

September 29, 2008 UUP Labor-Management Meeting

For UUP: President Bill Simons and Vice President for Academics Rob Compton
 For Management: President Nancy Kleniewski and Associate Vice President Lisa Wenck

On September 29, 2008, UUP and Management discussed the framework for a "new beginning" to establish the tone and content for future meetings. UUP and Management agreed on "single-issue" meetings for the remainder of the semester. Issues of interest may include: workload, DSI, internationalization, Honor's Program, joint advocacy, campus diversity, and Green Campus. Labor and Management agreed to maintain open communications to resolve issues. Both parties agreed to seek out opportunities for partnership. Labor and Management will re-evaluate this format at the end of the semester.

Meeting of UUP Professionals:

Salary Increase and Promotion Procedures for Professionals

Professionals in the UUP bargaining unit will meet on Wednesday, October 22, from 12 noon-12: 50 PM, in the Butternuts Room, Hunt Union. This important meeting is open to all Professional employees in the UUP bargaining unit. NYSUT Labor Relations Specialist Dennis Selzner and UUP Vice President for Professionals Norm Payne will explain procedures for UUP Professionals seeking salary increase and/or promotion as well as the role of performance programs and evaluations. UUP Professionals are strongly urged to attend this important meeting concerning the steps entailed in applying for salary increase and promotion.

Questions about procedures for salary increase, promotion, performance programs, and evaluations will follow the formal presentation. Information requests about the meeting should be directed to UUP Vice President for Professionals Norm Payne at paynene@oneonta.edu



Faculty Workload: A Status Report, October 2008

By Tom Horvath, Secretary & Health/Safety Officer

Under new leadership, this College is already starting to move in positive directions. On the forefront of movement is the transition to a 21 sh teaching load targeted fall 2009. It was clear from all of the presidential candidates that if Oneonta was to stay competitive at the top of the comprehensive SUNY colleges that something like this needed to happen. UUP is pleased that Dr. Nancy Kleniewski, our new President, is moving toward making course load reduction a reality.

With all the talk of reduced teaching loads coming down from above, I'd like to remind the teaching faculty that we still have a policy in place to address issues of teaching load that will continue to function even when the aforementioned reduced teaching load becomes effective. In the Faculty handbook on page 25 you'll find the policy on requesting reduced teaching loads. I'll include it below for those of you that have a hard time finding the handbook. Many of you qualify for reduced loads under this policy. However, few of you request it. Reducing your time in a classroom on occasion should not be viewed by anyone as a lax of duty. Rather, it should be celebrated as academic achievement and the possibility that teaching will be greatly enhanced in the future. We owe it to our students to remain at the top of our academic disciplines. This is best achieved by devoting time to our scholarly work. And for the untenured out there, you may need some of this scholarly work to be successful in the future. Reduced teaching loads are granted by the Deans, so receiving one should not harm academic promotions, and in fact this College has no record of such a thing happening. The Deans do support the policy and will continue to do so through our transition to a 21 sh teaching load.

If you have any questions regarding the use of this policy, you can contact me at horvattg@oneonta.edu.

Below are the justifications for faculty course load reduction listed on page 25 of the Faculty Handbook:

The normal undergraduate teaching commitment for all full time faculty members is 12 semester hours per semester or 24 semester hours per academic year. In consideration of the diversity of educational needs, as much flexibility as possible will be provided for purposes of departmental scheduling while keeping in mind the general guideline stated

1/09

UUP Labor-Management Meeting Notes: Meeting of December 1, 2008

In attendance: Nancy Kleniewski (College at Oneonta President), Bill Simons (UUP Oneonta President), Lisa Wenck (College at Oneonta Associate Vice President for Employee Services), and J McDermott (UUP Oneonta Part-Time Concerns Officer)

The third of three single-issue UUP Labor-Management meetings focused on Part-Time Concerns. The purpose of this meeting was to identify rather than to resolve substantive issues, with the expectation of subsequently returning to articulated concerns. There was discussion concerning the diversity of UUP part-timers, both in terms of their backgrounds and position; attention was also given to the significance of adjunct numbers and contributions.

Differentiating between those part-time matters specified by the statewide contract and those defined on campus, UUP noted that its chapter Part-Time Concerns officer also provides representation on statewide committees. Focusing on campus issues, UUP gave primary attention to the following Part-Time Concerns at the College: Salaries/Benefits, Workload/Professionalism, and Job Security/Advancement. UUP noted several past win-win outcomes for Labor and Management concerning Part-Timers, including eligibility for Discretionary Salary Increases, discount campus lodging, an orientation program, and access to technology services after 4:30 PM. In addition, UUP advocated for several initiatives for Part-Timers, including increased compensation and security, further efforts to promote a sense of belonging, and seniority considerations. Management asked a number of questions, and indicated that it would give consideration to the topics discussed.

UUP indicated that it would contact Management to schedule additional meetings dedicated to Part-Time Concerns for the Spring Semester while the future format of the "regular" monthly Labor-Management would be discussed subsequently.

NOVEMBER 10, 2008 UUP LABOR-MANAGEMENT MEETING: NOTES

The second of three single-issue UUP Labor Management meetings focused on professional employee issues and concerns. UUP presented a summary of issues and concerns that have been brought to them including a perception by some professional employees that the work they have done to contribute to the College's Highly Selective status has not been appropriately valued or recognized and that there appears to be inconsistencies in how certain employment activities are handled. Examples given were the inconsistency of if, and how, supervisors allow professional employees to accrue comp time as defined by the Contract and the ability for professionals to apply for discretionary increases in a manner similar to the faculty. The group also discussed successful past joint Labor/Management projects including the need for timely completion of performance programs and evaluations and the revision of the application for promotion for professional employees. In addition, the group discussed future initiatives such as a series of workshops for supervisors to assist them in interpreting and administering the Contract. *Attending the meeting were: Nancy Kleniewski (College President); Bill Simons (UUP Oneonta President), Lisa Wenck (Associate Vice President for Employee Services), and Norm Payne (UUP Oneonta Vice President for Professionals).*

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2/2009

development as a means of valuing and utilizing local rural knowledge in classroom practice, and the barriers rural children in poverty face in the era of NCLB. She was a public school science teacher for 11 years in a rural district in upstate New York.

References

Avery, L.M. (2008a). Valuing local knowledge in rural education. Penn State Center on Rural Education Newsletter, 3(1), 3-5.

Avery, L.M. (2008b). Valuing local knowledge in rural science education. Paper presented at the annual meeting of the *Rural Sociological Society, Manchester, NH.*

Avery, L.M., & Kassam, K-A. (Forthcoming). Practical Wisdom of 5th & 6th graders: An Exploration of Rural Engineering and Scientific Knowledge.

Kassam, K-A., & Avery, L.M. (Forthcoming). Phronesis and Children's Local Rural Knowledge (LRK). Kassam, K-A., & Avery, L.M. (Forthcoming). Citizen Science as Participatory Conservation Research: An Evaluation.

UUP Labor-Management Meeting Notes: Meeting of January 13, 2009

The Tuesday, January 13 UUP Labor/Management meeting was attended by (Management) President Nancy Kleniewski and Associate Vice President Lisa Wenck; (UUP) Chapter President Bill Simons and Vice President for Academics Rob Compton. The group agreed on the following framework for Labor/Management relations for the Spring, 2009, semester: Continuation of monthly issue-specific meetings; Two additional meetings on part-time faculty issues; Two briefings to the UUP Executive Board, one on the budget and one on joint L/M grants; In an effort to continue to enhance communication and a more proactive approach to resolving concerns, as appropriate, on-going communication needs between UUP officers management counterparts will be jointly facilitated through Bill Simons, UUP Chapter President and Lisa Wenck, college President's designee for Employee Relations. UUP and Management also discussed the importance of working together for community and political outreach.

FUEL COST TOO HIGH?

TAKE ADVANTAGE OF THE UUP ENERGY PROGRAM!

By Mona L. Hughes, Benefits Officer

Do you find the high cost of fuels taking a bite out of your paycheck? As we've watched gasoline prices climb again in recent weeks, we can't help wondering when it will end. Maybe now is the time to take advantage of the UUP Energy Program.

Members are offered a way to save on the high cost of energy through the United University Professions Energy Program. Through a partnership with *Mirabito Fuel Group, Oneida Lake Energy Products, Quickway Food Stores, and Convenience Express Stores*, members are offered a discount on gasoline and home heating fuels.

Some of the benefits you can enjoy through this program are: a 5¢ per gallon discount on home heating fuel oil and kerosene; a 5¢ per gallon discount on propane fuel; free propane tank installation; and for members who sign up for the Mirabito FuelCard, a 5¢ per gallon discount on gasoline at nearly 60 upstate New York locations. Along with these offers, Mirabito also offers the Rewards Plus Loyalty Program that allows members to earn valuable points with every purchase.

To find out more about this program, download an application, find locations of Mirabito participators, or other offers through UUP, go to the UUP Website at www.uupinfo.org, click on the *Benefits* button and from the pull down menu choose *Special Offers*.

UUP Labor-Management Meeting Notes: Meeting of December 1, 2008

In attendance: Nancy Kleniewski (College at Oneonta President), Bill Simons (UUP Oneonta President), Lisa Wenck (College at Oneonta Associate Vice President for Employee Services), and J McDermott (UUP Oneonta Part-Time Concerns Officer)

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109

UUP Labor-Management Meeting Notes: Monday, February 16, 2009

In attendance:

Nancy Kleniewski (President, College at Oneonta), *Bill Simons* (President, UUP Oneonta), *Lisa Wenck* (Associate Vice President for Employee Services, College at Oneonta), and *Rob Compton* (Vice President for Academics, UUP Oneonta)

The February 16th Labor-Management meeting focused on matters related to Discretionary Salary Increases (DSI). UUP shared the results of a membership survey on DSI undertaken by the union involving 131 respondents, a summary of a discussion of the chapter Executive Board on DSI, and information gathered by UUP Oneonta on DSI practices at over 25 other SUNY campuses. UUP noted the precedent of DSI across the board with minimum and maximum awards. Management provided information on DSI protocols gathered from the web pages of certain SUNY campuses. UUP suggested fundamentally rethinking the framework and substance of DSI. Management agreed to consider the data presented by UUP in conjunction with their own research and in consultation with President's Cabinet and agreed to provide UUP with an update of their deliberations within a month.

UUP and Management briefly revisited the subject of possible joint advocacy on behalf of SUNY and agreed to return to the topic at a subsequent meeting.

Thanks to UUP and CSEA Volunteers — Saturday's Bread

On Saturday, April 4, 2009, UUP Oneonta joined in solidarity with our friends and fellow unionists from CSEA to staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. Linda Drake, as previously, co-ordinated our chapter's participation in this worthwhile community service. Although *Saturday's Bread* is housed at the First United Methodist Church, the program is a non-denominational and humanitarian service open to all. Kudos to Linda, the College at Oneonta's Executive Director of the Center for Social Responsibility and UUP's Director of Community Service, for continuing to facilitate the involvement of volunteers in a variety of benevolent enterprises. CSEA Vice President Veronica Diver merits accolades for making collaboration possible. Special thanks to all those UUP and CSEA members on the volunteer sign up sheet, including Elaine Lawrence, Maggie Ostrander, Huimin Xu, Mark Steven Ferrara, Liangmei Bao, Dan Ouimet, Kathryn Finin, Linda Drake,

Karina Cespedes, Louise Mayn, Nithya Iyer, Elaine Downing, Brian Tappan, Veronica Diver, and Bill Simons. Brian, a dynamic UUP leader from Upstate Medical, travelled from Syracuse to join the Oneonta volunteers and to take photographers.

UUP Oneonta has participated in post-Katrina reconstruction in the Gulf, flood relief in our region, collection drives, *Habitat for Humanity* and other volunteerism. UUP looks forward to continued collaboration with our brothers and sisters in CSEA in volunteerism in the future.



CSRC Activities and Initiatives: Upcoming UUP Service Opportunities

By Linda Drake, Executive Director, CSRC and Director of Community Service, UUP



The CSRC (Center of Social Responsibility) Team has a full calendar of activities open to UUP and other volunteers.

Chi Phi and CSRC will be co-sponsoring a new Walk for Breast Cancer Support and Education to be held on April 25th in Neahwa Park. We are looking forward to working with the community and walking together for a great cause.

Our Annual Into the Streets Service Day will be held on Saturday, May 2. We are in the end stages of planning and are looking forward to placing 500 or more students out in the local community to "make a difference" by putting in an estimated 3000 hours of service in just one day.

We have launched a new fundraising endeavor. In a recent air accident, a passenger flight crashed into a house in Buffalo NY owned by the Wielinski family. The father was killed in the incident, but the mother and one of her daughters escaped without injury. Another daughter, Jessica Wielinski, was a December 2006 early graduate of SUNY Oneonta who majored in Food Service and Restaurant Administration. She had graduated from Clarence Senior High School in 2003. Jessica later relocated from Clarence Center NY and now lives in Highland Mills NY, currently working as Catering Coordinator for Panera Bread Café in Nanuet. Jessica has three sisters with whom she is very close and loves to hang out with her family, friends and her boy friend Vinny who is also a SUNY Oneonta graduate. Two of Jessica's fellow alumni phoned to ask if CSRC might help Jessica and her family. Within hours of putting out a call for a few students to work on the fundraiser, we had 15 volunteers. We are now organizing a campus-wide fundraising campaign to help support Jessica and her family. Look for the posters around campus.

One group of five students are already at work in planning a 12-hour dance-a-thon for November 2009. This event should prove to be a lot of fun for the campus community, and proceeds will benefit local nonprofits.

We are excited to inform our faculty about the CSRC Service-Learning Workshop to be held on April 15th at 3 p.m. There will be a panel presentation, led by Jim Heffernan, president of New York Campus Compact. Heffernan will provide an overview of the many benefits of service-learning. In addition, Dr. Doug Shrader (philosophy) and Dr. Wendy Mitteager (geography) will be discussing their successes and trials in promoting service-learning in their courses. Please plan to join us on April 15 to share your ideas and questions about service learning. Learn how we are able to help one another while, at the same time, enable students to take concepts out of the classroom and apply them in practice.

UUPers may contact Linda Drake with any questions at 436-2633—to sign up for the Service-Learning Workshop or other CSRC activities. UUPers always find it rewarding to volunteer through CSRC to help serve the community.

UUP Labor-Management Meeting Notes: Monday, March 9, 2009

The March 9 Labor/Management meeting was attended by (Management) President Nancy Kleniewski and Associate Vice President Lisa Wenck; (UUP) Chapter President Bill Simons and Secretary Tom Horvath. The topics of discussion were Teaching Load and Health and Safety Concerns.

Under teaching load, the group discussed the change from the required 24 hours regular load to 21 hours. It was reaffirmed that there would be no change in expectations for tenure and promotion decisions due to the reduction in teaching hours. UUP shared questions which were raised about the use of the 125 FTE number of students faculty members were expected to teach and about the "banking" of graduate student credits for course releases that management indicated will require some investigation. Under health and safety, the group addressed the continuing noise from the air handling system in Science I and the necessity of continuing to explore ways to address the problem. The group also discussed issues of mutual concern regarding green initiatives and applauded the initiatives already underway.

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Labor-Management Meeting Notes: Monday, April 13, 2009

UUP and Management held discussions on Monday April 13, 2009, on the theme of "UUP Concerns" as part of an ongoing year-long dialogue to explore new directions in Labor-Management relations. SUNY College at Oneonta President Nancy Kleniewski and Associate Vice President for Employee Services Lisa Wenck represented Management, and UUP Oneonta President Bill Simons and Vice President for Academics Rob Compton represented Labor.

Discussions focused on issues of parking, UUP community involvement, and course-load reduction. Both UUP and Management agreed to hold a separate meeting focused on addressing parking concerns.

UUP noted areas of union involvement in community and college service, including Saturday's Bread, Vision for the Future forums, **Sentinel** publicity for campus events, emergency relief, and Legislative advocacy for strong SUNY budgets. UUP plans to continue to strengthen ties with the greater Oneonta community and campus groups.

Management stated that the 4-3 teaching load will be implemented beginning in the fall. UUP and Management agreed that this would help build up morale and strengthen the College's recruitment and retention. Management also noted that the guidelines on page 25 of the Faculty Handbook are still operational for those now teaching the 4-3 load and that the 375 credit hours criterion is not mutually exclusive of the other criteria.

UUP and Management agreed to meet in May to discuss "Marginalized Groups on Campus".

Policies of the Board of Trustees, State University of New York, 2006: Article XV: RETIREMENT

Title D. Privileges After Retirement

§ 1. Emeritus Status. Members of the University faculty who retire in good standing, in accordance with the provisions of Title B or C of this Article shall be entitled to append the term "Emeritus" to the title of their academic or administrative post after the time of retirement.

§ 2. Privileges. Emeritus rank shall carry with it such of the following privileges which, in the judgment of the chief administrative officer, are feasible: use of library and study facilities, use of office and laboratory space, eligibility for research grants, and representation of the University in professional groups.

9/09 Sentinel

Notes of May 13, 2009 Labor-Management Meeting on Parking

For UUP: Bill Simon (President), Rob Compton (Vice President for Academics), Norm Payne (Vice President for Professionals), and Dennis Selzner (Labor Relations Specialist)

For Management: Lisa Wenck (Associate Vice President for Employee Services), Thomas Rathbone (Associate Vice President for Facilities), Barton Ingersoll (Associate Vice President of Student Development and Chief of University Police), and Leif Hartmark (Vice President for Finance and Administration)

UUP and Management met to discuss the issues of campus parking. First, it was agreed that, under terms and conditions of employment, the parking spaces specified in the 1993 MOU were accounted for. Both sides discussed that parking is a perennial problem on many campuses throughout the country and that on the Oneonta campus it has become more acute over the years. The hiring of more employees, the addition of more student cars, the clustering of courses around prime scheduling times, and the on-going phases of construction have contributed to this problem. While the College is working on a variety of solutions which would incrementally increase parking, major improvements are unlikely in the short term. Management was sympathetic to the parking problems, especially with part-time employees. UPD remains available to assist people in finding empty spots on campus, but employees should be more flexible about parking in available appropriate spaces located anywhere on campus.

The College is conducting some feasibility studies of creating large-scale new parking spots on campus and have studied traffic patterns, parking utilization, and plans of other campuses and have sought to adopt their "Best Practices". Possibilities include a parking garage, satellite parking space and shuttle service, and car pooling. Management noted that it has implemented a successful carpooling initiative. "Carpool Connections" is a password protected web page available to SUNY Oneonta employees that allows employees to post their information and connect with other employees who have posted their carpooling needs. The "Carpool Connection" web page is located on the Employee Services website. Management and UUP pledged to keep each other informed on new developments.

College Carpool Connection

The College maintains a Carpool Connection. It can be accessed through the College website at
<https://www.oneonta.edu/admin/humres/carpool/Default.asp>.

The Employee Free Choice Act: Protecting Embattled Labor

(Editor's Note: The following is excerpted from "A New Deal for Labor," *AFT on Campus*, May-June 2009, 10-11. UUP will keep members informed as to how to support the Employee Free Choice Act and other pro-labor legislation.)

American Labor has no higher priority right now than seeing the Employee Free Choice Act signed into law. And judging from the fierce battle corporate America is waging to oppose the bill, blocking its passage is the No. 1 priority of business.

The Employee Free Choice Act provides workers with a level playing field when they set out to organize and then to secure their first contract. The law gives employees the option of filing cards that are signed by a majority of workers and getting automatic union recognition, or choosing to request a secret ballot election. Currently, it's the employer who decides whether to recognize the union or require the secret-ballot election when employees file their cards. Demanding an election, as employers almost always do, gives management the opportunity to wage protracted campaigns of fear and intimidation.

9/09 Sentinel

generation of teachers, police officers, and other professionals is an important and necessary function of the college, but ultimately one that nearly every college provides. As our bread and butter, we need to maintain the highest standards in our educational mission. But we must also look to be more. A university is, at its best, a place to educate and inspire. This involves not a parochial interest in our home, but an expanding definition of "home" that ultimately includes the world. Solving issues of environmental sustainability in the Catskills ultimately solves such problems elsewhere. A wave of faculty and student researchers can explore the issues most relevant to our region, but the basis of comparison of necessity needs to expand our vision beyond our borders. We must be more than job trainers – we must be educators!

To do this, we must be national leaders in connecting the needs of the community with the mission of the university. This means finding ways of encouraging community-based research that also builds academic resumes, whether through journals, research centers, or other avenues yet to be considered. For too long in too many places, academics have been forced to choose between working in the community and gaining solid academic credentials. We must also be an attractive institution in which to work if we wish to attract and retain top-notch talent. This involves the "granola strategy" mentioned in my last article, but can go beyond. Aligning our calendar with that of the local schools can allow families to vacation together, and along with the two zoos, four performing arts centers, various art galleries and museums, state parks, and one butterfly conservancy with an hour's drive, it can help us be a family-friendly institution. Similarly, expanding our winter break to allow for a short academic term could create a vehicle for more courses that involve travel to other countries, adding a global dimension to an outstanding regional university. All of these add to quality of life, and ultimately that is a marketable commodity.

So let us recap. We might want to be a university focused on regional issues and areas of study so as not to compete against the big universities on either end of I-88, to say nothing of the one at the end of that high-speed rail spur. We can focus on issues that revive the local economy, end environmental degradation as we know it, provide low cost energy generated in self-sufficient little mountain towns and, possibly, even get cell service in my *&% living room. Yes, it might seem a little pie in the sky. Right now, the College may only be able to take baby steps in this direction. Any number of us can think of reasons why SUNY Central won't let us do it, why the legislature would never support it, why we might not want to do it. If we are content the way we are and seek to change nothing, such negativity should be comforting. If we seek to continue the progress of the past ten years, and wish to build an even better Oneonta, we need to think big. We will not achieve everything, but we will achieve something. As a great philosopher of an earlier generation than me, Mickus Jaggerus, once stated, "You can't always get what you want, but if you try sometimes you get what you need." Oh, you.

Labor-Management Meeting Notes: Monday, May 18, 2009

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Several issues were discussed briefly including: a follow-up to a separate joint meeting on parking concerns, a request by UUP to again be invited to the large group benefit orientations hosted by Human Resources in the fall semester, scheduling a budget briefing for UUP leaders in June, an invitation to Management to participate in a campus-community panel discussion in the fall, and options for L/M meeting styles for next year. The main topic of discussion was ways to further involve emeritus faculty and staff in campus activities. Both sides agreed to collaborate on developing a contact list for retired faculty and staff and to publicize opportunities for retirees to participate in college events and projects.

