

Background

The primary issues raised by SUNYLA, salary and length of the work obligation, are mandatory subjects of bargaining and already within the ability of each campus to address locally.

With regard to the former, management may only discuss such matters with the certified bargaining agent, UUP. Management communication with the employees, separate from the bargaining agent, is referred to as "direct dealing" and constitutes a violation of the Taylor Law.

Libraries, while an integral part of the campus and education community, are generally organized as a separate organizational structure due to the unique nature of services and hours of operation. The staffing, appointments and salaries at each campus are reflective of their particular needs and market conditions for recruitment and retention. SUNYLA wishes to have all librarians serve on the basis of an academic year professional obligation. It is currently a matter of local choice to offer librarians an academic year, college year (anything less than 12 months) or calendar year professional obligation. Although the final offer of appointment is made by the campus president, the nature of the appointment is based upon staffing needs as determined by the Director of Libraries. With regard to salaries, the University is unique amongst unionized entities in having reserved authority to each campus president to determine salaries (at or above the minimum for rank) at the time of hire and to provide salary increases at any time thereafter. There is essentially no upper limitation on salary. In short, the ability to recruit and retain librarians is primarily a matter of market conditions.



THE STATE UNIVERSITY *Of* NEW YORK

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Mr. Marc Wildman
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Dear Mr. Wildman:

I am responding to your letter of July 5, 2006 regarding the State University of New York Librarians Association (SUNYLA) request for equity in faculty status. My apologies for the tardiness of my response.

First, let me say that the University appreciates the dedication and commitment of the men and women who serve as librarians throughout our system. The work that you do is of tremendous importance to the quality of education offered by the University. I recognize that the issues detailed in the materials which accompanied your letter are of great concern to you and all the members of SUNYLA. However, as you are aware, Librarians at our State-operated campuses are in the State University Professional Services Negotiating Unit. The matters at issue involve terms and conditions of employment, which by virtue of limitations in Article 14 of the Civil Service Law (the Taylor Law), the employer may only discuss with the duly certified bargaining agent, which is United University Professions. Regrettably, I am therefore unable to provide comments or otherwise respond to these materials.

Please convey my warmest regards and respects to the SUNYLA membership.

Sincerely,

JohnR. Ryan
Chancellor