Labor-Management Council Minutes

Meeting Date: May 14, 2019

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Rebecca Curnalia, OEA 1st Vice President effective July 1; Ms. Connie Frisby, ACE President and Council Co-Chair; Mr. Eddie Howard, VP for Student Affairs; Atty. Holly Jacobs, VP for Legal Affairs and HR; Atty. Kevin Kralj, Director, Labor and Employee Relations; Atty. Cindy Kravitz, Associate Vice President and Chief Human Resources Officer; Dr. Joseph Mosca, Interim Provost and VP for Academic Affairs and Council Co-Chair; Ms. Debbie Moy, ACE representative; Dr. Steven Reale, OEA 1st Vice President; Ms. Caroline Smith, SGA President; Dr. AJ Sumell, OEA President; 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.

**Agenda Topics:**

**Fall Enrollment Update** – The council invited Mr. Eddie Howard to attend the meeting to give an update on Fall 2019 enrollment. He shared with the council two handouts. The one handout showed a number and percentage comparison of years Fall 2014 to Fall 2019, along with a race breakdown for the upcoming semester. He stated orientation is taking place on May 29 this year, three weeks later than last year. He is sure the numbers and percentages listed on the handout would increase as students go through the orientation process. *Please refer to the handout for more information*.

The other handout listed enrollment projections for Fall ‘19 based on FTE from the same day last year to the same day this year to compare FY18 enrollment of 12,696 FTE to what FY19 enrollment could be. The date used for this handout was May 13, new student projections are 2,325 and the FTE projections and percentages:

* No increase in enrollment (flat) – 12,696 with 10,371 returning students
* 0.5% increase in enrollment – 12,760 with 10,434 returning students
* 1% increase in enrollment – 12,823 with 10,498 returning students

The current FTE for orientation is 1,895. He said we have some negative impacts to Fall enrollment: lost 1,404 student to graduation; lost 90 students from eliminating the prison program; and another 35-40 for academic suspensions. Some positive impacts to enrollment are 700 students for College Credit Plus; 40 at Youngstown Early College; 129 new graduate students; and about 101 new international students. Mr. Howard said he spoke to both Dr. Sal Sanders and Dr. Nate Myers and they confirmed that graduate student rates were down 10% and international student numbers were down across colleges respectfully. Mr. Villone asked why the prison program ended. Dr. Mosca stated he didn’t know that it had been discontinued and it was unfortunate that the program ended and thought it might be because YSU was losing money, but was not sure.

Mr. Howard did mention that we could still see a slight enrollment increase as students are released from The Ohio State University wait list. OSU will reach a cap for the number of students they will admit and we have a chance to get some of those students. Overall, he said we still need at least 563 students to register and attend orientation. Mr. Villone asked if YSU was actively pursuing the wait-listed students. Mr. Howard said once the list of students have been released they will. He added to get students here; we need to attract them by showing them what the university has to offer and good scholarships opportunities. He said for most students YSU is a fallback school usually third or fourth on a student’s college list. He mentioned YSU was working with the Education Advisory Board (EAB) on a poll called Decision IQ, which indicates whether a student would decide to go to YSU with a high or low probability. He stated Sue Davis, the director of Admissions would know more once the poll is implemented next week.

**Faculty Electronic Leave Reporting** – Dr. Sumell asked to discuss electronic leave reporting for faculty as he was not in attendance for the last council meeting. He felt that there was a lack of clarification regarding the implementation and training of the electronic leave reporting for faculty. He said overall OEA is not against going electronic, but faculty should not have to submit unused leave as well. Faculty only want to use the reporting system when they take leave. Atty. Kravitz said faculty do not need to enter zeros for days they did not take leave; they only need to mark the days when leave was taken. If no leave was taken then they just need to open and submit the report for that period. She stated, HR and Payroll offices just want to make leave reporting consistent across campus. She indicated the system might be able to be adjusted for faculty to only enter leave as they use it, but they would need to look into this. Dr. Sumell said he understands but stated faculty work different hours than those with a 9-5pm workday and full-time faculty are feeling alienated.

Dr. Reale stated the leave reporting runs contrary to the OEA contact, article 7.2.1.a.i. It was agreed that further discussion was needed between OEA and HR. Dr. Sumell would like to bring the discussion up at Academic Senate. Atty. Kravitz said HR had presented at Academic Senate twice and has offered training sessions, but only 10 people have showed up. Ms. Frisby said maybe the issue is that training was being offered prior to discussion and information being shared. Dr. Sumell said there was no discussion, just implementation of training and that is why there is a backlash of sorts from faculty. Atty. Jacobs stated there was discussion during negotiations regarding electronic leave reporting and HR is trying to explain how to do the reporting. Dr. Sumell asked why leave reporting is done this way. She replied that when an employee is accruing leave a report of leave must be submitted. We submit a leave report twice a month and the employee is accountable for the leave being used. She said as a university we have a financial obligation to pay out for leave used by an employee and we need to make sure from an auditing and accounting standpoint we are using state funds appropriately. She said she does not like submitting the report and has been sent reminders, but accountability is key. Dr. Sumell agrees, but feels that the objectives could still be met, but the reporting can be done differently.

Someone asked if management could just implement this system into use even if it is not written into labor laws or a collective bargaining contract. Atty. Jacobs said bargaining agreements are considered to be the terms and conditions of employment. She said the university has management rights under the Ohio Revised Code section 4117.08, section C that lists nine management rights. Atty. Kralj read the nine rights to the council. She said maybe during further discussion between OEA and HR that they can look into how other colleges in Ohio report leave for faculty.

**Check-in and Announcements:**

**Council Changes** – Dr. Reale welcomed Dr. Rebecca Curnalia the new 1st vice president of OEA effective July 1. Dr. Sumell mentioned this would be his last council meeting as Dr. Reale was elected to be the new OEA president. Atty. Jacobs, Dr. Mosca and Atty. Kralj thanked Dr. Sumell for his commendable work as OEA president and for his leadership. Dr. Mosca mentioned this would be his last council meeting as well upon his retirement from YSU. The council wished him all the best. Ms. Frisby mentioned ACE would be holding nominations and elections five days after to select a new president, 1st vice president, secretary and a new negotiating team, along with several executive committee members. Ms. Smith stated she was the new SGA president and Justin Shaughnessy was elected to be the new SGA vice president.

**Adjournment:**

The meeting adjourned at 9:49 a.m.

**Next Labor Management Council meeting: Tuesday, July 9, 2019**

**at 9:00 a.m. in KC, Cochran Room**

**Labor Management Council**

**2019 Meeting Schedule**

Updated 11/21/2018

~~Tuesday, January 22, 2019 9-11am KC, Cochran Room~~

~~Tuesday, March 19, 2019 9-11am KC, Cochran Room~~

~~Tuesday, May 14, 2019 9-11am KC, Cochran Room~~

Tuesday, July 9, 2019 9-11am KC, Cochran Room

Tuesday, September 10, 2019 9-11am KC, Cochran Room

Tuesday, November 12, 2019 9-11am KC, Cochran Room

Respectfully submitted,

Brittany Bowyer,

Recorder