

UUP Oneonta Executive Board Meeting Minutes:
Thursday, February 8, 2024, 12 PM, Le Cafe

Present

Le Cafe: Ron Bishop, Shirley Clark, Teresa DeSantis, Mark Ferrara, Rachel Germain, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Armand LaPotin, Melissa Lavin, Michael McAvoy, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, Matthew Unangst, and Gary Wickham

Zoom: Nancy Simons and Ed Wesnofske

I. Acting President's Welcome: Shirley Clark

- A. The Meeting was called to order at 12:05 PM.
- B. Executive Board members were thanked for their service.

II. Acting President's Report: Shirley Clark

- A. A detailed handout facilitated the dissemination of information on the items listed.
- B. Information was provided concerning:
 - (i) Retro-Active Across the Board (ATB) Salary Increases
 - (ii) Retro-Active Across the Board (ATB) Discretionary Salary Increases (DSI)
 - (iii) Empire Plan Across the Board Salary Increases (DSI)
- C. Work on a Joint Labor-Management Health and Housing Survey Proceeds
 - (i) A preliminary draft of the survey was circulated.
 - (ii) Impetus for the survey came from concerns about healthcare costs and access.
 - (iii) Questions were raised about the inclusion of retirees, members input, and whether medical and housing merited separate surveys.
- D. A 2023 Productivity Enhancement Program (PEP) Processing Error will be remedied.
- E. Parents of students attending a SUNY Institution should note that scholarships are offered through UUP and the deadline for undergraduate scholarships is March 1, 2024.
- F. Labor Relations Specialist Chris Sielaff was acknowledged for helping employees of the Counseling Center to be relieved of an On Call/Recall stipulation.
- G. Update on Compensation Committee
 - (i) It was decided to move forward in a small group discussion method rather than bring in consultants from the outside. Acting President Shirley Clark, Vice President for Academics Mark Ferrara, and Labor Relations Specialist Chris Sielaff will comprise the UUP team. President Alberto Cardelle, Vice President for Finance Julie Piscitello, Chief Human Resources Officer Dia Carleton will represent Management in the discussions.
- H. Several upcoming informational meetings and workshops, typically noted on the Chapter webpage, involving membership development, retirement, healthcare, and performances programs received attention.

III. Shirley discussed legislative advocacy

- A. Advocacy is important for SUNY funding, particularly so at this juncture as SUNY Potsdam faces retrenchment the teaching hospital at SUNY Downstate faces possible

closing.

- B. UUP member participation in meetings with legislators is important. Upcoming opportunities to meet legislators include today's Catskill Regional Teacher Center Annual Legislative Forum to Craven Lounge, UUP Advocacy Day in Albany on March 4-5, It is important to send letters to legislators now by going online to United University Professions-Action Network.

IV. A motion was made a motion to appoint Rachel Germain and Matthew Unangst as co-Membership Development Officers.

- A. The motion was seconded and passed.
- B. There was a brief discussion of the need to rebuild the department rep system.

V. Loraine made a motion to hold the traditional Chapter Spring Picnic, to include a meeting, on May 11, 2024, from 11 PM-4 PM, at the College Camp and allowing members to bring up to 3 guests with a \$15 reservation deposit to be refunded by those attending.

- A The rationale for the deposit policy is to cut down on no-shows.
- B. The motion was seconded and discussed
- C. The motion passed.

VI. Referencing the length of the Acting President's Report, it was noted that time for other reports and interactive discussion was limited. It was suggested that perhaps in the future officers submit written reports to be circulated prior to meetings to move the meeting away from a "lecture" format to a more interactive participatory format and to ameliorate participants leaving before the meeting's adjournment.

VII. Diversity, Equity, and Inclusion Officer Penina Kamina gave a brief but pointed report before other responsibilities necessitated her departure. She discussed the importance of a strong UUP DEI campus presence and suggested several significant program proposals. Penina will be meeting with her UUP DEI Committee to facilitate proposals and planning. She will also contact State UUP Vice President for Professionals Carolyn Kube as a resource.

VIII. Vice President for Academics Report: Mark Ferrara

- A. UUP and Management have agreed to restart talks regarding compensation.
- B. UUP and Management have agreed to conduct a joint Health and Housing Survey this spring to identify challenges related to securing housing and healthcare in rural, upstate Otsego County.
- C. UUP will seek clarifications to the new Renewal, Tenure, and Promotion (RTP) Agreement.
- D. UUP continues to work on a variety of part-time concerns such as adjuncts being denied health benefits in cases in which they teach three 1-credit mini-courses together with one 3-credit course.
- E. UUP Oneonta has sought an update on the status of full-time lecturers with seven years of consecutive service who are owed three-year appointment letters according to the new contract. The union expects those multi-year appointment letters to be issued in March.

IX. Vice President for Professionals Report: Shirley Clark

- A. The Chapter Professional Committee will soon convene to organize and prioritize issues.
 - B. Given Shirley's role as Acting President, an Acting Vice President for Professionals is needed.
- X. The UUP Oneonta Finance Committee Report was submitted by chair Michael McAvoy. In addition to its chair, the committee includes Charlene Foley- Deno and Chistine Storrie. The committee met on February 2, 2024. Serving as resources, Treasurer Rich Tyler and Shirley Clark also attended.
- A. The purpose of the meeting was to recommend Chapter spending for the remainder of the 2023 fiscal year and to develop a 2024-2025 budget for consideration by the Chapter Executive Board. The UUP Oneonta Finance Committee recommendations, were passed by a group vote of 3 for, 0 against, and 0 abstain.
 - B. The Finance Committee Report was distributed.
 - C. Amongst other items, the Finance Committee recommended funding 50% release time for the Chapter President in the next fiscal year.
- XI. Treasurer's Presentation of Chapter Budget Proposal for 2024-2025: Rich Tyler
- A. The Treasurer presented the proposed Chapter Budget Proposal for 2024-2025. It was developed in consultation with the UUP Oneonta Finance Committee.
 - B. Motions were made and seconded to approve the Chapter Budget Proposal for 2024-2025.
 - C. The Chapter Budget Proposal for 2024-2025 was discussed.
 - D. The Chapter Budget Proposal for 2024-2025 was approved unanimously.
- XII. Monthly Treasurer's Report: Rich Tyler
- A. The monthly Treasurer's Report was distributed.
 - B. Motions were made and seconded to approve the monthly Treasurer's Report.
 - C. The monthly Treasurer's Report was discussed.
 - D. The monthly Treasurer Report was approved unanimously.
- XIII. Secretary's Minutes of December 7, 2023, Executive Board Meeting: Bill Simons
- A. The minutes of the December 7, 2023, Executive Board Meeting were distributed.
 - B. Motions were made and seconded to approve the minutes of the December 7, 2023, Executive Board Meeting.
 - C. The minutes of the December 7, 2023, Executive Board Meeting were discussed.
 - D. The minutes of the December 7, 2023, Executive Board Meeting were approved unanimously with revisions.
- XIV. Officer for Contingents Report: Gary Wickham
- A. Many of the points made by the Vice President for Academics pertain to Contingents.
 - B. The Organizers need to reach out to the supervisors of student teachers, a difficult task as the supervisors of student teachers are rarely on campus.
 - C. To increase the percentage of adjunct UUP membership, better communication is needed. A significant number of adjuncts don't understand the MOU negotiated by UUP Oneonta on their behalf, which is perhaps the premier such framework in our sector. The gap in communication is evidenced by adjuncts who fail to utilize the MOU provisions to their advantage.

D. Orientations for newly hired adjuncts, workshops on the adjunct MOU, and targeted coffees are some of the means for UUP Oneonta to increase its presence with adjuncts.

XV. Meeting adjourned 1:46 PM.

Submitted by William Simons *William Simons*, Secretary