

**Labor-Management Meeting: September 19, 2005**

By: Rob Compton, VP Academics

For Labor: Bill Simons, Nancy Cannon, Rob Compton, Tom Horvath, Jay McDermott, Norm Payne, and Dennis Selzner

For Management: Carol Blazina, Leif Hartmark, Dan Larkin, Steve Perry, and Lisa Wenck

I. Labor and Management welcomed each other back for the start of the new academic year.

II. Workload Issue

A. Labor decided to table the Workload issue for this meeting because President Donovan was not present. (By the contract between UUP and the State of New York, the president of the university is required to attend one meeting a semester, but may attend more if he/she so chooses.)

III. Discretionary Salary Increase

A. Labor asked why it was not briefed regarding the Discretionary Salary Increase (DSI) process as agreed upon at a summer meeting

1. Several members were asking about DSI equity data

2. Although we may not agree on the procedure of DSI, Labor thought there was an understanding that Management would meet with Labor to discuss the process prior to the dissemination of the DSI memo to faculty and professionals

B. Management noted that there must have been a misunderstanding regarding what was discussed at the meeting and does not believe that it agreed to such a meeting prior to the memo's dissemination

C. Labor noted that it thought it made its point perfectly clear on this issue and now the DSI Equity data is not available to UUP.

D. Labor asked where members are supposed to get this information as it is customary forwarded to UUP prior to the release of the memo.

E. Management noted that the data on salaries based on rank and service time is not automatically provided and that UUP must request that material.

F. Labor noted that it does not think that it has been done that way in the past. Labor also stated that if the agreed upon meeting had taken place, this issue would not have happened. And Labor pointed to an e-mail sent by UUP to the Associate Vice President-Administration, which read, "In regard to Equity Adjustments concerning Discretionary Pay Procedures, UUP requests that relevant comparative material be distributed to members of the UUP bargaining unit so that individuals will have the material needed to apply for Equity Adjustments."



G. Management said that it was prepared to provide that information but the UUP or individual members must contact the Freedom of Information (FOIL) officer of the campus.

H. Labor said it would like a more systematic approach in which the salary data are appended to the DSI memo and requested that this be done automatically and annually without going through the FOIL process.

I. Management stated that it would take consultation on this issue but would provide the data for this year

#### IV. Adjunct faculty and extra service payment remuneration

A. Labor noted that the College's budgetary allocation was increased 6.4% over last year according to data released by UUP and obtained from

SUNY Central. Given the finality of this increase, which Management stated was "fluid" at the time we met during the summer, we would like to know if Management has made a decision regarding our summer request to increase the starting salary of adjuncts from the current \$2250.00.

B. Management said they would not increase the starting salary.

C. Labor noted that adjuncts are woefully compensated but perform important functions on this college as they are now 46% of the teaching faculty. UUP is "profoundly disappointed" in Management's decision.

D. Labor also asked Management about its decision regarding increasing the Remuneration for those employees who fall under the UP8 category. (The individuals are employed full-time in other campuses and teach or perform extra service on the Oneonta campus and are paid the Oneonta extra service rate under the UP8 designation.

E. Management stated that they are "unwilling at this time" to increase payment to those in this category.

F. Labor noted that these are tenured and seasoned faculty from other campuses. Given the difficulty in finding adjuncts due to our relatively remote location, those in the UP8 category provide a valuable service and tend to be around for quite some time. UUP noted that one professor in the category, had taught here for many years but never received any increase in payment. This person has resigned shortly before the semester started, much to the consternation of the chair of this particular department.

#### V. Parking Issues

A. Labor asked for a report on the status of the 146 faculty reserved lots per a previous Memorandum of Understanding

B. Management noted that construction is coming to an end and they will make certain that these parking spots will be preserved.



UUP Professional Delegates' V.N. Shastri and Janie Forrest-Glotzer



C. Labor and Management agree to resolve this issue outside of the formal Labor Management venue

VI. Collaborative Initiatives

A. Labor noted that although UUP and Management may have some fundamental differences in process, the end goal is the same. That is, a strong College that protects and enhances the gains made over the past years.

B. Management concurred that many interests coincide.

C. Labor and Management agreed that the New Hires UUP-Management August 28, 2005 picnic was a success.

D. Labor and Management noted that the Part timers Orientation on Aug. 23, 2005 was very successful and Management noted that this was a win-win situation for employees, chairs, and administration.

1. Labor asked if there would be implications of the model used for the PT orientation for the FT orientation
2. Management noted that the feedback was positive from all those involved and that it would have a strong impact.

E. Labor thanked Lisa Wenck and her staff as well as Ricky O'Donnell (UUP)for the planning for the Employee Wellness Fair, scheduled for October 26, 2005.

1. Management noted that this fair includes many vendors and is the most comprehensive one offered on this campus.
2. Labor noted that the partnership between UUP and Management on this issue will be of tremendous benefit to the College Community

F. Labor and Management agreed to maintain the current format or PT Concerns Labor-Management Meetings and to continue through the year on a monthly basis.

VII. Labor Day and Rosh Hashanah and the College Calendar

A. Labor noted that the Labor Day event on the Quad drew 450 people, about 150 more than in the past. Labor thanked the Provost for stopping by.

B. Labor noted that many retirees, both Oneonta Mayoral candidates, additional political candidates and office holders, faculty, students, community members, and representatives of both campus and downtown CSEA participated in UUP's Labor Day observance.

C. Labor stated that it would like to have both Labor Day and Rosh Hashanah observed for all employees and students as they are in many other campuses with no classes scheduled on either holiday.



UUPers Armand LaPotin and Carolyn Haessig



D. As noted many times before, UUP would like an administrative decision for the observation of Labor Day and also Rosh Hashanah given the campus demographics and the importance of the holiday.

#### VIII. Faculty Handbook: Dissemination and Revisions

A. Labor noted that the current issue of the Faculty Handbook is available on line, but faculty have not been issued hard copies. It also understands that in the past, hard copies of Handbooks were provided and currently, they can be requested from Nancy Wolters. Also, department chairs were given one copy each for their respective departments.

B. Labor also noted that several memos are also on the web site where the Handbook is located. Are these parts of the Handbook? Are they revisions to the Handbook? Labor noted that this can be a source of confusion.

C. Management noted that it will examine the issue and wants to make sure that all Faculty have access to this information. They also noted that the logic of using the web and electronic dissemination is to cut the cost of printing.

IX. Due to the interest of time, the Discussion of Katrina Relief efforts and Calendar obligation of full-time teaching faculty: concerns about summer requests were not discussed.

Meeting adjourned 3:55pm

### **Part-time and Adjunct Concerns:**

#### **Recent Initiatives**

*By Jay McDermott, UUP Oneonta, Part-Time Concerns Officer*

The “sidebar” UUP PT/OSC administration meetings last spring brought something new to the Oneonta campus this fall. In the course of discussions, we began to explore ways that adjunct faculty could find an easier entrance into campus life when the fall semester arrived. Some areas that came up were parking permits, ID cards, and classroom technology access/instruction. Other possible topics included access/awareness of campus facilities, printing services, and student issues.

Initial exploration about such an ‘event’ gained validation when a summer meeting was held of those elements that might be interested in participating—and a full conference room of at least a dozen different departments indicated an enthusiastic willingness to try something new to reach out to adjunct faculty.

What finally came about was the “Part-Time Faculty Orientation to College Services” that was held for two hours in the Hunt Union Ballroom on Tuesday afternoon, August 23<sup>rd</sup>, one day before classes began. Bear with me for a moment if you were there, but if you weren’t, these are the tables that you missed: UUP (union info & membership cards); University Police (parking decals!); ID/dining card Office (ID cards); Registrar’s office (faculty services); Human Resources, & Payroll; Academic Computing, Computer & Telecommunication Services, and Technology Services; TLTC (faculty computer resources); campus bookstore (faculty discounts); OAS General Services (faculty dining); Student Disability Services (student accommodation); Counseling Center; Library Information Services; Academic Affairs; and Student Development.

The session proved to be very helpful to everyone who attended. Even some FT faculty found their way in to resolve last minute issues! Over at the refreshment table, we heard comments like “I’ve taught on six campuses around the country—and I’ve never seen anything like this before!” and “This has been great—it





classroom, teachers frequently do their best work, and the teacher-student interaction is most productive. Students who wish to see me on Monday, Wednesday, or Friday, are simply out of luck, not only because of the distance I travel, but because the pay rate requires me to adjunct at other campuses. SUCO is not only short-changing the part-time employee, but is also short-changing the students, who I believe are supposed to represent SUCO's primary mission. Again, thank for the article and thank you to UUP for standing up for the part-time professors on SUNY campuses across the state. And, by the way, where can I get one of those "Demand Justice" buttons?"

#4 Dr. Donald Hill, Professor, Anthropology and former Chair, Africana/Latino Studies, is a prolific author and archivist. His expertise embraces cultural anthropology, folklore, and ethnomusicology of the Caribbean. Dr. Hill, as always, speaks with distinctive candor: "And what is the sorry state here? ...The people who are giving this salary here — our friends and supervisors and our peers — are not bad people. They are probably neocons — they see the issue purely in terms of economics...there are probably thousands of "professional" adjuncts out there who live off the salaries they earn teaching at two, three, five colleges making maybe \$30,000/year and teaching maybe thirteen course a year and being stretched very thin and not being able to give full attention to their students as those of us who luckily teach six course a year. I tell you, the system stinks and I'm not proud for this aspect of my career, since people like me earn a good living while the next generation will live on food stamps as the American educational system drops off of Tom Freeman's "flat" world."

UUP Oneonta salutes the courage, talent, and idealism of Kathryn Finin, Thomas Pullyblank, Denis Brennan, and Don Hill. Join their ranks and provide UUP with a signed commentary in support adjuncts to publish in *The Sentinel*.

**Labor-Management Meeting Minutes: October 17, 2005**  
**By Tom Horvath, Secretary, UUP Oneonta**

For Management: Alan Donovan, Dan Larkin, Leif Hartmark, Steve Perry, Lisa Wenck, Carol Blazina, Michael Merilan

For UUP: Bill Simons, Tom Horvath, Jeri Ann Jerminario, Dennis Selzner, Fred Miller, Norm Payne

Labor and Management welcomed each other to the table.

**I. Full-time Faculty Workload**

**LABOR:** UUP noted that workload was not on the table previously, but we have shared discussions and data on the UUP workload survey conducted last year. Labor asked Management how they interpret the results of the survey.

**MANAGEMENT:** Management answered that the results are difficult to interpret. Management asked Labor how they interpret the data.

**LABOR:** UUP answered that it had a good return — 54.3% — which is much higher than Management's Employee Recruitment & Retention Task Force survey (ERRTF). Some outstanding stats were presented such as advisement/counseling has, according to 63.7% of respondents, increased over the past five years, and 64.6% report an increase in college and community service over the same period. Current workload is deemed unreasonable by 52.2%. It is not a good situation when 51.3% acknowledge that workload has



a negative impact upon the quality of their teaching, and workload has lead 45.1% to consider employment elsewhere. The great majority (77.9%) find workload to have a negative impact on their capacity to conduct research and publication. Workload, say 58.4%, negatively impacts their personal lives. Fully 76.1% advocate 9 semester hours as the standard semester teaching obligation. Labor acknowledged the improvements ongoing at the College under President Donovan's leadership, including expansion and improvements in the physical infrastructure, significantly improving the profile of incoming Freshman, and recruiting outstanding young faculty. Labor wants to support the continued improvements, but the survey results show an impact on the teaching, professional, and personal lives of employees that threatens that excellence. Labor again asked for management's impression of the survey results.

**MANAGEMENT:** At this point President Donovan indicated that he would speak to the full-time faculty workload issue. He asserted that he would only speak once and it would be judicious to listen closely. President Donovan stated that he has tried to "engender" new positions, 6 this year, hopefully 8 next year. Management is filling vacancies. About 50% of the faculty have been hired in the last 10 years. The more full-time faculty, the more the load will be spread, for example in advisement.

**LABOR:** We are in favor of new hirings, and the desire for more funding is mutual. UUP has been very active in advocacy activities such as helping to secure the 6.4% augmentation of the last SUCO budget and we look forward to future collaboration with Management seeking additional funding from the state. Bottom line however, the workload of full-time faculty is a problem on this campus as reflected by this survey and other indices.

**LABOR:** Does the President's statement indicate that the course load for recent hires will be reduced? Does Management not perceive a problem on the issue of full-time faculty workload?

**MANAGEMENT:** "The President has given his statement on record".

**LABOR:** Given Management's disinclination to focus on the UUP survey, what about management's survey?

**MANAGEMENT:** It is not "our" survey, it was your members that participated.

**LABOR:** UUP directed the question to the administrator who is the Chair of the ERRTF Committee. Certainly the Chair of that committee can respond.

**MANAGEMENT:** The ERRFT survey was not distributed to the college at large.

**LABOR:** Was the survey not a representative survey?

**MANAGEMENT:** The ERRFT survey was given to all new hires [last 5 years], and all were invited to hear the results.

**LABOR:** What was the absolute number in attendance at this meeting?

**MANAGEMENT:** 15

**LABOR:** How many committee members were there?

**MANAGEMENT:** 2

**LABOR:** What did the ERRFT survey results say about workload?

**MANAGEMENT:** Survey indicated many concerns, but Management is hesitant to pull out any single one.

**LABOR:** According to the ERRFT survey, what were the greatest challenges to new hires?

**MANAGEMENT:** Management now read from the ERRFT survey, which stated the greatest challenges were workload, time management, and course preparation.

**LABOR:** The two surveys have similar results – both the UUP survey and the ERRFT survey indicate that young faculty are over worked. Has management heard new hires mention being overworked? UUP's interpretation is that the UUP survey and the ERRFT survey both strongly indicated that workload was a problem.

**LABOR:** There are provisions for reducing workload in the faculty handbook. A. exceptional involvement in specific instructional activities, such as preparation of a new course, the revision of existing course materials, involvement in the development or instruction of new academic programs, or the instruction of graduate level



Labor - Management Picnic for  
New Hires



courses; B. exceptional involvement in a specific program of research and scholarly activity; C. exceptional involvement of specific service activities, such as assignment of special college projects or committees; D. involvement in professional development activities, such as training for another specialty area or to address departmental needs; E. administrative assignments, such as service as department chair or designation as program or area director; F. an exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more. G. supervision of internship activities for program or department; H. an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester; I. other assigned professional responsibilities or scholarly activities as deemed appropriate. (page 25 Faculty Handbook). How many faculty, aside from chairs, have applied for workload reduction through the procedures enumerated in the faculty handbook?

MANAGEMENT: We do not have the exact numbers.

LABOR: How many have received exemptions?

MANAGEMENT: We do not have the exact numbers.

LABOR: We would like to return to this in November.

## II. Discretionary Salary Increase (DSI)

LABOR: UUP requested that DSI procedures be discussed before the guidelines are distributed for the next cycle. The lack of a requested meeting this year led to people being unaware of the equity data. There was some confusion on the process, for example does each division have its own guidelines?

MANAGEMENT: The College has consistent rules for DSI.

LABOR: UUP reiterated that the lack of the summer 2005 meeting caused confusion for membership related to the application process. We did FOIL for the comparative data and had the data within 3 days, but this was after the guidelines had been distributed. Before the next DSI cycle, can we meet so as to avoid the problems that attended this DSI cycle?

MANAGEMENT: We can talk about that.

LABOR: In a spirit of civility and respect we will continue to discuss issues. Bot Labor and Management are committed to collaboration in maintaining and furthering excellence at the College.

Meeting adjourned at 3:55 PM.

### **PT/Adjunct Concerns Update** **By J. McDermott, Part-Time Concerns Officer**

It's been a busy semester. The PT Concerns sidebar Labor Management meetings have resumed, with one more scheduled for later this month. We are expecting some initial response to questions about the Gen Ed survey requirements for adjuncts, along with a first response on the issue of travel costs adjustments for student teacher supervisors.

Oct 31 to Nov 4 was Campus Equity Week, on the SUCO campus and around the world (It's called "Fair Employment Week" in Canada). UUP distributed informational material on CEW and adjunct/PT issues in general, along with many of the "Demand Justice" buttons that are beginning to be seen around the campus. We also hosted an informal forum to discuss issues of fairness in PT experiences on Thursday evening, Nov 3<sup>rd</sup>. (Hats off to **Oscar Oberkircher**, Food/Nutrition Lecturer, for the delicious offerings prepared on short notice!). The Community Room proved to be a wonderful site for some intense discussions, and we may return there later in the year for additional forums on labor issues.

UUP has declared 2005-2006 to be "The Year of the Part-Timer" and at the most recent delegate assembly that phrase was made concrete with a call to survey the part-timers on SUNY campuses, and then to prepare a response to the needs disclosed by the survey. To that end, we are now trying to update the "home



chapter meetings, engage in advocacy activities, and contribute to VOTE COPE. I make no promise other than to do my damndest. Ultimately, the success or failure of the New Solidarity rests with all of us. As Shakespeare wrote, "The fault, dear Brutus, is not in our stars, but in ourselves." Let us make this a union campus.

**Labor-Management Meeting Notes: 21 November 2005**

*By Tom Horvath, Secretary, UUP Oneonta*

For Management: Dan Larkin, Steve Perry, Tom Rathbone, Lisa Wenk

For UUP: Bill Simons, Rob Compton, Janie Forrest-Glotzer, Tom Horvath, Norm Payne, Dennis Selzner, V.N. Shastri, Teri Weigl



Labor and Management welcomed each other to the table.

I. Construction in Fitzelle

LABOR: UUP asked for information regarding the work being done in Fitzelle Hall in the past 2 weeks as its members expressed health and noise concerns.

MANAGEMENT: Work was being done as part of ongoing updating of the emergency lighting system in the building and other buildings around campus. The work involved drilling into the mason blocks and sheet rock, which created dust. No asbestos was or will be involved in this particular job. Future work will be done off-hours as much as possible and dust will be cleaned by maintenance as the work proceeds to minimize exposure. Building occupants and users were recently notified of future work via email. Upcoming work that does involve asbestos abatement associated with vinyl floor tiles is planned to begin nearer to summer and will be done by state contractors. They will completely seal the areas involved, and use of the area will be restricted (occupants and users will be notified of where and when the work will be scheduled).

LABOR: UUP asked if the Health and Safety Office can be included on all notifications (e.g., emails, memo, and other forms of communications) of future work.

MANAGEMENT: Absolutely.

LABOR: UUP commented that better communication about the scheduling of work that may disrupt classes or affect occupants' health will go a long way to alleviating future problems.

II. Discretionary Salary Increase (DSI)

LABOR: UUP again asked about the Provost's letter notifying members of DSI procedures to verify that everyone received a copy.

MANAGEMENT: The Provost's letter is only for academic affairs division.

LABOR: Does each unit director (i.e., professionals) have their own version of the letter to inform members of DSI procedures?





**MANAGEMENT:** Each Vice President sends a letter to their supervisors. These supervisors then distribute the letter to their respective unit members.

**LABOR:** UUP alerted management that some employees are not receiving the procedural information.

**MANAGEMENT:** UUP was reminded that this money is *discretionary* for Management to disburse.

**LABOR:** Some members know nothing about DSI (even its existence), while others were unaware of the procedures. UUP will conduct a survey of its professional members to learn more about the level of information regarding the program and the degree of notification to its members. UUP will discuss these results with management.

**MANAGEMENT:** Agreed that the data will be welcomed. Management also proposed the possibility of future discussions regarding the equity and merit monies allocation.

**LABOR:** UUP stated that as for the procedures for DSI based on equity, our members need the timely dissemination of salary data in order to apply.

**LABOR:** UUP asked if adjuncts & part-timers were given information about applying for DSI?

**MANAGEMENT:** All employees covered under the contract would get the procedural information including adjuncts and part-timers.

**LABOR:** UUP asked if they get DSI guidelines through their departments or units to which they are assigned.

**MANAGEMENT:** They should receive them through the standard mail route [directly in their mailbox].

**LABOR:** UUP asked for clarification of eligibility of adjuncts and part-timers for DSI.

**MANAGEMENT:** "Yes, they are eligible."

**LABOR:** Did any part-timers get DSI?

**MANAGEMENT:** Yes.

**LABOR:** Did any part-timers receive DSI?

**MANAGEMENT:** Definitely some part-timers did, but not adjuncts.

**LABOR:** UUP asked about the procedures that may hinder adjuncts from applying for DSI, such as they are often absent from department meetings.

**MANAGEMENT:** The happenings in the departments are complicated and vary, but that any procedures for adjunct applying should start in the departments as recommendations emanate from the departmental level.

**LABOR:** UUP realizes that applications need to start in the departments, but did not know if any recommendations were made from departments. UUP noted that adjuncts and part-timers covered under the



contract are eligible for DSI.

MANAGEMENT: Reminded that the departments only recommend and that the award is "*discretionary*".

LABOR: Some chairs may not be aware of adjunct and part-time eligibility and UUP realizes that departments' recommendation play a crucial role in DSI allocations. Maybe the communication of this eligibility can be made more openly and clearly in the future.

MANAGEMENT: Stated that it will provide in future DSI guidelines, a written statement regarding the eligibility of adjuncts and part-timers in the DSI memo.

LABOR: UUP asked if Management will provide the salary data necessary for applying for equity-based DSI. UUP asked again if that information can be attached with the DSI memo when the announcement of procedures is made.

It was mutually agreed that labor and management will discuss the issue further, including at which point the best available data can be disseminated. Management stated that it needs to consult its FOIL (Freedom of Information Law) officer.

LABOR: While DSI is Management rights, the contract between the State of New York and UUP was negotiated with UUP input. Therefore, UUP expects Management to carry out the program effectively. UUP thanked Management for its cooperation in addressing these detailed issues related to DSI.

### III. Request for information concerning course load reduction applications.

LABOR: UUP asked how many faculty have applied for course-load reduction based on the Faculty Handbook criteria?

MANAGEMENT: Many individuals, including chairs, who are eligible to receive course-load reductions because of the nature of their position did receive reductions. Three individuals applied for course-load reductions based on the handbook criteria over the past three years.

LABOR: UUP appreciates the recent notifications on the distribution of the current Faculty Handbook as noted in the Bulletin. However, it is UUP's understanding that many newer faculty were not aware of the possibilities of applying for course-load reductions. How many faculty have received course-load reduction based on applications employing the Faculty Handbook criteria?

MANAGEMENT: One (1) to the best of our knowledge.

LABOR: UUP asked if anyone with an FTE greater than 125 received course-load reductions.

MANAGEMENT: Reminded UUP that individuals must take the initiative to apply.

### IV. Cooperative Initiatives between Labor and Management

LABOR: UUP is pleased by the proposed increases in summer school teaching remuneration. Furthermore, Labor notes that it and Management view the Part-time Faculty Orientation to the college as well as the Employee Wellness Fair as win-win cooperative ventures.



**MANAGEMENT:** Over 100 employees attended the Wellness Fair. In regards to the Part-time Faculty Orientation, the Part-Timers will be surveyed for their response to the orientation.

**LABOR:** Agrees to a joint Labor-Management memo to accompany the survey.

**MANAGEMENT:** Also, the Honoraria issue and other changes relevant to the Faculty Handbook will be available online in the "What's new" section to be added to the website.

#### V. Parking Issue

**MANAGEMENT:** The 146 spaces for reserved faculty parking are being monitored to make sure that the target is maintained as construction on campus proceeds. Management proposes to discuss this issue, for the time being, outside the venue of the formal Labor-Management Meetings.

**LABOR:** UUP agrees to an abbreviated December meeting. UUP also stated that 90% of what Labor and Management do is collaborative, as nothing happens unless we can acquire resources from Albany. Management appreciated UUP efforts and UUP expressed similar sentiments. A Happy Thanksgiving holiday was wished by all.

Meeting adjourned: 4:25 pm

### **Abbreviated Labor-Management Meeting Summary: December 14, 2005**

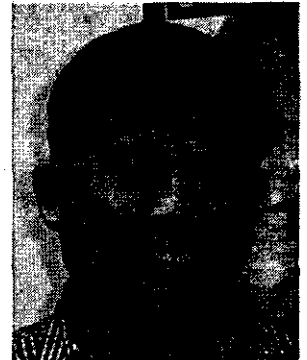
*By Rob Compton, UUP Oneonta, Vice President for Academics*

For UUP: Bill Simons and Rob Compton

For Management: Dan Larkin and Lisa Wenck

#### Summary of Meeting:

This abbreviated meeting consisted of a discussion centered on two issues: part-time salaries and joint Management-Labor advocacy for SUNY and SUCO in particular. UUP and Management noted the progress made in regards to PT Employees, including the Orientation, the PT Labor-Management Meetings, and the increase in Summer remunerations for part-timers teaching. UUP wants Management to extend \$2500.00 remuneration as the starting part-time salary for the Fall and Spring semesters. While Management noted that there are fiscal ramifications of such a change, they will continue to monitor the situation as they are fully aware of the contributions made by this group of employees.



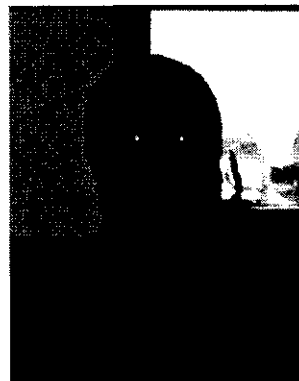
The importance of advocacy for increased funding of SUNY and SUNY Oneonta was also discussed. It was noted that UUP's affiliation with NYSUT and AFT creates increased political clout for UUP and that the State-wide organization and the Chapter Level organization will continue to advocate for adequate funding, to include PT salaries by meeting with legislators in Albany and in their home districts. Management noted that Carol Blazina, VP for Community Relations, has worked extensively on this issue. UUP and Management agreed to work together as needed when the budget process activities reach its zenith.



## PT Concerns Activity Report

By J McDermott, Part-Time Concerns Officer

There are several issues this month that concern our members. Recent Labor Management talks have elicited the acknowledgement by management that the eligibility of part-time employees will be specifically targeted in the next round of Discretionary Salary Increases (DSI). This very important clarification of contract language will be followed closely in the coming rounds. Please consider the recently distributed memo titled "UUP-Labor-Management Individual Development Grants Awards Program". It should have reached you in a department handout and as a broadcast email. The program is now receiving applications, and a minimum of 15% of the ID funds are reserved for PT employees. Information is online at <http://www.nysuup.lmc.state.ny.us/>, but you can also talk to UUP committee members Norm Payne, Ricahard Lee and Alex Thomas. Management members are Roger Sullivan, Janet Potter, and Melissa Nicosia.



The magazine "Adjunct Advocate" is now available, both in print and online. The most recent print issue is on the rack in the Current Periodical reading room in the basement of Milne Library. Back issues of the current volume are in the periodical stacks. Our online subscription provides full text access to the current issue and the most recent past issue. To access this title, go to the Milne Library homepage; under Find Articles, click "Alphabetical List of Databases". This will bring up the Oneonta user identification page, requiring your Oneonta username and password. You will then be on a page with password information for "Adjunct Advocate", and an active hyperlink which will take you directly to the website. (The password information will allow you deeper access as a registered user.) The subscription for this year was paid from the college President's budget; access through the Milne portal allows a "clickcount" of usage. Specific users will not be identified. Try it-often! Thanks go to Andrea Gerberg and Richard Ulrich for making this online subscription accessible thru the Milne portal. Both the main Labor -Management meetings and the PT Concerns sidebar meetings continue to address matters of importance to PT employees.

UUP Oneonta's continuing campaign to raise adjunct starting pay has seen an increase in summer salaries, and there is growing support on campus to extend this to fall and spring semester compensation base. There are continuing discussions concerning the propriety of adjunct participation in assessment, as well as recognition of the need to address shortfalls in the mileage compensation for student teacher supervisors. Parking concerns of adjunct faculty have also been raised and sent on to the campus Parking Committee.

### Abbreviated Labor-Management Meeting Summary: January 26, 2006, 3 PM, Netzer 211A

by Nancy Cannon, Secretary for the Day

For UUP: Bill Simons and Nancy Cannon

For Management: Dan Larkin and Lisa Wenck

Summary of meeting:

The meeting consisted of a discussion of the following issues:







- 1) Progress on the Joint Labor-Management Individual Development Awards Program: Labor and Management both have informed potential applicants of the program.
- 2). Consideration of collaborative advocacy on behalf of SUNY Oneonta.
- 3) Raising the salary of adjuncts teaching a 3 sh course:  
Management is unable to comment until the new budget is known.
- 4) Discretionary Salary Increases for adjuncts: Management is in the process of developing guidelines
- 5) Applications for course reduction for faculty under the Faculty Handbook guidelines: Labor and Management agreed that retention of outstanding faculty is a common goal.

### ***Food for Thought/ UUP Chapter Meeting: Tuesday, February 21***

The next *Food for Thought/UUP* chapter meeting will be at Otsego Grille, Morris Hall on Tuesday, February 21<sup>st</sup> at noon. Vice President for Academics **Rob Compton** and Secretary **Tom Horvath** will analyze Labor-Management Meetings, including the preparation, the setting of an agenda, the structure and content of discussions, and types of resolutions related to Labor-Management Meetings. Vice President for Professionals **Norm Payne** will discuss the on-going survey for Professionals and other Professional Concerns. Membership Director **Teri Weigl** will examine the rationale and nature of chapter building initiatives. President **Bill Simons** will announce upcoming UUP legislative advocacy campaigns on behalf of SUNY. After formal remarks, a question-and-answer session will follow.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Join your colleagues for a convivial gathering and an expression of solidarity. *Food for Thought* is an occasion to renew old ties and to forge new ones. Your union looks forward to greeting you. For additional information, please contact UUP Oneonta President **Bill Simons** (3498), Vice President for academics **Rob Compton** (3048), or Vice President for Professionals **Norm Payne** (2021).

### **VOTE/COPE Political Action: Fighting for the Future of SUNY**

*By Janie Forrest-Glotzer, Director, VOTE COPE*

VOTE/COPE is essential for UUP's political effectiveness. If you want a voice that is clear and articulate - amplified above the usual din of politics, VOTE/COPE is that voice. Contributing to VOTE/COPE is a sure way to insure that the interests of the educational community, including teachers, students, and their families, are represented when important decisions are made. By effectively representing your point of view, UUP challenges misrepresentations of budgetary needs, working conditions, effective learning, and the futures of our students.



VOTE/COPE provides a means of informing law-makers and opinion leaders about educational issues in New York State. By effectively representing you, VOTE/COPE also gives lawmakers a chance to be on the right side of the issues and gain the support of the educational community in the process.



## **Labor-Management Meeting Notes: 6 February 2006**

*By Tom Horvath, Secretary, UUP Oneonta*

For Management: Dan Larkin, Lisa Wenck, Roger Sullivan, Tom Rathbone

For UUP: Bill Simons, Tom Horvath, Norm Payne, Janie Forrest-Glotzer, Rob Compton, Nancy Cannon

The meeting was opened at 3:03, and UUP and Management welcomed each other to the table.

### Health & Safety Issue in Physical Sciences Building

1. UUP asked Management about particulars of the work in Science II that resulted in asbestos abatement work this January. Management gave detailed accounts of the events: The work involved small holes drilled into ceiling tiles during summer 2005. In December State University Construction Foundation became aware that the tiles contained asbestos. In January 2006, air and the upper surfaces of cabinets were sampled in the area around the work, and only the cabinet surfaces came back positive for asbestos. Remedial work was completed this past January. Work involving asbestos is scheduled for this summer in Fizzle Hall to replace worn and damaged floor tiles. All building inhabitants will be informed by facilities well before the work begins, and more details will then be provided about access and remedial plans. UUP will be included on all communications regarding such work.

### Application Process for Reduced Teaching Load

2. Management and UUP agreed that all faculty should apply for reduced teaching load if they meet the criteria detailed in the Faculty Handbook (p. 25). Management will inform the Deans and Chairs (possibly through the Deans) to expect an increase in applications. UUP pointed out that many talented faculty will qualify for such adjustments. One purpose for the adjustment process is to maintain and enhance professional productivity. Management noted that requests need to go through the proper channels and are subject to approval. UUP surmised that their understanding of the issue strongly suggests that those faculty that fit one or more of the criteria outlined in the Faculty Handbook are urged to apply for the reduced teaching load.

### Applications for Discretionary Salary Increases (DSI) for Part-Time Faculty

3. UUP reiterated that Management agreed in our last meeting that part-time faculty are eligible for DSI. Furthermore, UUP noted Management's agreement to timely notification of DSI procedures to ALL employees. Management stated that the annual memo pertaining to the DSI notification will duly note Part-Timers' eligibility. Details regarding the specific impact on salary and the calculation of incremental increases will need to be worked out. Management noted that DSI is strictly Management's discretion.

4. UUP notified Management that it will be conducting a survey of professionals and academics to monitor problems with the DSI procedures practiced in the past, with the hope of improving the process. The data will be shared with Management at a future meeting. Management restated that they will ensure that ALL employees will receive instructions for DSI application.

The meeting was adjourned at 4:00.

### ***Food for Thought/ UUP Chapter Meeting: Tuesday, March 28***

The next *Food for Thought*/UUP chapter meeting will be at Le Café, Morris Hall on Tuesday, March 28<sup>th</sup> at noon. Grants Development Office Manager **Kim Muller** and Grantswriter **Kathy Meeker** will discuss the



G. Supervision of internship activities for a program or department;

H. An unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;

I. Other assigned professional responsibilities or scholarly activities as deemed appropriate.

### **Labor-Management Meeting Notes: 10 April 2006**

By Tom Horvath, Secretary, UUP Oneonta

For Management: Alan Donovan, Dan Larkin, Lisa Wenck, Steve Perry, Leif Hartmark

For UUP: Bill Simons, Tom Horvath, Norm Payne, Janie Forrest-Glotzer, V. Shastri, Dennis Selzner, Rich Tyler, Rob Compton, Nancy Cannon, Fred Miller, J McDermott



The meeting was opened at 3:04 PM, and UUP and Management welcomed each other to the table with holiday well-wishes and introductions of those in attendance.

I. Proposal for UUP, Administration, and Student Collaboration for Spring 2007 Advocacy Efforts for a Strong SUNY budget

UUP remarked that they would like to see cooperation between UUP, Management, and students when it comes to advocating in Albany for strong SUNY budgets in the future. Other campuses (e.g., Binghamton and Stony Brook) have coordinated efforts in this regard and, since everyone's interests are at stake, a strong united presence would send a stronger message from our campus. Management remarked that they would take it under advisement.

II. Passover 2007 and Spring 2007 Calendar

UUP questioned if classes would be scheduled for the first two nights of Passover, April 2 and 3, 2007. Management replied in the affirmative, stating that classes would be held that full week. They have received e-mails expressing concern about this issue, and the Chair of the Calendar Committee will bring the issue to the Committee in the upcoming meetings. UUP formally requested that the spring 2007 calendar facilitate the observance of this family and home-based religious holiday.

III. Fall 2006 Applications for full-time faculty course load reductions under "appropriate justifications" in the Faculty Handbook

UUP asked how many applications have been submitted under the course load provisions. Management answered eleven. UUP asked how many of these applicants received reduced teaching loads. Management responded eight. UUP asked for clarification as to whether the reason that proposals were rejected was because approval might set a precedent. To Management's knowledge, this was not the reason for any rejections, and that the applications were reviewed for approval by the appropriate Deans. It may be that the appropriate Deans have decided that 'for the good of the College' the proposals were rejected, not because the applicant did not qualify for a teaching load reduction. Management assured UUP that all Deans are aware of the procedures outlined in the Faculty Handbook. Approvals for teaching load reductions have been granted by all three academic Deans.

IV. Discretionary Salary Increases (DSI)

UUP reported on the DSI survey that it conducted. The results indicate a lack of information and consistency



across the campus in regards to the process of applying for and receiving DSI. 39% of respondents never received a notice of the application process. Some DSI recipients were unaware that they were being considered, in addition to not being aware of how the process actually works. Full results of the DSI survey will be shared with Management. Management also repeated that for 2006-2007, all employees will receive notification in their mailbox regarding the process, and that the information will be disseminated in a timely manner. UUP and Management agreed that meeting in the summer to discuss the process for application would be beneficial.

#### IV. Summer 2006 orientation for new part-timers

The great success of the 2005 orientation will be built upon to improve the 2006 orientation. Both UUP and Management agree that this is a very useful process to welcome new part-timers into the College community, and that everyone from the 2005 orientation appreciated the opportunity to socialize as well as pick up necessary information to successfully begin the new semester. UUP and Management will work together on this effort again in 2006.

#### V. Committee on Professional Evaluation and the College Review Panel

UUP announced that the date of the meeting will be changed to sometime in May because of a calendar conflict.

#### VI. Social Security Numbers

Both UUP and Management acknowledged the need to minimize personal information in the form of Social Security Numbers (SS#) on College forms. In the spirit of cooperation, we discussed forms that have been changed and brainstormed to identify other forms that still request the SS#. The intention is to remove the line requesting the SS# on all forms, unless absolutely required.

The meeting adjourned at 4:00 PM.

### **In the Land of the Stranger: SUCO Volunteers Combat Devastation**

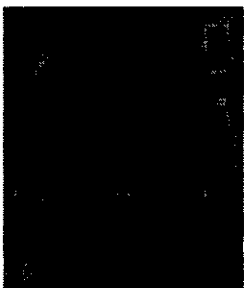
By Bill Simons, Chapter President

As the sun set on April 12, 2006, our first day on the Gulf Coast drew to a close, and the Jewish holiday of Passover began, commemorating the deliverance of the Hebrew people from slavery. Tent Village in Pass Christian, Mississippi, lacked the resources for a seder, the traditional Passover meal, but I had brought a box of matzoh, the unleavened bread carried by my ancestors in their exodus from Egyptian slavery. Two of my fellow SUCO volunteers, Ian Gillman and Steve Kaplan, shared the matzoh with me. Despite our unconventional observance, we felt that the true spirit of Passover had brought us to this ravaged place, far from our normal routines.

Twenty-one SUCO students, led by Linda Drake, UUP stalwart and Director of the Center for Social Responsibility, gave up their April vacation to combat suffering in an area devastated by Hurricane Katrina.

Linda and a small number of students marked their third trip to the region, and a few more had returned for a second stay. For most of us, however, this was our first time. Despite the heat, humidity, ubiquitous gnats, nights spent on cots in MASH-style tents that domiciled a dozen, Port-A-Potties that inspired a nostalgia for indoor plumbing, and long hours of hard work, we felt privileged to participate in this transforming experience.

During our week on the Gulf, we split into teams that labored at different sites during the work day. SUCO volunteers donned masks and sledgehammers to break through the walls of houses contaminated by mold, wielded picks and shovels at outdoor debris cleanups, and dispensed food and other staples at a large tent commissary. The carnage and suffering were real enough. Amongst our fellow Americans, we encountered refugees and worked on structures and sites whose future is uncertain. From New Orleans to the panhandle



Linda Drake





***Food for Thought / UUP Chapter Meeting***  
**Tuesday, September 19<sup>th</sup>, Noon, at Le Café (Morris Hall)**  
**A Chance for Input into the Next UUP Contract**

The next *Food for Thought*/UUP Chapter meeting will be held in Le Café, Morris Hall, on Tuesday, September 19<sup>th</sup> at Noon. This special Chapter meeting will focus on the upcoming contract negotiations between UUP and the State of New York which begin in 2007. Fred Floss, UUP's chief negotiator and other members of UUP's negotiations team will be in attendance to discuss the contract process. They are coming to Oneonta and need to hear your questions and input about the next UUP contract. Faculty and professionals, full-timers and part-timers, active and retired, must make their voices clear as UUP prepares to enter contract negotiations. This *Food for Thought* is an opportunity to speak directly with those who will negotiate your next contract.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Join your colleagues for convivial gathering and an expression of solidarity. *Food for Thought* is an occasion to renew old ties and forge new ones. Your union looks forward to greeting you. For additional information, please contact UUP President Bill Simons (x3498), Vice President for Academics Rob Compton (x3498), Vice President for Professionals Norm Payne (x2021), or Professional Delegate Janie Forrest-Glotzer (x2005).

**They are coming to Oneonta and need to hear your questions and input about the next UUP contract.**

- Supervision of internship activities for a program or department;
- An unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;
- Other assigned professional responsibilities or scholarly activities as deemed appropriate.

If you do qualify, I recommend that you seriously consider an application based upon these provisions. It doesn't matter whether you have tenure yet or not; in fact, qualifying for a reduced teaching load may strengthen the argument for tenure. I hope that we continue to hear of the successes of colleagues through the **Bulletin**, word of mouth, or through the successful application for reduced teaching load.

**Labor-Management Meeting Notes: 15 May 2006**

*By Tom Horvath, Secretary, UUP Oneonta*

For Management: Dan Larkin, Steve Perry, Lisa Wenk

For UUP: Bill Simons, Rob Compton, Norm Payne, Janie Forrest-Glotzer, Tom Horvath, V.N. Shastri, Nancy Cannon

Labor and Management welcomed each other to the table at 4:03.

**I. Passover 2007 and Spring 2007 Calendar**

UUP thanked Management for their actions to facilitate the celebration of the first two

nights of Passover in the Spring 2007 Academic Calendar.

## **II. Fall 2006 Applications for Full-Time Faculty Course Load Reductions under “Appropriate Justifications’ in the Faculty Handbook**

UUP asked Management for an update on the number of applications for fulltime faculty course reductions under “appropriate justifications” in the Faculty Handbook.

Management responded that an additional application was received and is under consideration at this time. That brings the total number to 12 applications with 8 course-load reductions granted and 1 application pending.

## **III. Discretionary Salary Increases**

Certain DSI issues were deferred to the June “sidebar.”

## **IV. Performance Programs and Evaluations**

UUP asked Management for an update on the percent of Professionals with current Performance Programs and Evaluations. Management responded that they were in 85% compliance (23 individuals are still lacking current Performance Programs and Evaluations). Management was concerned about this number and is working toward the 100% compliance. They committed to a higher compliance number by the June meeting.

Training sessions for Professional with Performance Programs and Evaluations will be held. UUP acknowledged Management’s role in facilitating the start up of the Committee on Professional Evaluation and the College Review Panel.

## **V. Summer 2006 Orientation for Part-Time Employees.**

UUP thanked Management for its excellent work in organizing the 2005 orientation for Part-Time Employees, and UUP offered to assist in publicizing the 2006 event. Further discussion of the Summer 2006 Orientation of Part-Time Employees would take place at an upcoming Part-Timers Concerns Labor-Management meeting.

## **VI. SUNY Budget and its Campus Implications.**

UUP asked if Management had any new insights into the SUNY budget and its campus implications. As of May 15, 2006, the situation is still not fully clarified.

## **VII. Other Terms and Conditions**

UUP mentioned that it has members well qualified to offer help in preparations for any possible pandemic of Avian Flu. UUP offered Management the service of such individuals to serve on committees already formed to address such issues. Management said they would consider this.

UUP closed the meeting by thanking Management for a year of open discussions on some very tough issues. We are both working hard to make this College a better place for students, staff, administration, and faculty. Towards this goal, UUP noted that both sides have worked diligently to make progress on a number of important issues.

## **Labor-Management "Sidebar" Meeting Notes: 18 July 2006**

*By Tom Horvath, Secretary, UUP Oneonta*

For Management: Dan Larkin, Steve Perry, Lisa Wenck

For UUP: Bill Simons, Rob Compton, Norm Payne, Janie Forrest-Glotzer, Tom Horvath, Dennis Selzer

The meeting opened at 1:38 PM and adjourned at 2:20 PM.

### **I. Distribution of *The Voice***

UUP distributed copies of the May/June and Summer 2006 issues of the *The Voice*, the statewide publication of UUP, to Management. These issues highlighted the contributions of several local UUP members to the passing of a favorable SUNY budget, as well as recent community service through the Center for Social Responsibility and its Director, Linda Drake. UUP asked for future dialogue on how best to serve those affected by the recent flooding.

### **II. Monday Following Easter and Academic Calendar**

UUP advocated that there be no classes on the Monday following Easter in Spring 2007. UUP noted that it was traditional not to hold classes on the Monday following Easter at SUNY Oneonta, and asked for this change in the Academic Calendar to facilitate observance of Easter. Management responded that the 2007 Spring calendar is set and cannot be changed.

### **III. Workload: Course Reduction Applications/Approvals**

UUP asked for an update on the number of faculty applications for reduced course load for Fall 2006. Management responded that, for the Fall 2006 semester, 13 applications were received and 9 of those were approved.

### **IV. Performance Programs and Evaluations**

UUP asked for an update on the number of UUP Professionals that do not yet have Performance Programs and Evaluations. Management responded that there are ten cases not yet in compliance, but that those remaining ten will soon be in compliance.

### **V. Adjunct Faculty and Discretionary Salary Increases (DSI)**

UUP asked for Management's definition of base pay for adjunct faculty and how DSI awarded to adjunct faculty would be applied to that base pay. UUP suggested consideration of a separate pool of DSI money for adjunct faculty. Management discussed a formula for such awards.

### **VI. DSI Procedures**

UUP commented on the upcoming meeting to discuss the procedure for alerting UUP members of DSI applications procedures. Management responded affirmatively.

### **VII. SUCO Budget Allocations**

UUP asked for Management's priorities given the favorable budget that SUNY was allocated. UUP advocated for an across-the-board pay increase, separate from DSI, for all those in the UUP bargaining unit, noting that inflation has taken a toll on UUP members. Management responded that fuel cost, negotiated raises, infrastructure, and ten (10) new faculty lines will be created for the 2007-2008 Academic Year. Management noted UUP's request.

### **VIII. Part-Time Faculty Orientation**

UUP thanked Management, particularly Lisa Wenck, for their work on the upcoming August 22, 2006 Part-Time Faculty Orientation to College Services, as well as Jay McDermott, UUP Part-Time Concerns Officer. Management provided UUP with advance copies of the announcement flyer to be distributed for the orientation.

### **IX. Fair Labor Standards Act**

UUP asked about the campus implications of updates to the Fair Labor Standards Act.