

Part-Time Labor-Management Meeting Notes for Thursday, Nov. 12, 2012

For Management: Maria Thompson (Provost) and Lisa Wenck (Senior Executive Employee Services Officer)

For UUP: Leah Bridgers (Officer for Contingents) and Rob Compton (Vice President for Academics)

I. UUP requested and Management provided information that about 1/3 of the PT faculty are earning the minimum pay of \$2,500. Labor noted that it has been a long time (6 years since) since an increase in the minimum and that while Oneonta has generally been within approximate area of the mean of PT salary among comprehensives (sometimes a little higher and sometimes a little lower) we have begun to drift toward the lower than the mean. About 50 members are impacted by earning the minimum. Management also informed UUP that all Part-Time faculty, except for three, teach three or less courses per semester. UUP requested an increase in Part-Time salaries to \$2,750 minimum given reports of hiring difficulties and the recent Senate Resolution on Part-Time salaries calling for a 15% increase. UUP noted that it believes the increases are way past due.

II. UUP and Management discussed the issues of additional work by Part-Timers, especially related to APAC and GEAC Assessment. While noting that Assessment compliance is not listed on the appointment letter, departments and the College need assessment data as the process is now configured. UUP noted that PT employees should be paid for assessment training and compliance. Part-Time faculty do not have training with assessment, nor are they necessarily aware of its purpose. UUP and Management discussed possible trade-offs between assessment compliance and an increase in starting salary and consideration of augmenting DSI of Part-Time faculty.

III. Management and UUP discussed parking. Given traffic congestion on campus, UUP noted the possibility of waiver of fines once a year for each PT faculty member, so as to avoid being late to class. Management responded that once a ticket is written, it cannot easily be torn apart. Management suggested the possibility of using a scanning system for Part-Time faculty violations to ascertain the usage of such a quota. UUP and Management plan to discuss this again in the next meeting.

UUP Part-Time Representation: Contact Dr. Leah Bridgers

If you are a UUP Part-Time member and or a UUP Contingent full-timer member who has an interest in Part-Time and Contingent issues, including the possibility of representing Part-Time and Contingent UUPers at the Labor-Management table, please contact Dr. Leah Bridgers, UUP Officer for Contingents/Part-Timers, by either email (Leah.Bridgers@Oneonta.Edu) or telephone (436-3655).



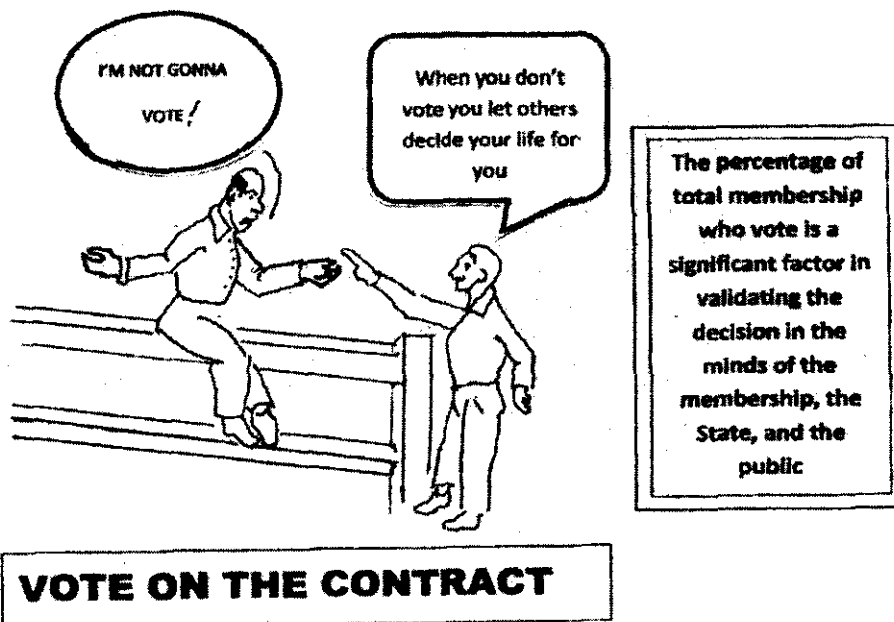
Toon Commentary

By Fred Miller, Academic Delegate



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UUP Part-Time Labor-Management Meeting Notes: March 11, 2013

For Management: Maria Thompson (Provost) and Lisa Wenck (Senior Executive Employee Services Officer)

For Labor: Rob Compton (VP for Academics); Bill Simons (President); Darryl Wood (LRS); and Ken Havenstein (Member)

I. UUP and Management discussed Adjunct Faculty compensation for undergoing training for assessment. Management agreed that adjuncts would receive payment of \$100 upon completion of the workshop. The workshop would include training and development of a plan of implementation.

II. UUP and Management discussed a proposal for increasing the minimum salary for an Adjunct teaching a 3-SH course from \$2500 to \$2800. UUP thanked Management for information regarding mean remuneration, range of pay, and other related information. UUP noted that the costs of increasing the starting Adjunct base pay per 3-credit course to \$2800 should be below \$10,000 per year. UUP presented several factors that strongly suggest the need for an increase. The union noted that the Council of Chairs has now endorsed the College Senate's recent resolution to increase to the minimum adjunct salary for a 3-semester hour course. Although UUP, by law, exclusively represents its members in negotiating the "terms and conditions" of their work, UUP strongly supports the Senate and the Council of Chairs resolutions. UUP also noted that in 2006, when the last increase occurred, it put SUNY Oneonta slightly above the mean for Adjunct salaries for SUNY comprehensive colleges in our sector and now that seven years have passed, SUNY Oneonta is below the mean for SUNY comprehensive colleges in our sector. Meanwhile inflation has eroded purchasing power. Management stated it will study the situation and report back to UUP.

III. UUP discussed a proposal put forth by Management at the last meeting which would allow for the possibility of allowing amnesty for one parking ticket a year for a Adjunct Faculty member. Both Management and Labor agreed that traffic fines are not a source of revenue enhancement. Management stated that it will investigate possibilities when the permanent new Police Chief is installed.