

UUP Oneonta Labor-Management Meeting Notes: Thursday, October 26, 2023, Netzer 310

By Bill Simons, UUP Secretary

Present for Management: Alberto Cardelle, Dia Carleton, Tracy Johnson, and Bernadette Tiapo

Present for UUP: Shirley Clark, Rob Compton, Mark Ferrara, Bill Simons, and Gary Wickham

I. Welcome

- A. The meeting came to order at 2:03 PM.
- B. UUP thanked President Cardelle for his willingness to contribute an article to UUP Oneonta's special edition of The Sentinel on the Future of Higher Education.
- C. UUP also expressed its appreciation for the invitation that provided for its participation, along with that of CSEA, in union-dedicated meetings with Dean of Graduate Studies candidates. UUP submitted its comments on those sessions.

II. Recent Passing of Dr. Timothy Newton, Professor, Music

- A. Both Labor and Management noted the sad and untimely death of Dr. Newton.
- B. Management instructed that the SUNY Oneonta flag be flown at half-mast and announced Dr. Newton's death in the Bulletin. In addition, venues for students processing grief are available.
- C. As is its tradition, UUP will publish a tribute to Dr. Newton.
- D. Management stated that, when informed, it will announce the death of current and retired SUNY Oneonta employees.

III. Part-Time Memorandum of Understanding (P-T MOU) Posting

- A. UUP asserted that dissemination of the P-T MOU is incomplete. The union stated that the deadline was not made clear to a number of eligible P-T Faculty.
- B. Management requested a list of P-T Faculty who were not informed of the deadline.
 - (i) UUP will share that list with Management subject to approval by its Labor-Relations Specialist, who is not present due to a conflicting obligation.
- C. Management and UUP committed to working out a more effective process of dissemination of the P-T MOU and overseeing that process.
- D. UUP also noted the need for reliable tracking of consecutive semesters of service for P-T Faculty as the MOU requires.
 - (i) Management responded that Deans remind Department Chairs to monitor consecutive semesters of service for P-T Faculty and that some Deans send reminders directly to P-T Faculty.
 - (ii) UUP affirmed the need for improve the monitoring of consecutive semesters of service for P-T Faculty.

IV. Letters of appointment to P-T Faculty and to Lecturers

- A. In response to UUP's inquiry, Management stated that appointment letters for P-T Faculty have done out, and that it is anticipated that appointment letters for Lecturers, with 6 consecutive semesters, will be sent prior to Thanksgiving.

V. Time Ticketing/Time Allocation Recording

A. UUP commented on new developments concerning Time Ticketing/Time Allocation Recording at the SICAS Center, a SUNY-wide information system support center hosted on the SUNY Oneonta campus. The SICAS Center performs work for multiple SUNY and private campuses. UUP has serious concerns about recent Time Allocation Recording practices imposed on SICAS Center employees. UUP contents that since Management assigns projects to SICAS employees, Management should know the projects that SICAS employees are working on. Too much time is spent on highly detailed Time Ticketing/Time Allocation Recording, sometimes impeding work on the projects. The new Time Ticketing/Time Allocation Recording raise serious caveats about their purpose and impact. Obviously, certain types of time tracking are appropriate, but the recent protocols entail gratuitous and misdirected expenditures of time. UUP is also concerned about establishing a counterproductive precedent for other Professional departments.

(i) Management will check into UUP's concerns about recent developments concerning Time Ticketing/Time Allocation Recording at the SICAS Center and get back to UUP.

VI. Student Absence Policy.

A. UUP stated concerns articulated by numbers of faculty that student absences are growing more problematic, particularly those concerning examinations. Furthermore, UUP asserted that many faculty are concerned about proposals to eliminate excuse requirements for short-term absences.

(i) Management reminded UUP that formal SUNY Oneonta entities may forward such proposals, but ultimately the decision for such a departure would rest with Management.

B. UUP referenced and quoted form the current student absence policy stated at <https://suny.oneonta.edu/policy-library/policies-z/excused-absences> in the policies of SUNY Oneonta.

VII. Compensation for Extra Service, Summer, and Winter Teaching

A. Noting that the new 2022-2026 contract between UUP and New York State brought significant pay increases for Adjunct Faculty, UUP inquired whether there would be upward adjustments in compensation for Extra Service, Summer, and Winter Teaching to bring the preceding in line with Adjunct increases.

(i) Management indicated that it will soon have a decision on that matter.

VIII. UUP requested that it be informed when UUP employees retire so that UUP could contact new retirees of benefits and other relevant information.

A. Management responded that it would provide that information for employees who consent to having that information given to UUP.

IX. UUP asked when work on salary equity concerning employee compensation would begin.

A. Management stated that work on salary equity concerning employee compensation would begin in the Spring.

X. Other Terms and Conditions

- A. UUP reported concerns of some UUP members that certain supplementary Red Dragon Summer Academy payments have not been delivered.
 - (i) Management will look into this situation involving Red Dragon Summer Academy payments.
- B. UUP Oneonta forwarded the following request from State UUP: “Can SUNY Oneonta share with us their plan to address enrollment fluctuations, as well as academic and financial sustainability? This is the plan that University plans to submit to the Governor by January 1, 2024.”
 - (i) Management questions assumptions in the preceding, but stated that it will send UUP the SUNY Oneonta recruitment plan and a campus study done of certain student cohorts.

XI. The meeting adjourned at 3:12 PM.