

# YSU creates new office of labor relations

President Les Cochran announced today the appointment of two veteran University employees to important new part-time positions as directors of faculty and staff relations.

Dr. Stephen Hanzely, physics and astronomy, has been appointed as Director of Faculty Relations. Thomas Kane, director of Payroll and Fringe Benefits, has been appointed Director of Staff Relations.

The new office, which will operate on a day to day basis within the University's newly configured Human Resources area, will perform a variety of labor relations functions including some that were previously handled by outside labor counsel. Functions of the new office include labor contract negotiations, contract interpretation, grievance processing and arbitration.

The Office of Labor Relations will be supported through funds saved by not contracting legal services with outside labor counsel.

Hanzely will work closely with Dr. James A. Scanlon, provost, and Kane



**Thomas Kane**

will work closely with Executive Vice President Dr. G.L. Mears, in the development of philosophical directions for contract negotiations. This new office puts in place the organizational framework necessary to implement Cochran's plan for Continuous Im-



**Dr. Stephen Hanzely**

provement Bargaining on the YSU campus.

Kane has been a University employee for more than 23 years and earned a B.S. in Business Administration from YSU. He commented that, "I believe strongly in the concept of con-

tinuous improvement bargaining and I'm excited to have the opportunity to help the University and its employees reach mutually beneficial bargaining agreements on amicable terms."

Hanzely earned his B.S. from Kent State, his M.S. from the University of Toledo and his Ph.D. from New Mexico State University. Hanzely has been a faculty member at YSU since 1968. Hanzely believes that the campus is ready to try mutual gains bargaining in lieu of the more traditional adversarial bargaining pattern of the past. "There are no guarantees in bargaining," stated Hanzely, "but I'm excited to again be part of the challenging task of labor negotiations." Scanlon believes that Hanzely's stature as a respected senior member of the faculty and his past experience as a YSU-OEA negotiator and president, will garner him respect at the bargaining table "that we could not hope to obtain with an external negotiator."