

UUP Chapter Meeting Notes: Academic Year Kickoff Meeting Wednesday, September 28, 2022, 12 PM: Le Café, Morris Complex

By Bill Simons, Secretary, UUP Oneonta

Attendees: 44 (28 in-person; 16 Teams)

1. Chapter President Rob Compton opened the meeting with a welcome to attendees
 - A. He thanked officers and activists for their commitment of time, commitment, talent.
 - B. This is the first Chapter Meeting of the new academic year and much of consequence is in play: thus, the President's Report covered a number of items.

2. Chapter President Rob Compton's Report
 - A. The October UUP Oneonta Chapter Meeting will employ a *Vision for the Future* forum, a format to solicit member input. The Chapter Secretary will take notes of comments expressed at the *Vision for the Future* forum, but participants, aside from senior officers, are promised anonymity and members will not be identified by name in the record of the meeting.
 - B. The Provost search continues. UUP has requested that, as in the past, dedicated union meetings be scheduled with each of the finalists.
 - C. Management remains in transition in terms of personnel and direction. Some senior Management positions are currently occupied by interim appointees.
 - D. Senior Management turnover in recent years is of concern to UUP. The current administration has not demonstrated awareness of certain prior labor-management agreements.
 - (i) UUP attempts to ameliorate this by providing institutional memory.
 - E. The *AGREEMENT between the STATE OF NEW YORK and UNITED UNIVERSITY PROFESSIONS* expired on July 1, 2022.
 - (i) Base salary, medical, and dental features remain intact. The Triborough Amendment to the Taylor Law requires: "public employers to maintain the terms and conditions of an expired contract until a new one could be negotiated."
 - (ii) But there will be no future across the board salary increases or other contract-based programs until a new contract is ratified, except as noted above. [subsequently IDA was extended for 9-months, see the notice in this issue of The Sentinel.]
 - (iii) Oneonta union activist Laura Dohner was thanked for her service on the UUP Negotiations Team.
 - (iv) It is of consequence that CSEA has concluded its contract negotiations
 - (v) New York public unions do not have the power to strike.
 - F. Professional issues are critical.
 - (i) Due to resignation of the incumbent, the vital position of UUP Oneonta

Vice President for Professionals is vacant. Candidates possessed of commitment and a willingness to develop new skills are strongly urged to come forward.

- (ii) The Professional sector is understaffed, producing inappropriate workload demands.
- (iii) Telecommuting issues are a major concern.
- (iv) Comp Time remains an issue, and workshops to give supervisors and employees greater understanding of Comp Time is needed as is development and wide dissemination of a Q & A pamphlet

clarifying

Comp Time provisions

G. Academic Faculty issues

- (i) There are reports of adjunct non-renewals.
- (ii) UUP has formally requested from Management the following data by semester for the past three years: number of part-time faculty, number of courses taught by each adjunct, and level of each course taught
- (iii) Several fulltime faculty report pressure to teach fewer upper division and more introductory courses.
- (iv) a member added that significant on-line teaching issues remain unresolved—Rob will add this to Chapter priorities
- (v) The new RTP agreement was signed in February 2022. UUP found that RTP information provided to faculty was inaccurate and delayed. The UUP Vice President for Academics Mark Ferrara will elaborate.

H. UUP Oneonta and Management come to terms concerning the Digital Measures/Faculty Activities Report, allowing UUP to withdraw its Improper Practices Change on that issue.

I. SPI negotiations have gone on for far too long, encompassing several years, but it appears that closure is at hand.

J. In response to Rob's discussion of the salary task force and notation that SUNY Oneonta salaries were near the bottom of our sector --a member added that it was important that Librarians not be excluded as last time, from the salary study—Rob affirmed the concern.

K. The SUNY Oneonta campus has serious revenue issues.

L. There are reports of chatter about post-tenure review amongst deans. State UUP and UUP Oneonta will strongly oppose any such attempt.

M. President Rob Compton asked Academic Delegate Ed Wesnofske to discuss the status of direct election for State UUP Officers.

Rob had designated Ed and Secretary Bill Simons to take the lead on this issue, which entailed crafting resolutions passed in support of direct election by both the UUP Oneonta Executive Board and a Member Meeting, Sentinel articles, networking, and discussions with State UUP President Fred Kowal. Rob thanked Ed and Bill for their endeavors on the direct voting initiative.

- (i) Ed reported State that State UUP President Fred Kowal announced that the State UUP Executive Board voted to create a Direct Election Task Force. In addition to Ed, the following have been nominated to the Direct Election Task Force—Fred Floss (Chair); Andrew Solar-Greco; Christopher King; Christopher Taverna; Susan Orr; Pamela Malone;

former State UUP President Bill Scheuerman; Elise Bowe; and Henry Flax.

- N. Rob responded to member concerns about the status of Veterans Day observance on campus—including difficulty in getting a list of veterans on campus from Human Resources—by noting that he will take this up with Management
 - O. State UUP should request more information from SUNY Central, make such data available to chapters, and keep such data current
 - P. Rob asked a rhetorical question: What makes SUNY Oneonta distinctive from other campuses in our sector? This is an important topic to which we will return.
3. Vice President for Academics and Chief Negotiator Mark Ferrara's Report
- A. Due to the limited time remaining and the fairly comprehensive report by Rob, the Vice President's Report augmented several items discussed by Rob
 - B. elaboration was provided on the process that resolved the Digital Measures/Faculty Activities Report issue. With that closure, UUP withdraw its Improper Practices Charge.
 - C. Management has proposed increasing the days of work obligation for Oneonta faculty
 - (i) UUP Oneonta strongly opposes this proposal
 - D. Management's late and confused notification about the new RPT agreement
 - deprived new faculty of employing its options
 - E. Management wants to renegotiate the Adjunct MOU
 - (i) this is a matter of concern to UUP
 - F. UUP wants forward movement of the salary study and employment of appropriate data
 - G. Management proposes encompassing labs, individual course enrollment, instrumental instruction, and other forms of teaching into the adjunct MOU
 - (i) UUP believes that the preceding is better served by separate agreements
4. Concluding remarks by the Chapter President
- A. Rob thanked the Vice President for Academics for the breadth and effectiveness of his service
 - B. members will soon receive notification about a number of upcoming UUP Oneonta events
 - C. Rob expressed appreciation to attendees for taking time from their busy schedules to participate in today's membership meeting
5. the meeting adjourned at 1:08 PM