

UUP Oneonta Executive Board Meeting Minutes:
Thursday, November 2, 2023, 2:30 PM, Le Café, Morris

Present

Le Café: Joe Baldwin, David Banks, Lydia Brassard, Rob Compton, Teresa DeSantis, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Geoffrey O’Shea, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, and Gary Wickham

Microsoft Teams: Shirley Clark, Mark Ferrara, and Ed Wesnofske

I. President’s Welcome: President Rob Compton

- A. The Meeting was called to order at 2:36 PM.
- B. Executive Board members were thanked for their service.

II. President’s Report: Rob Compton

- A. The atmosphere at Labor-Management meetings is cordial and respectful. SUNY Oneonta President Cardelle is active in the sessions. However, to facilitate moving UUP items, unfinished business will be dated on future Labor-Management agendas. Before the next round of MOU (Memorandum of Understanding) discussions, Management and the Chapter will need permission respectively from GOER and State UUP. In addition to the senior officers, one additional Ex Bd member, on a rotating basis, will be invited to attend Labor-Management meetings for purposes of leadership development.
- B. “FindJoo” dashboard/membership database
 - (i) The recording of data is to facilitate membership building and development.
 - (ii) Confidential member data is not and should not be recorded.
 - (iii) Teresa, Rob, Mark, and Shirley receive training in the system.
- C. An impending Chapter initiative will focus on enrolling Adjuncts who supervise Teacher Ed/Field experience as UUP members. These individuals are not often on campus and are difficult to reach. Potential strategies for contacting them include holding meetings in their communities.
- D. Retrenchment/Restructuring are not under current discussion at SUNY Oneonta.
- E. Management stated that Lecturers will soon receive reappointment letters. UUP will follow up on this and request the names of Lecturers.

III. Vice President for Professionals Report: Shirley Clark

- A. The following motion was made, seconded, and discussed: concerning a UUP Oneonta Professional Concerns Committee:

-- The proposal is to create a: *Professional Concerns Committee with members appointed by the Vice President for Professionals to meet as needed and convened by the Vice President for Professionals to address issues of concern to Professionals with the goal of being better informed and create agenda items for Labor-Management meetings as needed.*

(i) The motion passed unanimously.

B. UUP will request from Management a list of invitees to the November 6th NEO (New Employee Orientation) for the purpose of sending a reminder notice.

IV. Vice President for Academics Report: Mark Ferrara

A. Mark reported on several Academic issues discussed at the October 26, 2023, Labor- Management Meeting as well as interaction subsequent to that Meeting:

(i) Concerning the Part-Time Memorandum of Understanding (P-T MOU) Posting: 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. Management requested a list of P- T Faculty who were not informed of the deadline. Subject to the appropriate permissions, UUP is sharing that list with Management. Management and UUP are committed to working out a more effective process of dissemination of the P-T MOU and overseeing that process.

(ii) Concerning Faculty are reporting increasing student absences: UUP stated concerns articulated by numbers of Faculty that student absences are growing more problematic, particularly those on exam days. Furthermore, UUP asserted that many Faculty are disturbed about proposals to eliminate excuse requirements for short-term absences. Management reminded UUP that formal SUNY Oneonta entities may forward such proposals, but ultimately the decision for such a departure would rest with Management. UUP referenced and quoted from the current student absence policy stated at <https://suny.oneonta.edu/policy-library/policies-z/excused-absences> in the policies of SUNY Oneonta.

(iii) Concerning Extra Service, Summer, and Winter Teaching compensation: 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 as well as Summer and Winter Teaching to bring the preceding in line with Adjunct increases. Management indicated that it will soon have a decision on that matter.

(IV) Concerning Salary Equity: Management stated that

work on salary equity concerning employee compensation would begin in the Spring.

- (V) Concerning Red Dragon Summer Stipends: UUP stated that some UUP members report that certain supplementary Red Dragon Summer Academy payments have not been delivered. Although Management is proactive on this situation, some members report still unresolved issues involving Red Dragon Summer Academy service.

[Secretary Addendum: Discussion of Academic issues at the October 26, 2023, Labor-Management Meeting is available at:

<http://www.oneontauup.org/wp-content/uploads/2023/10/UUP-Labor-Management-Notes-October-26-2023.pdf>

- B. Mark reported that some Academic Department Chairs have articulated issues concerning their Summer stipends. A UUP meeting with the Council of Chairs is under consideration.

V. Treasurer's Report: Rich Tyler

- A. The monthly Treasurer's Report, previously distributed by email, was presented.
- B. A motion was made and seconded to approve the monthly Treasurer's Report.
- C. The monthly Treasurer's Report was examined and discussed.
- D. The Treasurer's Report was approved unanimously.

VI Secretary's Report: Bill Simons

- A. The October 5th Exec Bd minutes, previously distributed by email, were presented.
- B. Motions were made and seconded to make two revisions in the October 5th Exec Bd minutes.
 - (i) on IX B (i): change "Luncheon" to "Brunch"
 - (ii) on X A: note that an article on the background and role of the Regional Membership Specialist will appear in the UUP Oneonta newsletter
 - (iii) The amendments were passed.
- C. The amended October 5th Exec Bd minutes were discussed.
- D. The revised October 5th Exec Bd minutes were passed unanimously.
- E. The special Future Higher Ed issue of The Sentinel is moving ahead. Bill will edit this special edition of The Sentinel.

VII. Officer for Contingents/Veterans Affairs and EAP Liaison Report: Gary Wickham

- A. The Chapter is still working on the final composition of the UUP EAP (Employee Assistance Program) contingent.
- B. UUP continues to work on getting a list of Veterans.
- C. SUNY Oneonta is in the process of hiring a Veteran certification officer.
- D. Publicity will be forthcoming concerning Veterans' events on November 8, 2023.
- E. SUNY Oneonta will not be participating in a Veterans' fair this year.

VIII. Officer for Retirees and Special Events Coordinator Report: Loraine Tyler

- A. There were 18 attendees at the Thursday, October 26, 3 PM, coffee hour.
- B. The suggestion was made that perhaps some coffees might target specific departments and be held near their work site to engage departments and potential activists on their issues in a convivial atmosphere.
- C. The Chapter Website at <http://www.oneontauup.org/> lists future events, amongst them:
 - (i) Chapter Meeting: Thursday, November 9 from 2:30-3:30 PM- Le Cafe-Morris Complex
 - (ii) Coffee Hour: Monday, November 13 from 3-4 PM- Milne Library 102A
 - (iii) Coffee Hour: Wednesday, December 13 from 3-4 PM- Milne Library 102 A
- D. Specific dates and venues were discussed for the Chapter Midyear Mingle/Meeting.

IX. Black/Latina Concerns Committee: Penina Kamina

- A. Penina is on the State UUP Black Latina Faculty and Staff Legislative Concerns Committee (as well as the State UUP Diversity, Equity, and Inclusion and the Future of Public Higher Education Committee).
 - (i) Penina described the mandate of the State UUP Black Latina Faculty and Staff Legislative Concerns Committee as well as her role on that Committee
- B. Penina will spearhead creation of and then chair a Chapter Black Latina Faculty and Staff Legislative Concerns Committee.
- C. Penina noted that State UUP has no Affirmative Action Committee, so the Chapter may want to align with what State UUP now has on its website in that area.

X. Regional Membership Specialist (RMS) Report: David Banks

- A. As noted earlier, David will provide an article on his background and the role of the Regional Membership Specialist for the UUP Oneonta newsletter.

XI. Organizer: Lydia Brassard

A. Rachel Germain and Matthew Unangst have volunteered to serve as co-Membership Development Officers.

(i) Rachel, a Financial Wellness Staff Assistant, is an advocate of finance literacy. With an undergraduate degree from SUNY Oneonta in Early Childhood Education, she is currently pursuing a master's degree in Higher Education Administration from SUNY Brockport.

(ii) Matthew, an Assistant Professor of History, served as Shop Steward of the Temple University Graduate Students Association.

B. Rebuilding the department representative system has commenced and is an on-going project.

XII. The Thursday, November 2, 2023, Executive Board Meeting adjourned at 4:12 PM.

Submitted by Bill Simons, Secretary, UUP Oneonta

William Simons