

Executive Board Meeting – February 8, 2024

Acting President’s Report

Retro-Active Across The Board (ATB) Salary Increases

2% Effective July 2022 or September 2022 depending on obligation
And

3% Effective July 2023 or September 2023 depending on obligation

Salary minimums increased for SL 1-3s and Instructor, Lecturer, and Asst. Professor ranks beginning in 2023 -- \$2000 per year for calendar year obligations; \$1,667 for academic year obligations

Per Course Salary Minimums for Part-Time Academic Faculty Effective July 2022: \$3,250
Effective July 2023: \$3,500

All these retro-active payments were distributed in paychecks on November 22, 2023.

Our union officers fielded many questions related to these increases from members who were eligible and who were not eligible based on their employment start date.

Human Resources sent explanations around mid-December explaining the calculations to employees. If anyone still has any question they can contact Employee Services at payroll@oneonta.edu or call (607) 436-2504.

Retro-Active Across The Board (ATB) Discretionary Salary Increase (DSI)

\$400 On-Base Effective July 2023 or September 2023 depending on obligation (pro-rated for part-timers). Was distributed in the December 20, 2023 paychecks.

Empire Plan Rate Increases

UUP-Represented Empire Plan Enrollees – Enrollee Share of Premium

Comparison of 2023 and 2024 Bi-Weekly Rates	2023	2024	% Change
Individual Coverage Annual Compensation of < \$49,403	\$56.01	\$60.07	7.2%
Individual Coverage Annual Compensation of >= \$49,403	\$74.68	\$80.09	7.2%
Family Coverage Annual Compensation of < \$49,403	\$241.79	\$271.92	12.5%
Family Coverage Annual Compensation of >= \$49,403	\$287.98	\$323.33	12.3%

Joint Labor Management Health and Housing Survey

In response to rising concerns about healthcare cost and access, our UUP Oneonta Chapter is continuing its work on a SUNY Oneonta survey on the topic of healthcare and housing access.

2023 Productivity Enhancement Program (PEP) Processing Error

Employees who had a PEP credit for 2023 did not have a deduction for their health coverage taken from their December 20, 2023 paycheck (This will not impact Health Coverage).

A special deduction of up to \$100 per paycheck will be taken to recover the amount of the missed health coverage deduction on December 20, 2023. This special deduction will continue until the total amount of the missed deduction has been recovered.

SUNY Scholarships Offered Through UUP

Reminder: If you are a parent of student attending a SUNY Institution there are scholarships offered through UUP and the deadline for undergraduate scholarships is March 1, 2024.

More information on all scholarship programs offered by UUP can be found here:
<https://uupinfo.org/awards>

On Call/Recall

With the help of our Labor Relations Specialist, Chris Sielaff, our UUP Oneonta Chapter was able to help the employees in the Counseling Center be relieved of an On Call/Recall stipulation. This provision limited the ability of these employees to travel and engage in personal endeavors on their days off. Appropriate compensation will be issued if the employee decides to engage in on call response or be recalled to campus.

Compensation Committee Report

Management indicated other institutions have issued salary adjustments resulting from collaborative discussions between campus management and the respective UUP Chapter. It was decided to move forward in a small group discussion method rather than bring in consultants from the outside. Mark Ferrara, Chris Sielaff and Shirley Clark will represent the union side and for Management it will be President Cardelle, Dia Carleton and Julie Piscitello. First discussion will be on February 27 and will continue into the Spring 2024 semester.

Upcoming Events

- 1) Membership Development Officers coordinated Department Representative Lunch – February 14, 2024 – Noon-1pm - Martha Pratt Suite in Human Ecology
- 2) Critical Decisions: Retirement & Healthcare Considerations for UUP Members – February 29, 2024 Noon-1pm - Morris Hall – Otsego Grille
- 3) Performance Programs: Professional Development and Advancement – March 21, 2024 Noon-1pm – Morris Hall – Otsego Grille

As Acting President, I will be attending the Legislative Forum held February 8, 2024, in the Craven Lounge at Morris Hall. Also, I will be attending UUP Advocacy Day in Albany to meet with Legislatures to advocate for SUNY on March 4-5. I will be discussing with Legislators the importance of Funding SUNY. Right now, 7 positions at SUNY Potsdam are being retrenched. Also, the New York Governor is proposing to shut down the teaching hospital at SUNY Downstate. As UUP union members we all must rally around to support and do what we can to help save SUNY Downstate. Please fill out a letter of support and send to your legislators now: [United University Professions - Action Network](#).

Finance Committee Report – Submitted by Michael McAvoy, Chair

Memorandum

UUP Oneonta Finance Committee (Charlene Foley-Deno, Michael McAvoy (chair), Christine Storrie) On February 2, 2024, the UUP Finance Committee met with Rich Tyler, Chapter Treasurer, and Shirley Clark, Acting President in the UUP Office in IRC 105, at 1:10 pm. The purpose of the meeting was to recommend chapter spending for the remainder of the 2023-2024 fiscal year, and to develop a 2024-2025 budget for consideration by the Chapter Executive Board at its February 8, 2024 meeting. Following discussion, the recommended documents are attached. The primary changes to 2023-2024 expected spending is a change in the release time contribution, the change in secretary earnings contribution, and providing funds to support the Acting President's objectives to increase committee participation, and more executive board meetings.

For 2024-2025, the available funds appear to be adequate. Uncertain of whether Dr. Compton will return, your finance committee recommended the chapter board request a 50% release time for Shirley Clark, and placed an estimate of \$8,500 as the chapter contribution. McAvoy requested that Rich connect with UUP Accounting Office to obtain a better estimate in the event Shirley continues as Acting President. While the proposed spending exceeds new expected revenues, the proposed spending aligns with our Acting President's objectives to engage our membership and increase chapter activities, and the expected end-of-fiscal 2025 balance continues to be positive and in an amount almost sufficient to cover 2025-2026 spending at the 2024-2025 proposed level. Also, the chapter will be eligible to request a supplemental allocation for 2025-2026, in the event the bank balance is less than \$10,000.

Following the development of the proposed spending for 2024-2025, McAvoy motioned to recommend the fiscal 2024-2025 budget plan to the executive board for discussion.

Foley-Deno second.

McAvoy asked for discussion. Hearing none, Storrie requested a vote to accept the budget plan.

The motion passed 3 "Yes," and 0 "No."

McAvoy thanked Rich for his assistance, Shirley for her clear goals and leadership, and Foley-Deno and Storrie for their input.

The committee meeting adjourned at 2:10 pm.

Membership Development Officers

As Acting President, I would like to make a motion to officially appoint Rachel Germain and Matthew Unangst as Co-Membership Development Officers for the SUNY Oneonta Chapter.