~

~~Tuesday, February 13 9-11am KC, Cochran Room~~

~~Monday, April 9 9-11am KC, Cochran Room~~

~~Tuesday, July 10 9-11am KC, Cochran Room~~

~~Tuesday, September 11 9-11am KC, Cochran Room~~

Tuesday, November 13 9-11am KC, Cochran Room

Respectfully submitted, Brittany Bowyer, Recorder