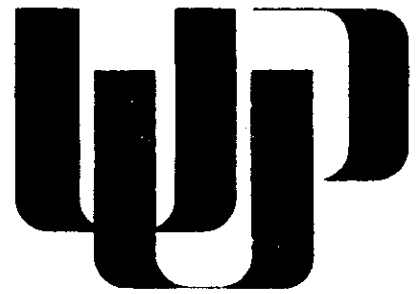


United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



July 12, 1983

EXECUTIVE BOARD MEETING

4:30

AGENDA

President

Information from UUP Central

Reminders

Questions

Others -- Comments or questions

Discussions

Dates for monthly executive board and membership meetings

Fall mailing (brochure/newsletter)

Office

Site 111 has been improved

due to ^{by} only 27% - will ask for interest
payroll

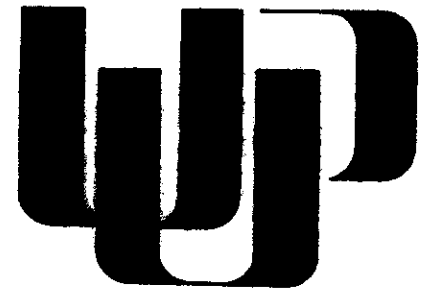
2' pay period ~~—~~ —

work load -



United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



MINUTES: EXECUTIVE BOARD MEETING

Tues. July 12, 1983
D. Selzner's office

Present: John Carney (President), Janet Potter, Dennis Selzner, John Smyth, Fred Miller, Paul Jensen (Secretary).

I. The President called the meeting to order at 4:35 P.M.

II. Items of Information (Carney)

- A. Tier 3 has been improved tremendously.
- B. The State Assembly has passed a disappointing, not beneficial bill regarding early retirement. It is before the Senate now,
- C. Discretionary money that was, according to the contract, to be paid by the State on July 1 will not be paid until July 27. A grievance may be filed; interest may be demanded.
- D. Activity of the Contractual Committees has been delayed by the State's insistence that staff be completely in place before beginning.
- E. The "Duties and Functions" list distributed by John Carney with an OK and/or comments, and with phone numbers & addresses at which we are willing to be contacted (these will be published).
- F. Dot Mancke is waiting to hear about the part-time position.
- G. Dot Gill (IRC), after receiving a verbal contract, today received a written one and it is totally unsatisfactory. She met with Carney and Selzner prior to this meeting.
- H. In response to a question, Selzner reported that the chain of command for professionals' discretionary awards is: Supervisor to "Director" to Brush.
- I. Potter mentioned that Bob Carson is upset. Carney explained: Carson believes that people on 21 pay periods received an extra pay check which they did not deserve. Carson does not understand that those on 21 pay periods officially go off the payroll, and when people do that they get their 2-week lag money back; therefore, they won't get their first pay check next semester (they will then be re-lagged). Carney asked Miller to suggest that coverage of such pay variations be published in the VOICE.

III. WORKLOAD

- A. On April 12, 1983 Miller sent letter to Craven about workload statement.
- B. Craven's reply noted that the statement reaffirms existing policy. He speculated that what we see as a change is the provision of 300 credit hours as an exception to 12 semester hours.
- C. Miller/Carney response to Craven noted two changes: a) Brush's 1974 statement cited 85 as the average student load, which converts

III. WORKLOAD (cont'd)

to 255 credit hours, as opposed to the 300 credit hours cited in the 1983 statement; b) the 1974 statement seems to refer to the Department's average, while the 1983 statement refers to the Individual's average.

IV. FALL MAILING (combined from two parts of the meeting)

- SELZNER
will check
on these* →
- A. Agreed that the mailing should go out, on campus, on Fri. August 26, for arrival in mailboxes Monday August 29 (first day of classes)-- and that it should be done via address labels (490) instead of as a general distribution (600). Jensen offered to help prepare the mailing sometime mid-August.
 - B. Contents of mailing: 1) Contract, 2) Benefits package (dental booklets have been sent already), 3) Brochure listing people, duties, phone numbers and addresses-- listed according to duties, not names (this information would also be included on a regular basis in the Newsletter, 4) Calendar (if they are ready earlier than usual), 5) Cover letter from Carney. NOTE: Brochure (#3) would also include 1983-84 meeting dates, times, and-- if possible-- places.
 - C. Smyth will send us 100 copies of Contract and 300 copies of Membership Benefits package.

V. APPOINTMENT OF LIASON PEOPLE

- A. Miller moved that the Executive Board endorse the President's appointment of Schorf (election tabulation), Shea (constitution revision), and Tyler (benefits) as Chapter Liason individuals responsible for ~~information~~ their respective areas. Seconded. Vote (voice): passed unanimously.

VI. FALL MEETING DATES

- A. Miller moved that Executive Board Meetings be held on the second Tuesday of each month at 4:30 P.M. and that Chapter Meetings be held on the third Thursday of each month at 8:00 P.M. Seconded. Vote (voice): passed unanimously.
- B. We need to have topics for Chapter Meetings.
- C. Agreed that anyone may be invited to Executive Board Meetings as appropriate.

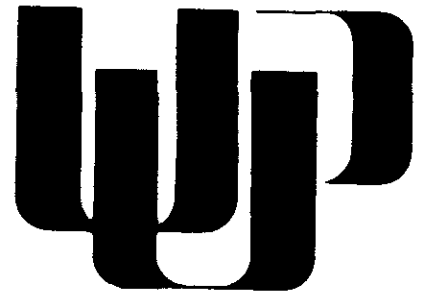
VII. OTHER ITEMS

- A. An Executive Board Meeting will not be scheduled for August unless necessary.
- B. Craven is amenable to giving us office space on campus. Space is the problem. Carney needs a list of possible places. Room across from Housing Office (Admin. 129) was discussed. Carney needs suggestions by the end of July.
- C. Baldwin is contacting phone company about Chapter phone.
- D. First issue of Newsletter will go out Sept. 15-20. Photo off-set if possible. Baldwin is contacting printers. Miller will contact NYSUT office in Albany about their facilities.
- E. Carney will appoint Labor Council Delegates. Selzner reported that no one from here wishes to attend the Professional Workshop in Niagra Falls July 29-30.

VIII. Meeting adjourned at 6:00 P.M

United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



Executive Board Meeting (9/13/83)

Present: Carney (President), Baldwin, Benedict, Jensen, Mazarak, Miller, Potter, Selzner.

I. The President called the meeting to order at 4:30 P.M.

II. The President reported on the following:

- A. An informal Labor/Management meeting was held regarding the Milne Library change in working hours. President Craven, who had been out of town and was therefore unaware of the situation, was not sympathetic because a real problem existed-- the attempt to track down the source of an electrical problem. Subsequent to UUP drawing attention to the situation, it was noticed that the engineers were thinking of old Milne, so the problem no longer exists. However, also as a result, there have been reports of "minor harrassment" of Library personnel for contacting the Union about the situation.
- B. The form sent by Personnel (Weber) about dependents' health benefits was mailed the Friday before Labor Day. Certain rules regarding this distribution appear to have been violated throughout the State.
- C. Some people believe that John Smyth should reply to UUP members on UUP stationary, not that of NYSUT.
- D. A list of agency fee payers who are not UUP members will be available to John Mazarak by the end of the week. These names will be placed on a set of address labels.
- E. Ms. Swenski received a contract, as did Ms. Gill, for a two-year appointment (instead of temporary service employment). However, she is still being paid less than minimum.
- F. Praise given to D. Selzner for obtaining address labels from personnel.
- G. Praise given to W. Benedict for obtaining a copy of the Wilson Formula (by which the Administration and the Priorities Committee make decisions on Department size). Fifteen factors are fed into the formula, to determine appropriate FTEs and ideal staffing levels of each department.
- H. On campus UUP office is still up in the air.

III. Chapter Newsletter (Selzner)

- A. Selzner attended Newsletter workshop in Albany and made useful contacts there. He will need, on an on-going basis: 1) help from Mazarak regarding photos (he agreed), 2) articles, rather than regular columns. A list of deadline dates will be sent to possible authors. We will attempt to publish seven issues this year, start-

ing in October.

- B. Dennis Selzner moved that the Executive Board authorize the expenditure of up to \$100 as start-up costs for the Chapter Newsletter. Seconded. Layout paper and a hand waxer must be purchased. Vote: passed without dissent.

IV. Financial Report (Baldwin)

- A. Two copies of last May's budget were sent to Central Office to satisfy their requirements. They also require three financial reports each year.
- B. Our new fiscal year began September 1, 1983 with a balance on hand of \$4954.50 (\$2454.50 accessible, \$2500 as a re-purchase agreement) and a bill for \$68 from Cop-ease.

V. Faculty Association Luncheon for New Employees (next Mon.)

- A. Perhaps one of us should be there.
- B. W. Benedict moved that we have two persons there as Union representatives. Seconded. Vote: Passed, without dissent.
- C. F. Miller had planned to attend. D. Selzner may be able to go also.

VI. Rumors of Retrenchment.

- A. It was decided that Selzner, Miller and Potter will investigate rumors of retrenchments this Fall on SUCO campus.

VII. October Delegate Assembly

- A. October 7, 8; Syracuse.
- B. W. Benedict moved that the President be empowered to invite the alternate Delegates to attend the Fall Delegate Assembly at Chapter expense. Seconded. Vote: Passed, without dissent.

VIII. Chapter Meetings

- A. Locations remain open.
- B. An Open House and Party will be held September 22 at one of the following places: Mexico a Norte, Christophers, Holiday Inn. 8:00 PM. All members and agency fee payers welcome. Beer, wine and snack food. Secretary will obtain relevant information and book a place.
- C. J. Baldwin and L. Tyler will attempt to arrange for the October meeting a presentation by E. F. Hutton on the new supplemental retirement investment alternative.
- D. A panel will be arranged by J. Potter (of OURS, EAP, and the Ombudsman) for the November meeting.
- E. F. Miller moved that the Executive Board ask W. Benedict to extend to Representative Riford our invitation to be our guest for a day on campus. Seconded. Vote: Passed.

1. This visit would include a workshop and/or guest speaker situation.
 2. This visit would occur in November.
- IX. The President will ask Dr. Craven for a list of all individuals retrenched in the past seven or eight years. (According to the contract, we are allowed such a list.)
- X. J. Mazarak asked if the Union should take a position regarding the lack of funds for Teaching Excellence awards. That subject will be brought up at the Delegate Assembly on the State level.
- XI. F. Miller offered a list of topics:
- A. We should start a Vote Cope drive now.
 - B. The Secretary should send a copy of the most current campus phone directory to the Albany office.
 - C. Should we elect an alternate Professional Delegate? We are close to the number of Professional members that will allow us an additional Delegate.

The Secretary had to leave at 6:15 P.M., ^{at} which time nothing further of importance occurred.



United University Professions

September 14, 1983

159 Wolf Road
Albany, New York 12205

518-458-7935
800-342-4206

TO: Chapter Presidents
FROM: Nuala McGann Drescher, President *NMD*
RE: New hires, part time and health care coverage

We have received word that on some campuses, new hires are being subjected to the .5 FTE formula for eligibility for health care coverage.

As you know, we have litigated approximately 210* cases from last semester which are now in process of being evaluated at Step Two. These cases were the result of our questionnaire sent to all persons so affected.

Would you be so kind as to identify any potential new cases as quickly as possible so that you can begin this process on their behalf. A new grievance must be filed for each new hire. Contact your field representative for any necessary help.

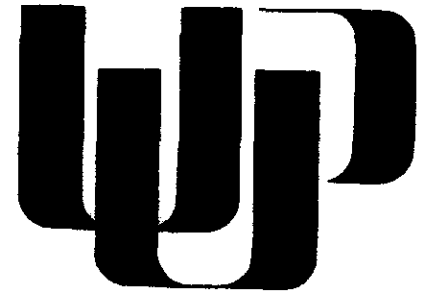
*Line to
Please, if you know
anything about this regarding
this campus, let me know. I will
make a discreet inquiry locally
and try to determine if we are
involved in the 210* WE ARE
NOT BELIEVE WE ARE. FRED DOES
BY CONTACTING
CENTRAL*

NMD:pf



United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



Executive Board Meeting (10/11/83)

Present: Carney (President), Baldwin, Benedict, Jensen, Mazarak,
Potter, Selzner.

- I. The President called the meeting to order at 4:30 P.M.
- II. Baldwin moved that the minutes of the last meeting (9/13/83) be approved as distributed. Seconded. Passed by voice vote.
- III. The President reported on the following:
 - A. Congratulations to Paul Jensen for arranging the successful Open House and Party held in September.
 - B. Dennis Selzner and Paul Jensen deserve congratulations for their work on the newsletter to date.
 - C. Thanks to Janet Potter, Loraine Tyler and Joe Baldwin for planning the October and November chapter meetings.
 - D. Notices about chapter meetings will continue to be Jensen's responsibility.
 - E. If anyone gives a membership card to a non-member, please send Carney a note about it so that he can keep track.
 - F. Information on the "Upcoming Budget Battle," from last weekend's Delegate Assembly. According to a "highly placed" person, of the estimated 1100 position cuts mentioned, 821 are lines that are now vacant; the rest will be lost through attrition (etc.) and will (mainly?) be through PEF, CSEA, et. al. Also, the March 31 and June 31 dates have replaced the December deadline date for these cuts.
 - G. Nuala is seeking past and on-going stories of grievous hardships caused to individuals and programs by State budget cuts.
 - H. Phi Delta Kappa (education honor society) is trying to arrange a forum on merit pay for October 17.
 - I. UUP is supporting the State Bond Issue.
 - J. Attending the legislative workshop in Syracuse on October 20-21 will be Carney, Benedict, Selzner, Mazarak, LaPotin and one other (Dauria?).
- IV. Treasurer's Report (Baldwin)
 - A. All bills received to date have been paid. September's party cost \$175 (this was \$100 cheaper than last year's at Holiday Inn; we had more people this time-- 35-40-- but last time we had an open bar, not just beer and wine).

- B. We have received and immediately deposited a rebate check for \$1314.25; this brings our checking account balance to \$3336.45.
- C. The 2-year service contract on our typewriter expires on Nov. 24; it cost \$70 for the two years. Although the cost for the next two years is not known, Baldwin recommended that we consider renewing the contract. Mazarak moved that the Chapter renew the typewriter service contract, on the condition that the cost has not increased exorbitantly. Seconded. Passed by voice vote.
- D. Baldwin agreed to provide Selzner, Carney and Jensen with a book of stamps each; Baldwin himself will get a roll of stamps.
- E. Baldwin agreed to discuss with Mary Slack at switchboard to clarify the most efficient way of billing phone calls made by officers to UUP. Be sure to indicate that such calls should be charged to the UUP phone (2135) and keep track of all such calls yourself.

V. Delegate Assembly Report (Carney, Benedict, Selzner)

- A. The meeting, held last weekend and attended by all those now present except Mazarak and Jensen, was uneventful.
- B. It has become clear that in January, 1984 problems will develop in the Prescription Plan. In our new contract it was agreed that the State will no longer pay the entire amount; instead, the State will pay a set amount per person. It was assumed that that amount would be enough to cover the plan, but increased drug costs and an unexpectedly high rate of use mean that it will not suffice. The Public Employee Benefit Fund is now responsible for making up the difference. In turn, the individual employee may have to pay as much as \$3 per refill, instead of the \$1/50¢ paid now. (Selzner will call Central Office to find out how they will help us in passing on information about this situation.)

VI. Assorted Items

- A. Jensen will send Executive Board members a list of future dates of Board and Chapter meetings.
- B. Potter will carry on Grievance Committee work from her home during her sabbatical.
- C. Carney needs suggestions, during the next week, of people to act as chairperson of part-time employees. Function: to keep track of which part-time employees are UUP members, and to identify and address their problems.
- E. Nuala has asked Carney to provide information on what's being done on campus regarding health and safety. He reports that we have no single functioning committee; instead, several individuals have responsibilities in this area and they seem to be doing their jobs. Bruce Dayton has been appointed our Health and Safety Chairman to monitor information in this area. Baldwin moved approval of this appointment. Seconded. Passed by voice vote.

- D. Mazarak noted that the parking lot across from the Admin. Bldg. should be lighted. The suggestion has been made several times, but nothing has been done about it. Potter added that the same is true of the Library's parking lot. Carney responded that, if no response is received by our next meeting, it will become a possible Labor/Management Meeting topic.

VII. Membership Committee Report (Mazarak)

- A. Favorable comments were made about the letter prepared by John Mazarak and sent to agency fee payers.
- B. Soon there will be a membership drive from Central Office. Ed Alfonsin will send his list of non-members and a new benefits booklet.
- C. According to Central Office statistics, 12,963 have joined of 17,389 possible members (73.5%). At Oneonta, 331 have joined of 473 possible members (68.9%); only one 4-year college has a lower percentage of members. It was noted that Central Office uses lists that are notoriously out-of-date, so the statistics and percentages are probably inaccurate.
- D. Mazarak will notify Board members of non-members in their vicinity for follow-up.

VIII. Newsletter Report (Selzner)

- A. First issue has been sent for printing and should be returned for distribution on Monday, October 17.
- B. \$75 has been spent thus far.
- C. Items needed for November issue:
 1. Potter (report on Delegate Assembly; how to on grievances).
 2. Benedict (Riford's visit; new directions & population for SUCO).
 3. Tyler (report on October chapter meeting).
 4. Jensen (report on this Executive Board meeting).
 5. Halstead (comments on Employee Assistance Program).
 6. Carney (report on legislative workshop).
 7. Mazarak (membership drive; photos-- workshop, chapter mtg.).

IX. Employee Assistance Program Committee (Selzner)

- A. Weisberger and Halstead have been appointed to the Committee. Halstead has been elected its chairman. The Committee will be hiring a Coordinator; Weisberger is applying, and so has taken himself off the Committee. So we need a possibly-permanent replacement on the Committee (an academic).
- B. Mazarak moved that Carney, Miller and Selzner be authorized to make this appointment. Seconded. Passed by voice vote.

X. Additional Items:

- A. Topics for future chapter meetings are needed. Ideas: Nuala for Q & A session; Miller and Labor Council; Prescription Plan (Feb.); an expert in labor history; Sam and benefits; SUNY budget (emergency basis?).
- B. Should the chapter contribute to United Way during the college-wide drive? No.
- C. Dick Burr may ask us for a contribution for preparation of a color brochure for recruitment and/or for coffee for parents' open house for recruitment. He has not done so yet. Either request should probably be taken to a Chapter Meeting.
- D. Discussion of validity of the Chapter's "cushion" account (\$2500 repurchase agreement).
- E. Baldwin agreed to prepare guidelines for distinguishing between what expenditures the Board can approve and what ones should be taken to the Chapter Meetings. (I.e. ongoing chapter functions vs special allocations?)
- F. Carney inquired whether there was any other important business.

XI. The President declared the meeting adjourned at 6:10 P.M.

The following resolution was passed unanimously by the Oneonta Chapter Executive Board of the United University Professions on October 25, 1983:

WHEREAS, the recently rescinded University Awards Program provided valuable support for research and creative activity,

and WHEREAS, the Chancellor's Awards for Excellence provided recognition and encouragement of outstanding service to SUNY,

BE IT RESOLVED that the Executive Board of the Oneonta Chapter of UUP strongly recommends the reinstatement of these programs.

Executive Board Members

Joseph Baldwin
William Benedict
John Carney
Paul Jensen
John Mazarak
Fred Miller
Janet Potter
Dennis Selzner

U.U.P.-Oneonta Types of Authorization for Payment November 8, 1983

To: Executive Board

From: Joseph C. Baldwin, Treasurer *JCB*

1. Payment as bills are received (authorized by Executive Board, 10/6/81)

- a) Telephone bills
- b) Bills from vendors--Cop-Ease; Holiday Inn; Christopher's; etc.
- c) Temporary help
- d) New Paltz Class Action Suit assessmnt

2. Executive Board approval for specific expenses

- a) Maintenance contracts
- b) Lobbying expenses--buses; meals; travel; etc.
- c) Start-up funds for chapter newsletter
- d) Expenses for Alternate(s) attending Delegate Assembly
- e) Expenses for representatives attending special dinners, events, conferences, meetings, etc.

3. Chapter membership approval for specific expenses

- a) Annual budget approval of expense allocations
- b) Public Education
 - (1) Refreshments for Open Houses
 - (2) Underwriting brochures and booklets
- e) Significant purchases-- office machinery; vehicles; etc.
- d) Controversial expenses



Chapter VI
Improper Use of Union Funds

Union funds including chapter funds may not be expended in any manner that would cause the union to be placed in jeopardy of being accused of committing an illegal act.

Use of dues, assessments or similar levies, and funds of employer for promotion of candidacy of person

(g) No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this subchapter. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election.

29 US CODES Section 481

Furthermore, it should be recognized that this prohibition applies to any expenditure no matter how small the amount of money or value of the service.

A federal judge declared it illegal to use a duplicating machine in an election even though the value of the machine's use was only \$6.40. (*Marshall v. Office & Professional Employees Union*, 181 DC Dist. Col. 505 F Supp. 127).

Union officers and employees may not legally use funds, facilities, equipment, stationery, etc. to assist them in campaigning. (29 CFR §452.76).



Chapter VII
Legal Considerations

Federal and State Laws

Ownership of the union funds allocated to the chapters resides with the total UUP organization. These funds are disbursed to the chapter to further the work of the organization at the local level. Both the central UUP and the chapters are required to follow all federal and state laws and regulations pertaining to collective bargaining. We may not disburse monies that would represent a violation of federal and state laws.

UUP Policies

We are not permitted to disburse monies that violate policies established by the Delegate Assembly or the UUP Executive Board. Policy changes occur from time to time and UUP Central will keep you informed of changes, but you should also read the minutes of these policy-making bodies. A copy of these minutes will be mailed to chapter treasurers to be kept as part of your permanent records, and the Treasurer will provide a summary of such changes as they occur.

Political Caucuses

No union funds or equipment may be used for caucus purposes or campaigning for office within the union, either at the chapter or state level.



Chapter VIII
Agency Fee Refundable Expenditures

Agency Fee Legislation

Each year, UUP, NYSUT and AFT are required under the Agency Fee legislation to determine what monies have been expended by the union for activities unrelated to the purpose of collective bargaining. These monies must then be refunded to agency fee payers who file for refunds on a pro rata basis.

Refundable Items

UUP must report for both the central and chapter activities. The best rule of thumb would be to avoid spending union funds if an item is political or ideological in nature and only incidentally related to the terms and conditions of employment. UUP chapters are prohibited by state UUP policy from using chapter funds for the following expenditures:

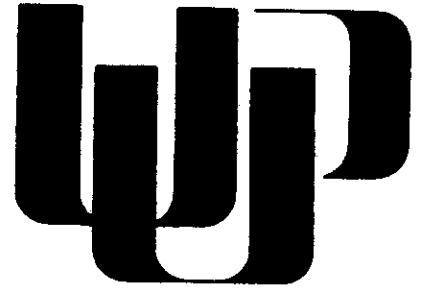
1. Contributions for legal defense for individuals and/or groups.
2. Contributions to scholarship funds.
3. Contributions to other organizations.
4. Funds given to individuals to attend conferences not authorized by the UUP Statewide Executive Board.
5. Salaries paid to clerical staff for processing materials not directly related to UUP functions (e.g., thesis typing).
6. Cost of paper and postage dealing with internal or external political matters.
7. All donations, including testimonial, memorials, funeral flowers, and advertisements in souvenir or other journals.

If your chapter wishes to make such a disbursement and there is any doubt whatsoever, please feel free to call William T. Cozort, Secretary of UUP, for assistance. If necessary, legal counsel will be checked for advice. During the 1980-81 fiscal year, rebatable items from chapters amounted to \$786.40. UUP Central items amounted to \$23,221.74, primarily due to allocations for legal defense cases. The total UUP amount for the 1980-81 fiscal year was \$24,008.14, with a net result of \$5.74 rebatable to agency fee payers. The NYSUT amount was \$1.91 and the AFT \$1.49 for a net to objectors of \$9.15 per person.



United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



Executive Board Meeting

November 8, 1983

Present: Carney, Selzner, Baldwin, Miller, Potter, Jensen, Mazarak, Benedict.

I. The meeting was called to order at 4:35 P.M.

II. Announcements (Carney)

- A. Charles Reimer has agreed to be our VOTE/COPE person.
- B. Pat Meanor has agreed to be nominated as our Academic representative on the college EAP committee.
- C. Janet Potter, after conferring with the Board members, supplied Harry Pence (Faculty Senator) with a requested resolution about the rescinding of the University Awards.
- D. We have been asked to cooperate with NYSUT on some political action; details are not yet clear.
- E. Please notify John Carney in advance if you want a major block of time at the Exec. Board meetings.
- F. It is not fully clearwhether we have been receiving the quarterly computer print out of faculty information from the state (as described on p. 28 of contract).
- G. Thanks to Joe Baldwin for obtaining stamps as needed.

III. Reports

- A. Membership (Mazarak et. al.)
 - 1. We were at 69% membership. As of 10/19 we were up to about 71% (331 members of 468 possible).
 - 2. Expect to receive a revised agency fee payer list soon from Carney. The Next step is probably "structured personal contact."
 - 3. Professional membership is now at more than 80% (13 of the 21 new members are professionals). We need six more in order to get another Delegate Assembly vote.
- B. Legislative (BENEDICT et. al.)
 - 1. Monday (11/7) Bill Benedict notified Dennis Selzner that the Riford representative asked to change the visit date from Wed. Nov. 30 to Mon. Dec. 5. It was agreed to try to accommodate him. Dennis was able to phone Albany and have the date changed in the newsletter.

2. All who will meet with Riford and Exec Board members should receive a precise schedule of events.
3. Who should be invited to Riford luncheon?
Full Executive Board; Senate President (O'Mara); Faculty Senator (Pence); PEF representative (?); CSEA representative (Al Church); Council 82 pres. (?); Council 82 state rep (Jack Emmett); Dave Brenner.
4. Luncheon time: try to start it at 12:15 or 12:30.
5. Should those who ran in this year's election be invited? Leave it up to Bill Benedict.

C. Grievance (Potter et. al)

1. Discussion of State Times report of student Senate's decision to investigate "incompetent" faculty. (Issue of 11/4/83 carried report.) An Ombudsman and a faculty/student committee already exist and seem to work well. College Senate and UUP might work together reacting to this (O'Mara has already contacted Carney.) Potter will send copies of State Times item to Exec Board members.
2. Someone has expressed concern about a report that the Administration will try to regularize the format of the professional activity form in order to computerize it. Very vague information! Discussion: concern mostly about the computerized aspect and its implications regarding security.
3. Some decisions about retrenchments will be made before Thanksgiving, it seems.
4. Does UUP have a position on student evaluation of faculty in general? A statewide committee will make a recommendation at a future Delegate Assembly meeting.

D. Finance (Baldwin)

1. Balance: \$2976.55 (all bills paid).
2. Result of discussion with Mary Slack about phone changes: officers with toll calls should write next to the item, "UUP-- Joe Baldwin." Slack will then collate the items and send one bill to Joe. Joe wants all officers involved to send a list to him, so he can cross check items.

3. Response to question about how decisions are made about paying bills: Baldwin distributed statement summarizing categories that represent how it is being done now. General discussion and explanation.
 4. The maintenance contract has been renewed at \$90.
- E. Newsletter (Selzner)
1. Two problems with first issue (back-to-back pages and need for c. 100 more copies) should be solved with second issue.
 2. Second issue in mail to Albany Sat. morning. All items written for it are included. Four pages.
 3. Deadline for articles for Dec. issue is Nov. 15!
 - a. Paragraph on bill payment guidelines from Joe.
 - b. VOTE/COPE appointee.
 - c. Health-Safety appointee.
 - d. Chapter meeting (Nov.).
 - e. Exec. Board meeting.
 - f. Topic for Dec. meeting.
 - g. Coverage of Riford visit for Feb. issue.
 4. Nuala asked Carney to write on Disparity Fund for Voice; also on Discretionary money and when it will be received. Miller suggested that such articles should appear in Sentinel first. (Carney will discuss this with Miller and Selzner.)
 5. Potter will make specific inquiry on campus and find someone willing (temporarily) to look into using Professional Development Quality of worklife funds for seed money to set up a day care center. She will also write something for Sentinel on this.
 6. Feature articles for future issues:
Dec. or April (Grievance); Feb. (Membership);
March (Budget).
 7. \$50 more is needed. The Board went on record to authorize continued funding of the newsletter as an ongoing chapter activity.
 8. Distribution of newsletter beyond basic 600: list read by Selzner of suggested recipients was ok'd by Board.

IV. Old Business (Carney)

- A. Blood Pressure Clinic is slightly off the ground. It would be conducted with the Oneonta Fire Dept. on campus, to start in spring; then, maybe twice each semester.
- B. Very little success in finding office space on campus.
- C. Miller has received no further response to his most recent letter on workload question. He should now seek one.

V. New Business (Carney)

- A. Do we have a nominee for annual "Friend of SUNY" award? Suggestion: Jim Tierney, in his role as President of SASU. ~~Must~~ Needs to be endorsed by three letters (will one letter from whole Exec Board suffice?). Jensen will contact Albany to check on this.
- B. Topic for Dec. meeting? Miller will invite Nuala Drescher (and Time: ? and Bill Cozort) for a Q & A meeting. Miller and Jensen will decide whether or not to have it at Mexico a Norte.
(April will be standard business meeting.)
- C. Potter presented letter from Ed Sampson (retired) about disadvantages of TIAA/CREF system. Potter moved that the letter be passed on to UUP Central and that the Board write Sampson to this effect. Potter agreed to do this.
- D. Labor/Management Meeting topics:
 - 1. parking lot lighting (Mazarak should ask for an official response to the request as soon as possible);
 - B. Dot Gill's official designation;
 - 3. List of how people left employment (retrenched? retired?);
 - 4. request for most recent discretionary increases in salary.(Scheduling of meeting will await response from Mazarak.)

VI. Nothing of significance was recorded after 6:20 P.M.

Jeff Barton - director of AGREE: a Center for Dispute Settlement - mediation program in existence since June 1983.
a graduate in May 1983 of SUCO

Office of Ombudsman established in 1970
investigates complaints from students, faculty, staff and administration attempts to resolve problems

Pice Jalstead - chair of a local labor/management committee formed 1 year ago to set up Employee Assistance Program at SUCO. - service to help state employees and their families who are facing a problem in their lives.

Fred: ombudsman - 25-30 a month mostly for undergraduate
lack of knowledge of procedures - cause for many cases
informal approach - absence of publicity, conciliatory rather than adversary approach, anonymity, if necessary.
conflict resolution / mediation
settle at the lowest possible level his office
no authority - relies on persuasion. cooperation
started in Scandinavia - citizen's advocate
late 60's - came to higher education
about 95% are solved between the parties

EAP - is sign referral system for employees and by employees
benefits to employer - improved productivity
funds for office / supplies. institutions provide might ask for donation
from unions for special programs

8 months per week - part teaching
1 course/3 hrs for teaching faculty

LSEA - began

1980 - state agencies heads agreed to make it state-
wide

state advisory board + 11 regions throughout the state
+ local committees → coordinator

referral

coordinators role - developing contacts with
Committee ^{monitors} the numbers of cases + reports to state
confidentiality

Training program will begin soon for supervisors to show
how best to utilize EAP.

personal problem, financial, conflict w/ co-workers, drugs +
alcohol

Jeff Sarter - community based conflict resolution + mediation
one of 35 mediation programs in New York State

alternative to court system - overburdened by inappropriate cases

AGREE set up through OURS

funding through Unified Court System (50%) - OURS Assoc. -
probation dept, police, JP's, one or two city judges - other funding
provides an alternative to these people to courts for relatively
minor claims - local jurisdiction +
law enforcement system

better than court setting in many cases - no person wins no loses
impersonal, costly - doesn't repair damaged relationship -
no attempt at reconciliation - AGREE seeks compromise + cooperation
agreement reached ^{by the parties} + legally binding

80% of the cases the terms of the agreement are lived up to.

fine of charge

types of cases - state imposed
felony cases + drug cases - local restriction - domestic violence

divorce mediation

mediators - volunteers trained to use w/ conflict resolution skills + techniques

Fred Esmick - ombudsman
cooperation with + from colleagues
most conflicts handled on one to one

not panacea
complements other conflict resolution methods
persuasive abilities
cooperation
not successful all the time

State level

from Scandinavia
to hybrid 1960's late
U Michigan just

Interdisciplinary
Curriculum
Development
95% resolution rate

corporate, hybrid, community

Reel Halstead EAP

State advisory board

to 11 different regional reps (Stan Watson)

local committee CSEA teamsters PCF C-82 UUP

EAP coordinator

referring employees to community based
committee monitors coordinator helping agencies

on a numbers basis - to regional rep - to statewide

completely confidential

state monitoring for feedback

3 weeks. bylaws approved by Craven

December 2 deadline for EAP coordinator

working since January 1982

1 + m speed - NT employee 8 hrs week
equivalent 3 hr course

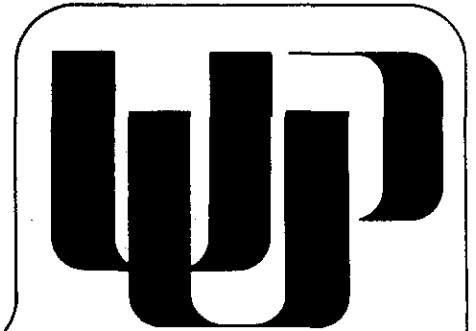
regional coordinator suggested 8 hrs.

office space + telephone by January '84

para of eps =
3-4 per hour
10 words
30-40 paragraphs
200-250 words

United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



001

Attendance Open to All Interested Parties

PANEL PRESENTATION

Representatives of:

OURS-- Conflict Resolution Group

EAP-- Employee Assistance Program

Ombudsman-- Fred Ermlich

The panel members will explain the activities and services available in these three areas.

2 + 3 present

Please inform any students or other individuals who might be interested in this subject.

Panel Sponsored by United University
Professions

Thursday November 17, 1983

8:00 P.M.

Oneonta Holiday Inn

Jeff Shults - Ours/AG/ALL Self Development
Community based conflict resolution program
mediation programs

Agree one of 35 in State
services free in neighborhood + community conflicts
alternative to legal system
legal system overburdened

agree part of Ours associates - 4 Embek board president
money from unified court system 50% ours - 50%
Vict. Caucus advisory committee member
mediator

explaining program to police/courts
avoid adverse problems of court
both come out usually unhappy
opens door for compromises
parties come to agreement

1500 cases to mediation
90% had agreements
89% of those are lived up to.
both sides give input into process

county wide - free of charge
courts can make referrals if both parties agree
judge in contemplation of dismissal will send
to Agree.

domestic violence program
divorce
felony
state drug related

50% funding
youth board
corporate
feds - but not now
churches

52 Academy St.
interpretation of legal
issues - mutually

IV. Old Business (Carney)

- A. Blood Pressure Clinic is slightly off the ground. It would be conducted with the Oneonta Fire Dept. on campus, to start in spring; then, maybe twice each semester.
- B. Very little success in finding office space on campus.
- C. Miller has received no further response to his most recent letter on workload question. He should now seek one.

V. New Business (Carney)

- A. Do we have a nominee for annual "Friend of SUNY" award? Suggestion: Jim Tierney, in his role as President of SASU. ~~Must~~ Needs to be endorsed by three letters (will one letter from whole Exec Board suffice?). Jensen will contact Albany to check on this.
- B. Topic for Dec. meeting? Miller will invite Nuala Drescher (and Tim: ? and Bill Cozort) for a Q & A meeting. Miller and Jensen will decide whether or not to have it at Mexico a Norte.
(April will be standard business meeting.)
- C. Potter presented letter from Ed Sampson (retired) about disadvantages of TIAA/CREF system. Potter moved that the letter be passed on to UUP Central and that the Board write Sampson to this effect. Potter agreed to do this.
- D. Labor/Management Meeting topics:
 - 1. parking lot lighting (Mazarak should ask for an official response to the request as soon as possible);
 - 2. Dot Gill's official designation;
 - 3. List of how people left employment (retrenched? retired?);
 - 4. request for most recent discretionary increases in salary.(Scheduling of meeting will await response from Mazarak.)

VI. Nothing of significance was recorded after 6:20 P.M.



A CENTER FOR DISPUTE SETTLEMENT
OURS Associates
52 Academy Street
Oneonta, New York 13820
(607) 432-5484

AGREE - A Center for Dispute Settlement is a program set up to provide mediation services to aid the residents of Otsego County resolve community conflicts. AGREE provides a legal yet non-judicial alternative to the court system in Otsego County.

WHAT IS MEDIATION?

...Mediation is a voluntary, confidential approach to conflict resolution. Mediation offers people a legal, peaceful, informal alternative to the court system for resolving conflicts. Mediation brings people together in a neutral setting to discuss the situation and find a lasting solution to it. That solution, once agreed upon by the parties, is put in writing, signed, and serves as a legally binding contract.

MEDIATORS are professionally trained volunteers who will meet with disputing parties, aiding them in discussing and defining the issues at hand. The mediator will not decide on how the situation should be settled. He/she acts as "a person in the middle," assisting the parties themselves in reaching a solution to their situation.

WHY USE MEDIATION?

- * No costs involved
- * Lawyers are not necessary
- * The time and frustration of a court setting are avoided.
- * Your case will be scheduled quickly
- * Agreements are reached by the parties themselves
- * Restitution arrangements can be made up to one thousand dollars

WHAT TYPES OF DISPUTES CAN BE MEDIATED?

- * Neighborhood disputes involving property, noise, animals and personal conflicts
- * Family disputes
- * Small claims cases involving property, money, or services
- * Criminal cases involving minor charges of assault, harassment, mischief, petit larceny, and vandalism
- * Youth related conflicts

HOW DOES MEDIATION WORK?

Once individuals agree to try and mediate their disputes, Agree will schedule a mediation conference convenient for all parties involved. At this conference each party has a chance to express his/her side of the dispute. After each person presents their side, all areas of disagreement are discussed and possible solutions are explored. Once an agreement is reached the mediator puts it in writing, has all parties sign it including herself/himself. This document serves as a legally binding enforceable contract.

HOW TO USE MEDIATION: Anyone involved in a situation where mediation may be of help can contact Agree directly by calling 432-5484 or 432-0061.



A CENTER FOR DISPUTE SETTLEMENT
OURS Associates
52 Academy Street
Oneonta, New York 13820
(607) 432-5484

MEDIATION
WHAT IS IT ALL ABOUT?

What is Mediation?

1. A voluntary, confidential process where both parties come together, sit down with a mediator, and talk about ways to solve their problems.

What Can You Expect of Mediation?

1. The Mediator will not force you to agree to anything.
2. The Mediator will keep order.
3. The Mediator will be neutral.
4. The Mediator will make sure that everyone has full opportunity to present his or her views.

What Do We Expect of You?

1. Before going into the mediation session, think about what you can each do to solve the problem at hand.
2. You wish to reach an agreement with each other that you can live with.
3. You shall state your position calmly, offering the facts as you see them.
4. You will not interrupt the other person. You will be given an opportunity to respond.
5. If an agreement is reached, you will each sign the agreement.
6. You may bring any relevant items/person(s) you feel could be helpful in resolving the dispute. You may bring a lawyer but that is usually not necessary.
7. You agree not to subpoena or otherwise involve staff, mediators or records of Agree-A Center For Dispute Settlement in any court proceedings, lawsuits whatsoever.

Why Mediation Instead of Court?

1. Mediation attempts to understand and reconcile, not to punish.
2. You agree to the settlement in mediation - it is not imposed on you.
3. Everyone can gain from mediation.

Mediation can work only if you want it to.

United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



November 21, 1983

To: Exec. Board Members
From: John Carney
Re: Executive Board Meetings. Length thereof.

There seems to be general agreement that the marathon nature of Executive Board meetings is somewhat debilitating. Responses run from: "We need more meetings," to, "we need more time," to, "we need more efficiency."

I have some thoughts.

Extending the Tues. meeting time is out of the question since at least two of our members have academic duties on that evening, and a third member may find himself with professional commitments as well. If, in fact, we could shorten the Tues. meetings, we would probably earn the gratitude of the two or three people involved who now miss supper, etc. Yet, the Tues. 4:30 to 6:00 seems to work well, and is finally standardized in our minds, so I would resist looking for a different day and/or time.

Is it possible to start the Tues. meeting earlier, 4:00 or even 4:15 -- not a lot of time, but every little bit helps?

While some have suggested a second monthly regularly-scheduled Exec. Board meeting, the thought of one more regularly-scheduled meeting might drive some of the rest of us over the brink. Reaching an understanding that the second scheduled meeting would be used "only when necessary" sounds good in theory, but I'm afraid it might slow us down a little. (Why do today what you can put off til tomorrow!)

The fact is, we already have two meetings scheduled every month now. And the fact is, also, that we go like hell at one, and, unfortunately, accomplish very little at the second -- the Chapter meetings. I think it might be quite reasonable to use Chapter meeting time to continue Executive Board meetings -- especially since the majority of those in attendance at Chapter meetings are Executive Board members. I don't mean that we ought to give up altogether on "programs" for Chapter meetings, but when we are overburdened with matters for the Executive Board (or maybe routinely every other month) we could use Chapter meeting time for Executive Board business.

There is another option here. Could we have Executive Board meetings from 7-8 (or even 6-8 with dinner), when necessary, before Chapter meetings? (adding time, but not another meeting day).

Will Paul please, upon receipt of this memo, investigate and eventually report on the possibility of starting both Tues. & Thurs. meetings earlier.

Then there is the matter of efficiency. Looking at the minutes of the last Executive Board meeting, I note that the Chapter President took probably at least 10 minutes for

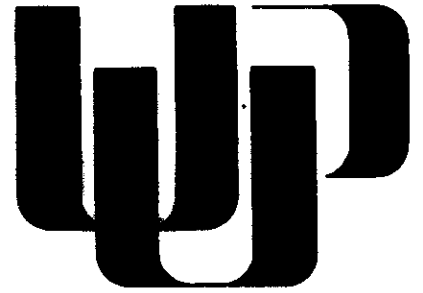
routine announcements. (the quickies) If the Chapter President had committed those announcements to paper and distributed copies, 10 minutes would have been saved. Of the other reports, probably half could have been "handed out." Some could have been shortened. This is not an attack on free speech. If a report or some aspect of a report needs to be discussed, we will discuss it.

The paper reports do add to the responsibilities of the Executive Board members: To do them ahead of time, (they don't have to be fancy. Handwritten dittoes if caught short) and to read them when received. Fortunately, items from the reports will also appear in the minutes, so hopefully all members will get the routine information eventually, if they read the handouts and the minutes. If we take up a half hour of each meeting answering questions about information missed by some of our colleagues who don't read the information, our gains, obviously, will be substantially minimized. (Hint, hint)

To sum up. I am pleased that we seem to have a functioning Executive Board. It seems reasonable to try to find ways to minimize pressures on members. I really feel that an additional meeting (on a different day, possibly different place) will increase pressures. Let's, at least initially, investigate and try some of the possibilities and suggestions above.

United University Professions

Oneonta Chapter
State University College at Oneonta
Oneonta, New York 13820



November 14, 1983

To: UUP Exec. Board and Appointees

From: John Carney - Chapter Pres.

Regarding: Membership

As was discussed at the last Exec. Board meeting, while membership is increasing, and many of us, to that end, have been making random personal contacts, a more coordinated effort is desirable. Enclosed you will find the most recent list of agency fee payers who are not Union members. If you would study this list and choose a half dozen or more names of people you would feel comfortable talking with about the possibility of joining the Union, we might be able to make a significant difference.

After indicating your choices, send one list to John Mazarak and keep one for your own reference. John will collate the lists and coordinate the effort. Some duplication may be healthy. You will be expected to make the contacts you choose unless John Mazarak contacts you and suggests otherwise. If you need materials (copies of John's excellent letter mailed earlier this year, membership cards, etc.) contact John.

I would urge you to make your contacts as soon as possible, perhaps concentrating efforts immediately after the Thanksgiving break and before finals. We don't want to badger anyone, but rather to ask for their assistance for the sake of the University. Surprisingly, we may still find people who think they are members and are not, and need only a personal contact to sign up. Consider this effort under way when you receive this memo. If you can let John know how you do, it would be most helpful.

GOOD LUCK!

JJC/pc
Enc.

November 25, 1983

Dr. Clifford J. Craven, President
Administration Building, Room 301

Dear Cliff:

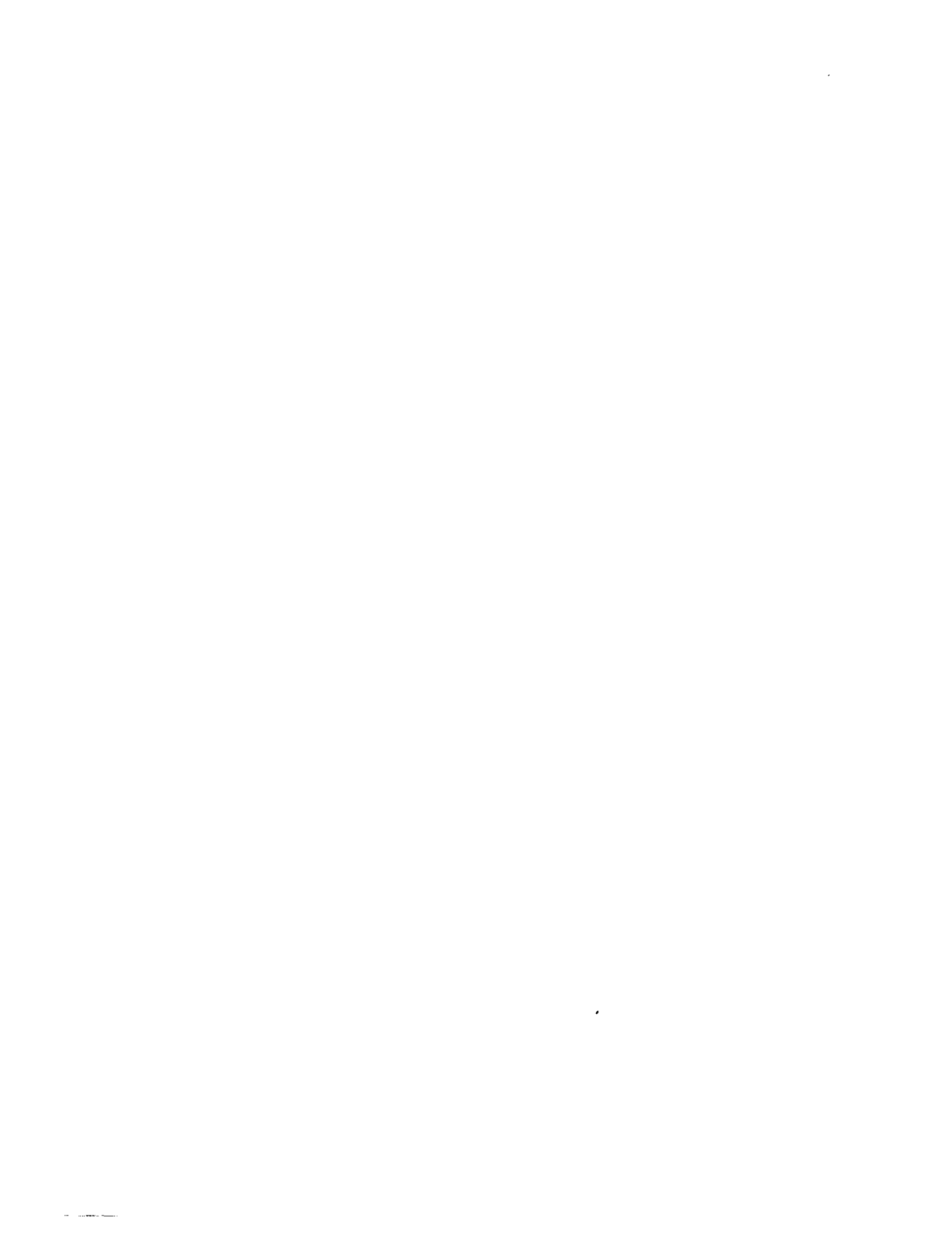
I would greatly appreciate it if we could schedule a labor management meeting sometime in December, preferably after Senator Riford's visit December 5/6 and before exams start.

We would like to discuss:

1. The possibility of improved lighting in certain faculty staff parking lots.
2. Procedures for obtaining, on a regular basis, composite lists of people who have left the bargaining unit, including the reason (s) why they left, so that we can provide follow-up services to our retirees, retirees, etc. If possible, we would like a list indicating people in these categories who have left the unit over the past few years.
3. Procedures for obtaining information, by department, on positions funded, targeted and requested 1983-1984 through 1984-1985. If the information is not available by department, perhaps we could obtain the total unit figures.
4. Procedures for obtaining an inclusive overview of annual discretionary awards indicating individual recipients and amount awarded.

Yours very sincerely,

John J. Carney, Jr.
UUP Chapter President



12/12 Labor / Management Meeting
lasts - they provided 83-84
go back to 81 - they will provide lasts of retire

discretionary - not required by contract i. would not provide
reason: Merit Committee - need up-to-date info
monitor state's commitment to giving discretionary
increases

management prerogative

they will provide amount awarded
cc ^{regrets} complaints from depts. are at the root of this request
when depts. make a recommendation & it is not followed
there are 2 complaints - cause discontent + inter dept conflict
public dept is salary - not how it came to be
"cause inequities comparisons to be made"

EX. AC BOARD MEETING

JANET

TUES: DEC 13TH, 4:30 HOUSING OFFICE

ANNOUNCEMENTS (SEE ALSO ATTENDMENTS 1, 2 & 3 & 4)

- A. Hearty congratulations to Bill for success of Riford visit - coupled with a hearty "thank you" for all the work. GREAT!
- B. Paul has/will/is ^{EXPLORED} ^{EXPLORE} ^{EXPLORING} possibility of ^{var.} EXEC. Board meeting. Whether we need will depend on convenience, (AVAILABILITY OF MEMBERS) AND NEED. You will be informed (TODAY OR AT SOME POINT)
- C. WE HAVE RECEIVED information on the Greyhound STRIKE and at one point I almost made a campus-wide distribution, but then the circumstances changed. We will see what happens and/or what directives we get from Albany. In the meantime I urge you to suggest to family friends - alternate transportation.
- D. WE HAVE A NEW supply of stationery. Use up old first PLEASE. If you need stationery, let me (OR MARGARET) know. We will deliver in lots of 25. If you want larger amounts, specify. We are not trying to ration you, but to keep track so that at any point down the road we will have a good idea of what is left - without accounting each time.

- E. Our nomination for FRIEND of SUNY was deemed "terrific," but did not win out. Stanley Fink, Speaker of the Assembly is the NOMINEE! Ours will be considered in future. Thanks to Paul for handling this.
- F. I hope to put out a NEW OFFICERS & APPOINTees list, with latest additions, in Jan., probably at the same time (START OF SEMESTER) we mail out the new benefits book. If you want any changes on the list, let me know soon.
- G. I have had no responses to my comments on Exec. Board meeting time. I assume, for the present, we are testing my suggestions.
- H. I have appointed Harry Bergsten as our "Retired" Part-time Members Chair. Rosemary Prins and Bill Walsko have agreed to help him. I would appreciate a resolution formalizing this appointment.
- I. ~~GOOD~~ PRESSURE CLINIC - ON SCHEDULE.
- J. There was a labor-management meeting yesterday (DEC. 12TH) for those that were not involved, we discussed:
1. The possibility of improved lighting in certain faculty-staff parking lots.
 2. Procedures for obtaining, on a regular basis, composite list of people who have left the bargaining unit.

including the reason(s) why they left, so that we can provide follow up services to our retirees, re-transferees, etc. If possible, we would like a list indicating people in these categories who have left the unit over the past few years.

3. Procedures for obtaining information, by department, on positions funded, vacated and reapposed 1983-84 through 1984-85. (If the information ^{is not} available by Dept., perhaps we could obtain the total unit figures.)

4. Procedures for obtaining an inclusive overview of annual discretionary awards indicating individual recipients and amount awarded.

5. A discussion of the change in requirements for discretionary recommendation submissions from the department level, after the initial announcement of requirements. (MAYBE ONLY A PROBLEM FOR ACADEMICS)

J. (cont) Results of labor-management.

(IF NOT LISTED HERE, I WILL REPORT ORALLY, OR, MORE DIRECTLY, CONTACT THOSE OF YOU WHO DID NOT ATTEND - INDIVIDUALLY) IF YOU HAVE QUESTIONS CALL ME OR SOMEONE WHO WAS THERE.

I was not unhappy with the atmosphere or results of the meeting. Briefly: (1) WAS TAKEN UP LAST AND HURRIEDLY BUT WE MADE SOME POINTS & DISC. IS TO CONTINUE (2) YES - LAST 3 YEARS (3) NO - I WANT PURSUE. (4) THEY WEREN'T CLEAR ON WHAT WE WANTED - WE WEREN'T CLEAR. (5) MORE DISC. POSSIBLE NEEDED OF DROPOUT (6) THEY WILL LOOK INTO



United University Professions

MEMORANDUM

December 9, 1983

159 Wolf Road
Albany, New York 12205

TO: Chapter Presidents
Executive Board

518-458-7935
800-342-4206

FROM: Nuala McGann Drescher *NMD*

RE: Update on E.F. Hutton Program

We have been engaged in a series of long meetings with the Governor's Office of Employee Relations, the Comptroller's Audit and Control, and SUNY Central to work out procedures for implementing E.F. Hutton UUP salary investment options. Our problems are compounded by the fact the various representatives of the State keep telling us that no other state union or group has ever asked them to implement such a broad, far-reaching program with so many options. Additionally, representatives of understaffed State offices keep insisting they don't want to do any more work. Finally, the attorneys representing various interests have been hassling over the wording of the necessary form to be created.

Yesterday, I am happy to report, after a series of meetings stretching over twenty hours during the past two weeks, Harvey Inventasch (chair of UUP's Insurance Committee), Jim Costello (E.F. Hutton), and this office were able to gain agreement on all forms and procedures. There is only one remaining hurdle to surmount before full implementation can begin and that hurdle is again produced by the multiplicity of our investment offerings. Either Education Law and/or Finance Law under which this program is to be implemented, requires a technical correction to assure that our investments receive the most favorable tax treatment. Consequently, the Governor's Office has agreed to introduce and secure passage of legislation to correct this deficiency at the beginning of the January session. Since it is a relatively noncontroversial technical correction, both UUP and OER expect that as of February 1 full implementation of our program will be a reality.

We believe this program offers our members of the bargaining unit a valuable benefit for years to come. Consequently, we are very concerned that its implementation be accomplished in the most correct manner.

NMD/na

2.



United University Professions

December 6, 1983

159 Wolf Road
Albany, New York 12205

518-458-7935
800-342-4206

TO: Chapter Presidents

FROM: Nuala McGann Drescher *NMD*

RE: History of Staff Levels with Graphics

I am in receipt of a very full report on the history of staffing and financial support for the College at Oneonta which has been circulated by C.A.O. Clifford J. Craven. It is excellent, very complete and includes graphics to illustrate the problems of the last decade.

Would you be so kind as to make inquiries on your campus to see if a similar package has been prepared by your administration and share it with this office if it is available.

Thank you.

NMD: pf

3.



United University Professions

MEMORANDUM

TO: Chapter Presidents
Executive Board

FROM: Nuala McGann Drescher *NMD*

DATE: December 9, 1983

RE: Attached Memo from Virginia Radley

159 Wolf Road
Albany, New York 12205

518-458-7935
800-342-4206

Enclosed is a copy of a letter from Dr. Virginia Radley, C.A.O. at Oswego which appears to have been sent to her counterparts around the State. Several Presidents have called it to my attention, asking:

1. What is the Barclay Bill?
2. What is our position on it?

The Barclay Bill is a proposed piece of legislation (copy attached) introduced by Senator H. Douglas Barclay (R-Pulaski) of the Northcountry. In essence, it would guarantee complete autonomy to the local C.A.O. in the administration of monies appropriated for the operation of their campuses.

Our position on the Barclay Bill is not as suggested by President Radley, opposition. It is no position because it is clear to me that Senator Barclay has the finest intentions in submitting this bill. He desires to get the D.O.B. out of the business of making academic decisions. All of us share his concern that the bean-counters of D.O.B. be refrained from the usual uninformed and unprofessional determination of our destinies. However, restoring complete autonomy to the local campuses is not the way to accomplish this highly desirable goal.

Failure to recognize the systemic nature of SUNY would only serve to put campus against campus, resulting in internecine warfare of the worst sort. It could further enhance the power of the local C.A.O.'s to make arbitrary personnel determinations with little or no accountability or responsibility.

I have asked the Legislation Committee to begin a dialog with the Senator so that we can work together to accomplish the elimination of the dangerous interference in academic matters by the D.O.B. at the same time that we preserve the systemic nature of SUNY.

dam

