Meeting Minutes
2002-08-06 and 08-29

The Fall meeting of the Full Library Senate was called to order at 3:00 p.m. on August 6, 2002 by Chair Vicky Lebbin in Hamilton Library Room 301 Center. A second session was called to order on August 29 at 11:00 a.m.

Union Issues - J.N. Musto

J.N. Musto, Executive Director of UHPA, addressed the Senate.

Library department chairs:

According to Chapt. 89 of the Hawaii Revised Statutes, as well as federal labor law, bargaining unit members cannot supervise each other. Supervision is defined as the authority to hire, fire, and discipline. For example, HGEA supervisors are in a different unit from the staff they supervise. Mortimer wanted to take the department chairs out of BU 07--Dobelle says he will not attempt to do this. UHPA will not agree to changing an 07 position to management in the same position. UH Admin. is not very open to creating new management positions. If a faculty member is on a management level on the organization chart, that person's power is limited. Organizational charts have to be approved by the BOR with consultation by the union. A department chair is "first among equals." Deans can delegate authority but not responsibility. For a chair to assume managerial roles can lead to problems. Such issues should be passed to the dean or asst. dean. Even if a position is advertised as chair or division head, BOR policy states that the appointment is for 3 years, renewable. Advertisement is not an employment agreement. Some departments have rotation, others are different. The move is away from having a department chair for more than 10 years. Library department chairs receive a faculty salary plus a stipend. BOR policy for selection is that the recommendation comes from the department to the dean. If the person recommended is not selected, the dean can be asked for a written explanation. UHPA will propose that no one will serve as chair without majority consent of the faculty members in the department. Faculty having a problem with a chair would have a grievance against the dean. UHPA will not cross-represent faculty.

Contract:

The contract expires June 30, 2003. UHPA is trying to meet with UH Admin. this fall and spring. The new administration needs orientation, information on operations, etc. The UH System will be integrated, not just a series of campuses. This was Dobelle's idea. Who the next governor is will make a difference. UHPA has sued the governor before on restrictions on money, with support from Sen. Rod Tam.

Bargaining:

The contract expires June 30, 2003. UHPA is trying to meet with UH Admin. this fall and spring. The new administration needs orientation, information on operations, etc. The UH System will be integrated, not just a series of campuses. This was Dobelle's idea. Who the next governor is will make a difference. UHPA has sued the governor before on restrictions on money, with support from Sen. Rod Tam. The negotiating team of 5 people has been set up and working for a year. Mary Tiles and Marcia Armstrong are co-chairs of the
collective bargaining committee. There are 20 broad items to bargain, including: role of department chairs - conversion of non-tenured G-fund faculty to tenure-track - give basic information to new hires: BOR policy, HRS Ch. 89, etc. Former UH President Harlan Cleveland said in 1971-72 "Universities must be governed by the principle of creative ambiguity."

Endorsements:

UHPA will send out one-page statements from all four governor candidates after Labor Day.

Outside employment and workload:

The outside employment clause applies to all faculty during the work week. UHPA needs input from librarians, specialists, counselors, etc., on work load. If we don't make the argument that we are faculty, we may lose faculty status. Non-instructional faculty have professional status different from hourly workers in bargaining units 8 or 3. Workload will be addressed in the upcoming contract. The number of librarians at Manoa has declined in the last 10 years. There were 110, now only 58. Librarians should not have to be efficient at the expense of professional and faculty activities. Community colleges do not have a separate class for librarians. The default is class "C" for 9-month appointments with no vacation accrual. There is a difference in sick leave calculation in community colleges. Four hours of work equals a full day, even if going home sick. It is unlikely that there will be two classes of Manoa librarians (9-month and 11-month). All faculty should be 12-month.

Deans and Directors:

A dean can get tenure in a department but this is discouraged by Bachman. Nonetheless, Dobelle may receive tenure in Urban Planning, Enlgert in Geophysics, and Perushek in Asian Studies.

Salary:

There will be no salary schedules in the next contract. The old salary schedules did not accurately reflect reality. UHPA will push for reasonable initial salaries with benchmarks and increases over time. Community college salaries need to be competitive also. Salary information should be in the contract.

The meetings were adjourned at 4:00 p.m. and 12:00 p.m., respectively.

Respectfully submitted,

DeeDee Acosta
Secretary, Library Senate Executive Board