

UUP Oneonta Executive Board Meeting Minutes:  
Thursday, December 7, 2023, 2:30 PM, Morris 104

Present

Morris 104: Joe Baldwin, Lydia Brassard, Shirley Clark, Rob Compton, Teresa DeSantis, Mark Ferrara, Rachel Germain, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, Gary Wickham, and Kate Wood

Microsoft Teams: David Banks, Nancy Cannon, and Ed Wesnofske

I. President's Welcome: Rob Compton

- A. The Meeting was called to order at 2:33 PM.
- B. Executive Board members were thanked for their service.

II. President's Report: Rob Compton

- A. The Chapter will suggest discussing protocols for interacting with UUP Oneonta to new administrators.
- B. Changes in the SUNY Management structure are taking place.
- C. SUNY Oneonta President Alberto Cardelle announced:
  - (i) Part I of the Strategic Planning Process is completed.
  - (ii) SUNY Oneonta will seek formal designation as Hispanic-serving institution, which will impact student demographics and programs.
  - (iii) Amongst anticipated areas of growth are: graduate and certificate programs.  
Community and local employer needs will receive attention.
- D. Rob will be on medical leave during the Spring 2024 semester. Under the Chapter bylaws, the "opposite" Vice President serves as Acting President while the President is on leave. Since Rob is an Academic, the Vice President for Professionals (Shirley Clark) is next in line to serve as Acting President. Shirley agreed to serve as Acting President for the Spring 2024 semester.
  - (i) There was discussion, with names suggested, of recruiting an Acting Vice President for Professionals.

III. Release Time

- A. Discussion of securing release time for Shirley ensued and emerged as this meeting's central topic of concern.
- B. The following points were put forward: An active Chapter needs a President with release time. A President or Acting President without release time faces the specter of exhaustion and tasks undone. For UUP Oneonta, particularly given its long history of activism, to become a staff run, service entity would vitiate commitments to union democracy and member leadership.
- C. When a former Chapter President went on a one-semester, Spring sabbatical, his release time went to the Acting President. As Rob does not have release time, the current situation is more complicated. Moreover, ensuring reduction of work for a Professional with release time is less straightforward than for an Academic.

- D. The following motion was made and seconded: “The Chapter will request that the SUNY Oneonta administration grant release time to the Acting President of the Chapter.”
  - (i) During the discussion, it was emphasized that the Acting President will not have to make the fight for release time on her own and that the Chapter will strongly support her attempt to receive release time.
  - (ii) The motion to support release time for the Acting President passed unanimously.
- E. During the additional discussion of release time that followed, there was a consensus to ask State UUP to find a means of securing release time for the UUP Oneonta Acting President if release time was not granted by the SUNY Oneonta administration.
- F. The LRS (Labor Relations Specialist Chris Sielaff) referenced the following:
  - (i). All of the leave permitted under Article 11.6, §11.6 Leaves for Chapter Officers, of the UUP Agreement has been distributed. However, ameliorative to the absence of standard EOL may exist.
  - (ii). Under Article 11, §11.5 Leaves for Union Activity may allow use [#] day(s) each month to gain release from regular professional obligation to conduct chapter business.
  - (iii). UUP might be able to provide compensation, on occasion, if a vacation day accrual is used for the purpose of union business. It appears that this has been done for other purposes in the past. It could be a useful option in the coming months, if approved.
  - (iv). Securing the above during Shirley’s times as Acting President would benefit the Chapter.

IV. Discussion of Joint UUP-Management Survey of Local Medical/Dental Service and Housing

- A. At the November 16, 2023, Labor-Management Meeting, Management and UUP appeared amendable to collaborating on a survey of accessibility of local medical/dental service and housing.
  - (i) The preceding impacts recruitment and retention of SUNY Oneonta employees as well as quality of life.
- B. The discussion consensus was that the prospect of a joint UUP-Management survey of local medical/dental service and housing was a positive prospect and should be pursued.

V. UUP Oneonta Survey of Senior Administrative Offices

- A. The UUP Survey of Senior Administrative Office is a long-standing practice of the Chapter.
- B. The survey design is completed.
- C. The survey will be disseminated to the Chapter membership during the Spring 2024 semester.

VI. Vice President for Professionals Report: Shirley Clark

- A. The VPP introduced new Organizer Kate Wood and referenced new Chapter Membership Development Officers Rachel Germain and Matt Unangst.
- B. An update on NEO (New Employee Orientations) presentations was provided, and Regional Membership Specialist David Banks was acknowledged for his contributions to them.
- C. Recruitment and training of an Acting Vice President for Professionals for Spring 2023 are planned.

VII. Vice President for Academics Report: Mark Ferrara

- A. For Fall 2024 and Spring 2025, Management plans for Extra Service, Summer School, and Winter Teaching compensation to align with the minimums established for Adjunct teaching in the new contract, subject to future revisitation.
- B. The Chapter is following up with Management on RTP (Retention/Tenure/Promotion) Committee elections and SUNY Oneonta webpage information issues.
- C. Adjunct Faculty with three years of service should have received one-year appointment letters.
- D. Lecturers who have served seven years have not yet received letters confirming three-year appointments.
- E. Under appendixes to the contract, State UUP and NYS may schedule negotiations concerning Lecturer positions. This might delay Labor-Management discussion of Lecturer issues on the campus level.

VIII. 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 with the following addendum:
  - (i) With the Chapter President's impending Spring 2024 leave and the ascension of the Acting President, officer signing procedures of banking materials will be adjusted. Acting President Shirley Clark, Vice President for Academics Mark Ferrara, and Treasurer Rich Tyler will be authorized check signers, and Secretary Bill Simons will be authorized to sign certification papers.
- D. The Treasurer's Report was approved unanimously.

IX. Secretary's Report: Bill Simons

- A. The November 2<sup>nd</sup> Exec Bd minutes, previously distributed by email, were presented.
- B. A motion was made and seconded to approve the November 2<sup>nd</sup> Exec Bd minutes.
- C. The November 2<sup>nd</sup> Exec Bd minutes were examined and discussed.
- D. The November 2<sup>nd</sup> Exec Bd minutes were approved unanimously.
- E. The special Future Higher Ed issue of The Sentinel, edited by Bill, is moving ahead, and January publication is expected.

X. Report on State UUP Group to Consider Direct Election of State UUP Officers: Group Member, Ed Wesnofske

- A. A draft report was presented to a meeting State UUP Group to Consider Direct Election of State UUP Officers. This meeting coincided timewise with the Fall DA but was separate from the business of the Fall 2023 DA. There was a vote by the Group affirming draft proposals and that, following revisions, those proposals should go to the State UUP Exec Board. Concern was expressed, however, that members of the State on Direct Voting have not yet seen the revisions delegated to Group Chair Fred Floss.
- B. It was noted that the UUP Oneonta Chapter and Exec Bd had previously voted to endorse direct election of State UUP Officers.

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

- A. The coffee hours have generated good attendance.
- 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) Coffee Hour: Wednesday, December 13 from 3-4 PM- Milne Library 102 A
  - (ii). Chapter In-person Chapter Meeting/ Midyear Mingle: Wednesday, December 20 From 4:00-7:00 PM: The O in Otego, 112 Main Street, Otego, NY

XII. Veteran's Officer Report: Gary Wickham

- A. Veterans Days events went well. UUP and CSEA were represented. More works still needs to be done involving other unions and increasing participation.

XIII. Black/Latina Concerns Committee Report: 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.

XIV. Professional Organizer: Lydia Brassard (also reporting on behalf of UUP Oneonta Co Membership Development Officer Rachel Germain, who needed to depart earlier)

- A. The work and future goals of Professional Organizer Lydia Brassard, Organizer Kate Wood, Regional Membership Specialist David Banks, and UUP Oneonta Co-Membership Development Officers Rachel Germain & Matthew Unangst on the Oneonta campus were discussed. Their work has resulted in adding several new members to the UUP rolls.
- B. Strengthening the departmental rep system and Membership Committee would facilitate further membership growth.
- C. Ideas and questions were solicited. It was asked if it was normative to have three Organizers at a Chapter Exec Bd meeting.

XV. The Exec Bd wishes Teresa well during her brief absence.

XVI. Amidst loud and sustained applause, the Exec Bd thanked Rob for tireless, dedicated, and effective service across nearly 20 years to State and Oneonta UUP as Delegate, Committee Chair, Secretary, the longest serving Chapter Vice President for Academics, and President.

XVII. The Thursday, December 7, 2023, Executive Board Meeting adjourned at 4:28 PM.

Submitted by Bill Simons, Secretary, UUP Oneonta

*William Simons*