

UUP Labor-Management Meeting for August 10th, 2015, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Ron Bishop, Nancy Cannon, Rob Compton, Mark Ferrara, Dave Lincoln, Mike McAvoy, Geoffrey O'Shea, Norm Payne, Andy Perry, Bill Simons, and Darryl Wood

For Management: Todd Foreman and Lisa Wenck

I. Reflections on NYS FY 2015-16 Enacted Budget

- a. Management indicated there was no increase in the enacted budget compared to FY 2014-15.
- b. Management indicated that there is a one-time fund of \$18 million available through the SUNY Expanded Investment and Performance Fund. This money is distributed upon the Chancellor's recommendation to the Board of Trustees based on competitive proposals from individual institutions or a consortium of institutions. Some examples of priority areas for funding include online learning, early alert systems, applied learning, and expanding the reach and the impact of the Educational Opportunity Programs. Management indicated that many of the priority areas align well with SUNY-Oneonta's needs.

II. Core Operating Budget

- a. Management indicated that SUNY requested \$131.3 million to cover negotiated salary increases for prior and current years.
- b. SUNY received \$4.7 million in one-time funds (3.6%). SUNY-Oneonta received \$112k of the \$4.7 million. SUNY-Oneonta's negotiated salary obligation is \$1.2 million. SUNY-Oneonta's unfunded salary increases total \$2.4 million over 2 years.

III. Capital Budget

- a. Management indicated that the budget for critical maintenance for FY 2015-16 is \$4,474,000. This figure is down from \$10,278,601 from FY 2014-2015. Management indicated that the reduced funding has the effect of inhibiting planning and increasing the backlog.
- b. Management indicated that SUNY-Oneonta received a good stewardship and campus readiness award for \$5 million. This money will be used to renovate the campus Health Center. Management anticipates this project will commence in December 2015.
- c. These funds are in addition to the Library renovation and Welcome Center special allocations.

IV. Enrollment and Outlook

- a. The College will continue to build up its reserve to acceptable levels and engage in prudent fiscal management.
- b. The College will grow enrollment slightly and on a sustainable basis to realize additional revenue.
- c. The College will seek to grow international student enrollment slightly.
- d. The College, through the Possibilities Full of Promise, 125 Year Campaign will be increasing the availability of professional development funds significantly in addition to student support.
- e. The College has moved to a modified residential occupancy plan to stabilize and guarantee rates and occupancy. Reception so far is positive.

UUP Labor-Management Meeting Agenda: Wednesday, September 30, 2015

For Management: Lisa Wenck (Senior Executive Employee Services Officer) and Nancy Kleniewski (College President)

For Labor: Rob Compton (VP for Academics) and Bill Simons (Chapter President)

UUP and Management discussed past, present, and future Labor-Management collaboration including the success of the Summer 2014 and 2015 4-day week pilot program for Professionals and Librarians. Both sides noted the positive results of the Drescher grant workshop. UUP thanked management for inclusion of UUP in fulltime faculty orientation.

Management provided the names of the members of the Deans' Advisory Council and the Promotion and Tenure Committee.

Management and UUP discussed budget issues and UUP thanked Management for the budget briefing during the summer. UUP noted the excellent work of the College Foundation and the substantial funds for professional development, notwithstanding the need to include PT and non-tenure-track faculty. UUP and Management discussed the possibility of broadening the collaborative framework for Labor-Management SUNY Advocacy.

Both sides noted that UUP and the state will be entering into contract negotiations and that the state covering any contractual increases would be helpful.

UUP and Management discussed familiarizing the new Deans with relevant portions of the UUP-State of New York contract.

UUP and Management discussed adjunct compensation and other adjunct issues.

Management and UUP discussed the CADRE program and the summer orientation program. More details on the changes to the summer orientation program will become available. Management does not seek to increase workload.

UUP invitation to Management to attend Know Your Rights program for Tuesday, September 29, 2015, 7 PM, CME

Meeting adjourned at 4.20

The Sentinel Websites and Disclaimer

Editor's Note: Statements Made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To go to the **UUP Oneonta Chapter website**, go to the following link <http://www.oneontauup.org/>

Norm Payne is the UUP Oneonta Web Master.

The chapter website contains a number of innovative features and links.

The **State UUP website** is located at www.uupinfo.org. It contains information about members benefits and many other important topics.

UUP Labor-Management Meeting Notes for October 19th, 2015, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Nancy Cannon, Rob Compton, Mark Ferrara, Geoffrey O'Shea and Bill Simons

For Management: Franklin Chambers, Todd Foreman, Nancy Kleniewski, James Mackin, and Lisa Wenck

I. On-going Labor-Management Collaboration

- A. Labor thanked Management for co-sponsoring the workshop on the Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program.
- B. Labor thanked Management for ongoing collaboration with the Individual Development Awards Program. UUP exchanged information about its members to the Joint Labor-Management program and Management provided the list of their members.
- C. Labor thanked Management for its ongoing support for the EAP program.
- D. Labor looks forward to continued future collaboration on SUNY advocacy.

II. UUP Adjunct Proposals

- A. Labor articulated its position to raise adjunct compensation to \$5000 per course. Labor suggested including adjuncts and lecturers in the Faculty Development Awards. Labor and Management discussed creating a new orientation program for adjuncts which would provide information beyond the benefits that are available to adjuncts. Management suggested collaborating with the College Senate since there has been past success brainstorming ideas with the Senate Committee for Part-Time Concerns. Labor suggested finding a time for a new orientation program that would provide some networking opportunities for adjuncts.
- B. Labor and Management discussed increasing the availability of evening services for adjuncts who are not on campus during the day. Management stated that people are always willing to help, but it's important to find the time that works best for the most value added.

III. Banking Credits for 4 Semester Hour Classes

- A. Labor requested clarification from Management regarding the understanding that full-time faculty who teach 4 semester hour courses could bank the number of credits exceeding 21 credits for the academic year and use these banked credits for a future course load reduction. Management indicated that they would like to encourage people who teach 4 semester hours on a regular basis to come forward so they know and can help. Additionally, Management indicated that the Provost has set up meetings with the Deans to go over the contractual information and to have dialogues. Labor agreed to provide more information.

IV. Professional Performance Programs

- A. Labor asked Management for figures regarding the current number of overdue Performance Programs for term and permanent appointments. Management indicated that there are currently 7 term and 6 permanent appointments that are overdue.
- B. UUP and Management are planning to bring back workshops to address performance programs.

UUP Labor-Management Meeting Notes for October 19th, 2015, 3:00pm (continued)

V. Applications for Fulltime Faculty Course Reductions

- A. Labor asked Management for data on applications on fulltime faculty course reductions. Management has provided data and Labor will arrange meetings HR and/or the Deans. Information was provided by Management.

VI. Information on New Academic Lines and Replacement Lines for the Coming Year

- A. UUP requested data pertaining to the number and type of authorized searches approved for Fall 2016. Management indicated that a total of 30 faculty hire requests were received, including 10 proposed new hires. Based on anticipated funding availability, a total of 24 searches were approved. This total includes 17 replacement searches and 10 new faculty lines.

VII. Discussion of Student Disabilities Services

- A. Labor asked about provisions for evening exams. Management indicated that it would work with Labor to brainstorm ideas.
- B. Labor asked about the possibility of revising the protocol for returning exams since the number of SDS students is increasing and it is sometimes inconvenient or difficult for faculty to pick up exams at SDS in person. Labor and Management discussed a number of alternatives and will continue to look into this issue.

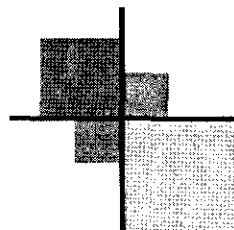
VIII. Potential Termination of Programs

- A. Labor asked Management whether it has any plans to deactivate an academic program. Management indicated that they will provide information about this at a later meeting. Management also wished to clarify that a "program" is not the same as a department and there are programs with limited or no enrollments.

IX. Bullying

- A. Labor reported to Management that member encounters with bullying are becoming more frequent. Management indicated that it would be interested in promoting discussions on modeling civil behavior and developing a campus civility document. UUP articulated that civility cannot be used as a mechanism to stifle discussion. Both sides agreed that work on this area is critical and ongoing.

Meeting adjourned at 4:15pm



UUP Labor-Management Meeting: Monday, November 16, 2015

For Management: Nancy Kleniewski, Franklin Chambers, Todd Foreman, and Lisa Wenck

For Labor: Bill Simons, Nancy Cannon, Rob Compton, Mark Ferrara, and Norm Payne


1. Labor thanked Management for their role in the rise in SUNY-Oneonta's U.S. News ranking as well as the continuing quality of freshman class and their ongoing support of the SEFA campaign. It was noted that competitive SUNY scholarships are included as part of the SEFA campaign. Management suggested that a workshop on filling out the application may improve the chances for a SUNY-Oneonta student to win a UUP scholarship (similar to the Drescher award workshop).
2. Labor and Management discussed UUP adjunct proposals including follow-ups on increasing the availability of services in the evening, establishing a new orientation program, inclusion of adjuncts in the faculty development award process, increasing employment security, and raising compensation. Labor noted that SUNY-Oneonta's starting adjunct compensation for adjunct faculty is one of the lowest in our sector. Management noted that it is cognizant of the problem and would like to resolve it. Labor and Management will meet as a small group to address adjunct faculty issues.
3. Labor reported on Tuesday, November 10th Meeting of UUP Professional employees. Labor will conduct a compensation equity survey of several departments within the UUP Professional employees nomenclature. Labor asked Management for a list UUP employees who are not eligible for permanent appointment due to A-28 job classification on this campus.
4. Labor asked Management about progress in familiarizing Deans with relevant provisions of UUP contract. Management is working on this. Managers are increasingly forwarding questions to the HR Office. UUP will continue to resolve expeditiously these kinds of concerns as members bring them to us.
5. Labor asked Management to reaffirm the understanding that faculty teaching 4 SH courses could "bank" credits. UUP provided Management with information. Management is aware of the issue and will work with specific departments where this is applicable.
6. Labor asked Management about Applications for Fulltime Faculty Course Reductions under "appropriate justifications" as Listed on Page 24 of the Faculty Handbook. Management will work on clarification of this with new administrators. UUP and Management discussed the 125 FTE statement in the College Handbook. UUP noted that the 125 is not a necessary condition for courseload reduction. UUP also noted that any notion that PT faculty who teach 125 FTE in 3 classes is not appropriate. Management noted that it is not College policy for this nor does it consider this appropriate. Administration will discuss with Academic administrators as needed.
7. UUP expressed concern to Management about verbatim transcription of free response comments that include prejudicial reference to gender, race, ethnicity, sexual orientation, age, appearance, and other inappropriate attributes in SPIs. Management will look into the issue.
8. Discussion of Student Disabilities Services and the provisions for evening exams and the return of exams will be postponed to a later Labor-Management meeting. Management indicated that it would get back to UUP and that it wants to clear up the issue expeditiously.
9. Labor asked Management about the Status, Timeline, and Developments regarding Phase I, Phase II, and Phase III of UUP employee salary adjustments. Management replied that SUNY Oneonta has already provided about \$500,000 to boost faculty salaries during Phases I and II. Additional salary adjustments, including raises for adjunct teaching faculty, are dependent on the overall SUNY-Oneonta budget.
10. Labor reported to Management on member encounters with bullying. Management is moving to provide a train-the-trainer workshop on bullying based on the consultant who was brought in to campus. Possible Labor-Management collaboration was discussed.

Nancy Cannon, Secretary for the Day

UUP Labor Management Meeting Notes, Monday, December 14, 2015, 3pm

For Management: SUNY Oneonta Nancy Kleniewski and Senior Executive Employee Services Officer Lisa Wenck
 For Labor: UUP Chapter President Bill Simons and Vice President for Academics Rob Compton

UUP and Management shared differing perspectives on the Fall semester. We discussed ongoing and future collaborations and negotiations on several key issues including adjunct pay, state support for SNY and collaboration. UUP and Management listened intently to each other despite differing perspectives. We conducted the frank discussions with civility and mutual respect. Both sides acknowledged the desire to work together in the coming year for the best interest of the College community.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE	Current	3496.78	1234.56
YTD		48,978.88	24,847.30		
Advice #	123456789	Pay Start Date	09/18/2015	Net Pay 1,234.56	
Advice Date	09/18/2015	Pay End Date	09/24/2015		
Department ID	1234			Pay Rate 98,769.10	
EARNINGS					
	Rate	Current	YTD	Code	Description
Regular Pay	3496.78	3496.78	48,978.88		
Subsidiary Pay	35.00	35.00	35.00		
TAXES					
	Rate	Current	YTD		
Fed Withholding	349.68	349.68	349.68		
State Withholding	25.00	25.00	25.00		
NY Withholding	48.78	48.78	48.78		
AFTER TAX DEDUCTIONS					
	Current	YTD			
UUP Member 2SP	35.00	35.00			

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck *must* say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Maintain UUP membership after retirement and be eligible for benefit programs
- Hold union office
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels

Please contact your chapter officers for a membership application.

UUP Statement on Anti-Union Animus as Adapted and Provided by UUP Buffalo Center Grievance Officers Paul Zarembka and Pat Donovan

[Editor's Note: The following statement on anti-union bias was adapted and provided by UUP Buffalo Center Grievance Officers Paul Zarembka and Pat Donovan. The statement is republished with their permission. At Oneonta, if you are subject to union animus, contact Chapter Grievance Officer Mike Brown at Michael.Brown@Oneonta.Edu]



Every UUP member has the legal right to consult with the union over any issue involving the terms and conditions of employment. This right is written into the Public Employees Fair Employment Act, commonly known as the Taylor Law, a labor relations statute covering most public employees in New York State.

The legal term for the violation of this right is anti-union animus. UUP consults with our members every day. Reaching out to the union for information or assistance does not make an employee guilty of creating a confrontational situation. He or she is using a resource guaranteed to them by law. In addition, both the UUP contract and the Taylor Law prohibit anyone from retaliating against an employee for exercising his or her right to consult with the union. It is therefore completely improper for any colleague or supervisor to tell an employee that he or she "should not go to the union" or "should not have gone to the union," or to retaliate against an employee either directly or subtly for exercising this contractual right.

UUP takes such behavior very seriously, so if it occurs, please advise your grievance officer at once. We cannot change this practice if we don't know where or when it occurs. Your name will be held in confidence and only used with your explicit permission. **[Editor's Note:** At Oneonta, if you are subject to union animus, contact Chapter Grievance Officer Mike Brown at Michael.Brown@Oneonta.Edu]

Are you a UUP Fee Payer or a Union Member?

By Dave Lincoln, Membership Development Officer; and University Police Emergency Manager

This is a good question is it not? As your membership representative for our local chapter of UUP, it is a question I ask often. I think as we move forward as a college, team, and as a union it is a question you should be asking yourself. There are many people who believe that when they were hired that they were automatically enrolled in the union and that is not the case. We as employees have to sign up to join the union, but you have to pay whether you join or not. There are probably many things about the union that you might be asking yourself like: what is in it for me, why should I join, how much time does it require or what do I get for my investment? These are good questions and deserve straight answers from your leadership. You need to hold your union officers accountable and get answers to all these questions and more.

I encourage you all to stop by our UUP office in room #105 in the IRC and meet our union secretary Kerry Hall (607-436-2135; oneonta@uupmail.org), or reach out to your union representatives to find out some of the things that are going on in our union. We work for you not the other way around but we are only as strong as our weakest link. We need to have people get involved in our union, especially with our contract coming due. To make this possible you must be a union member. I am not here to sell you anything or push any particular agenda, but I am here to ask you to take part in our team "Team Oneonta." I need your help in building our team by not sitting on the sideline hoping that we get a good deal. We need to look out for each other to move forward and be successful. We are one union, not academic and professionals, but a team striving for the same vision. Contact me or other union activists to see how you can get involved. Don't sit the bench join the team and get into the game.

I would like to hear from you on what your concerns are, and where do you think we need to be going as a union. I would ask you to write articles on what you do to make Oneonta a better place to work and for students to go to school. Write an article for *The Sentinel* and let people know what it is you do to make Oneonta a better place to work and live.

In closing, get involved and join our team and make a difference.

Thanks for your consideration.

To Sign and submit the UUP Membership card online, go to:

<https://uuphost.org/myuup/Membership/RegForm.php>

UUP Labor Management Meeting Notes, Monday, January 25, 2016, 3pm

For Management: SUNY Oneonta Nancy Kleniewski and Senior Executive Employee Services Officer Lisa Wenck

For Labor: UUP Chapter President Bill Simons and Vice President for Academics Rob Compton

By mutual agreement, Labor and Management devoted this meeting to exploring areas of potential collaboration. While the nature of Labor-Management relations entails divergent perspectives on certain issues, both sides articulated mutual respect and recognition of their common commitment to SUNY Oneonta.

Management suggested considering collaboration on joint advocacy; renewal, promotion & tenure process for faculty; and adjunct employment. UUP's list of areas to also included joint advocacy and adjunct employment; in addition, the union proposals also encompassed support for teacher education.

The day's Labor-Management discussions were candid and productive. Although details were relegated to future discourse and no agreements ratified, there was a commitment on both sides to seriously search for collaborative options on the preceding items.

UUP Labor-Management Meeting Notes: Tuesday, February 23, 2016, 3 PM

For Management: Franklin Chambers; Todd Foreman; Nancy Kleniewski; James Mackin; and Lisa Wenck

For Labor: Nancy Cannon; Rob Compton; Dave Lincoln; Norm Payne; and Bill Simons

(Notes by Norm Payne and Rob Compton.)

1. Recognition of Management and College policies and achievements
 - A. UUP congratulated the Administration on new MONEY magazine list of public schools that stand out as "the most rapidly improving high-value colleges in the nation."
 - B. UUP noted and thanked Management on sending out the message to students and faculty regarding Religious Holidays and Faculty Observance
 - C. UUP congratulated Management on the receipt of 3 major awards, including \$350,000 (shared with SUNY Cobleskill) to support a new Making Cents Financial Literacy Program aimed at helping students to develop a strong understanding of personal financial management concepts.
 - D. UUP thanked Management for the opportunity, once again, to meet with Provost candidates
2. UUP discussed the need for collaborative proposals to support Teacher Education and shared details of its activities and invited the President to join K-16 faculty and student advocates at a forthcoming meeting with the Regents.
3. UUP shared its current Legislative priorities
4. UUP expressed continued concern about Adjunct job security and noted the importance of balancing job security, increased remuneration, and full-time faculty numbers with adjunct staffing.
5. Labor and Management confirmed a separate meeting for dedicated discussion of other adjunct issues
6. UUP remains concerned about Student Disabilities Services (SDS) provisions for evening exams and protocols for return of exams. UUP understands staffing constraints, but also notes that in the past, intra campus mail was used for this purpose. Management agrees to examine what prompted the change.
7. Management and UUP discussed professional issues including a March 15, 2016, UUP IT workshop
 - A. Management provided numbers for Performance Programs overdue and confirmed that there were only a few that were overdue
8. UUP remains concerned about SPI related matters including students handling of SPI materials and the verbatim transcription of free response comments that include prejudicial reference to gender, race, ethnicity, sexual orientation, age, appearance, and other inappropriate attributes. It asked the Administration to consider the Sociology addendum to SPI:

Dear students,
As the end of the school term approaches, the college invites students to evaluate their instructors and courses through the Student Perception of Instruction (SPI) process. The college and the instructors welcome any feedback and suggestions so that the teaching and the learning environments can be improved. However, we denounce any abusive language used in the "free responses" such as personal attacks, sexist and racist expressions, language against religions, sexual orientation and so on. Please act responsibly when giving your feedback during the evaluation process. All the best with your exams and have a good break..
9. UUP noted on its agenda continuing concern about familiarizing Deans with relevant provisions of UUP contract and other relevant policies to include reaffirming understanding that faculty teaching 4 SH courses could "bank" credits; post-tenure review; and new interpretations and permutations of Applications for Fulltime Faculty Course Reductions under "appropriate justifications" as Listed on Page 24 of the Faculty Handbook. UUP remains under the impression that the Deans would work to establish a common College-wide policy. This discussion will take place at future Labor-Management meeting.
10. Labor stated is concern about the impact of late course cancellation and Management agreed that late cancellations are undesirable and make life difficult for faculty and students, including for Adjuncts that may have their courses cut to make room for re-deployed Full-timer faculty. Management indicated that the hiring of the new Director of Enrollment will help to facilitate smoother operations in this area and that it expects improvement over time.

UUP Labor-Management Meeting for March 28th, 2016, 3:00 pm

By Geoffrey O'Shea, Secretary

For UUP: Vice President for Academics Rob Compton, Officer for Contingents Mark Ferrara, Academic Delegate Ho Hon Leung, Secretary Geoffrey O'Shea, President Bill Simons, and Labor Relations Specialist Darryl Wood

For Management: Vice President for Student Development Franklin Chambers, President Nancy Kleniewski, Provost James Mackin, and Senior Executive Employee Services Officer Lisa Wenck

I. On-going Labor-Management Collaboration

- a. Labor thanked Management for working with UUP to advertise the March 24th program on financial consultation.
- b. Labor thanked Management for jointly sponsoring the April 19th Pre-Retirement Program.
- c. Labor thanked Management for the opportunity to sign a joint advocacy letter to local legislators.
- d. Labor looks forward to continued future collaboration on SUNY advocacy especially as we deal with potential budget shortfalls.

II. Congratulations to James Mackin

- a. Labor congratulated Dr. James Mackin for his recent appointment to a two-year term as Provost and Vice President for Academic Affairs.

III. UUP Report on March 15th Teacher Education Meeting

- a. UUP reported that Dean Bowers spoke at this meeting and will be authoring an article about this issue for an upcoming issue of The Sentinel.
- b. Labor indicated that this issue may provide a fruitful ground for joint advocacy for Labor and Management.

IV. Information Session for Supervisors of UUP Professionals

- a. Labor informed Management of plans to provide information sessions for supervisors of UUP professionals. These sessions will begin in June.

V. Perceptions of UUP Professionals on Compensation and Vacation Time Requests

- a. Labor reported that a number of UUP Professionals have the perception that they are working beyond their obligations and are not being compensated for their extra work.
- b. Labor reported that a number of UUP Professionals have the perception that they are unable to use their vacation time.
- c. Management indicated that they are working to address these perceptions so that UUP Professionals can achieve a better quality of work/life balance.
- d. UUP acknowledged and thanked Management for working on these issues proactively.

VI. UUP Adjunct Faculty

- a. Labor reported to Management that the results of the UUP Adjunct Survey are being processed and will be available soon.
- b. UUP reported to Management that it and members are taking very seriously the recent College Senate resolution on part-time compensation and believes that the College will expeditiously and judiciously address these issues.

VII. Follow-up Discussion of Student Disabilities Services

- a. Management reported that it has received information from SDS on how augmenting staffing plans would meet the dramatic increase in services at SDS. Management intends to examine the totality of the

UUP Labor-Management Meeting for March 28th, 2016, 3:00 pm (continued)

entire SDS program as there is much to consider.

- a. Labor asked about the development of protocols for the return of exams and Management indicated that it must rethink the process of mailing because of the difficulty of making a copying and recording of each exam that is physically mailed back to the instructor.

VIII. April *Sentinel* Proposal Concerning SPI

- a. Labor discussed a proposed addendum to SPI by the Sociology Department denouncing abusive language used in the "free responses" portion of the SPI and encouraging responsible feedback. Some examples of such abusive language include responses directed at an individual's sexual orientation, religious affiliation, race, gender, as well as comments construed as a personal attack.
- b. Labor requested a new SPI policy incorporating the spirit of the Sociology Department's addendum given that the SPI constitutes a central piece of the perception that develops of an individual instructor during the renewal/tenure/promotion process. Labor also expressed concerns regarding the SPI as an official document that disseminates and transmits potentially harassing material to individuals and whether this violates federal policies.
- c. Management indicated that it would like to begin a dialogue regarding the use of a new SPI instrument. Discussion then turned to identifying the roles of Labor and Management in such a process. The role of Management would be in determining the criteria, whereas the role of Labor would be in the process. Both sides noted that there is considerable overlap of the two.

IX. UUP Proposal Concerning Last Round of DSA Under Current Contract

- a. Labor requested an across the board distribution of DSA for the last round of DSA under the current contract.

X. Academic Cluster Hires

- a. Labor requested feedback on the recent round of cluster hires. Management identified the programs as group of positions that are authorized to be hired from historically underrepresented groups and can be in multiple departments. Labor believes such cluster hires can be of great value to the college, but seeks clarity on the intent of the cluster hire and the affirmative action implications. Management indicated that they will be assessing the program and analyzing.

XI. Enrollment Management

- a. Labor expressed concern with enrollment issues such as the late cancellation of classes and determining the appropriate number of part-time faculty to schedule. Management indicated that the campus Enrollment Manager, Kevin Jensen, will assess the status of enrollment based on information requested from departments.
- b. Management indicated that it has contracted with a company, Ad Astra Information Systems, which uses projected enrollments in courses to provide enough seats for incoming students. Management is confident that things are moving in the right direction.

XII. Phased Retirement Utilization

- a. Labor asked about the frequency of participation in the Phased Retirement Program. Management reported that approximately 1-2 employees participate in this program per year and that it works successfully for those who enroll in it. Management also indicated that the work reduction plan is developed at the department level.
- b. Labor asked about the possibility of Phased Retirement Programs for Professionals and Librarians. Management indicated that there is a Phased Retirement Program for Professionals in the works, but it is not on paper due to the great flexibility in plans. Management also indicated that they would work to establish a program for Librarians who are interested in Phased Retirement.

UUP Labor-Management Meeting for April 21st, 2016, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Nancy Cannon, Rob Compton, Cynthia Klink, Ho Hon Leung, Irene McManus Duesenbery, Geoffrey O'Shea, and Darryl Wood

For Management: Franklin Chambers, Todd Foreman, Nancy Kleniewski, James Mackin, and Lisa Wenck

- I. Rumors and Concerns Reported to UUP
 - a. Management is interested in dispelling the rumors and addressing the concerns.

- II. Impact of New York State Budget on SUNY-Oneonta
 - a. Management indicated that there is no new state support. However, there is funding for maintenance, but no funding for salaries.
 - b. Management stated that there is \$500,000 in inflationary increases which will be covered by reserves.
 - c. Management stated that due to a history of good fiscal management, SUNY Oneonta is in a more favorable budget position compared to other comprehensives.
 - d. UUP understands that funds are not infinite.

- III. Deactivation of Academic Programs
 - a. Management reported that it has no systematic plan to remove programs or minors, but is asking departments to review its minor programs to assess the usefulness of courses in graduating students.

- IV. Consolidation/Outsourcing of Academic Programs
 - a. Management stated that it will not jeopardize programs, but is concerned about temp services budgets being exceeded by some departments and is exploring how to keep these departments within budget.

- V. Concerns About Increasing Course Loads/Enrollments for Faculty Groups
 - a. Management stated that class size is an issue that is always being examined with some departments experiencing greater enrollment issues than others.
 - b. Management further stated that enrollment plans for each department are public and online.

- VI. Deactivation of Professional Programs
 - a. Management reported that staff have been added during the past year.
 - b. Management indicated that they understand employees' concerns regarding the displacement of staff due to software hosting, but indicated that they would re-deploy employees if hosting occurred.

- VII. Consolidation/Outsourcing of Professional Programs
 - a. Labor asked Management whether they had any plans to consolidate or outsource Professional programs that are staffed in whole or in part by UUP employees. Management indicated that they have no plans to either consolidate or outsource any Professional programs.

VIII. Retrenchment

- a. Labor asked Management whether it had any plans to retrench any UUP Academic or Professional employees. Management indicated that it had no plans to retrench any UUP Academic or Professional employees. Management restated that if there are changes, it will notify UUP.

IX. Reduction of Adjunct Faculty

- a. Labor asked Management whether it had any plans to reduce the number of Adjunct faculty. Management indicated that a more formal budget process is now in place to allocate funding for temp services and the budget will be increasing over the next year. Management cautioned, however, that an increase in the budget might not equate with rising numbers of adjuncts as each department has its own budget for temp services. Based on current trends, Management expects an increased need for adjuncts in some departments.

X. Reduction of Part-Time UUP Professional Employees

- a. Management stated that it has no overarching plans for UUP part-time Professional employees.
- b. Management thanked Labor for its input on Student Disabilities Services and both sides agreed that progress has been made with staffing and services.

XI. Status of Academic and Professional Searches

- a. Labor expressed concern with the status of recent academic and professional searches. Management reported that a vacancy review process is in place and three faculty replacements have been approved. Labor expressed concern over the slowness of the search process and appropriate administrative approvals. UUP also expressed concern about the loss of top candidates in several searches along with concerns about how the Cluster hire processes unfolded.

XII. Understanding of the Provisions of the *Agreement between United University Professions and the State of New York*

- a. Labor expressed concerns whether all levels of Management understand the provisions of the *Agreement between the United University Professions and the State of New York*. Management and Labor plan to clarify this issue with further discussions. Management acknowledged UUP concerns.

XIII. Adherence to the Protocols of Faculty Governance

- a. Labor expressed concerns with situations where the protocols of faculty governance were not being followed. Management reported that the President and Provost spoke about this issue at the most recent meeting of the Faculty Senate.

XIV. Summer Orientation

- a. Labor expressed concern about possible Management decisions during the summer that may impact UUP employees. Management reported that the summer orientation schedule has recently been published and that this may reflect a communication problem prior to the release of the schedule. The release of the schedule should address these issues.

XV. Concerns about statistics and data

- a. UUP noted that members have reported to the union that certain statistics in Management documents appear incorrect or incomplete. UUP noted that decisions about departmental

funding and resources are determined with such data and need to be carefully used in policy formulation and implementation. Management noted that data are carefully constructed and used but have limits on specific usages.

UUP Labor-Management Meeting Summary Notes for Monday, May 9, 2016, 3 PM

On May 9th, UUP represented by Bill Simons and Robert Compton met with Management members, Nancy Kleniewski and Lisa Wenck. The meeting started with an exchange of reflections on the 2015-16 year and discussed avenues for potential collaboration. Both sides expressed a desire to continue the current format of Labor-Management meetings into next semester recognizing the need to set up a different time period. In addition both sides agreed that there is a need to work together on budgetary matters as state support continues to decline. UUP and Management reaffirmed the upcoming LM meeting pertaining to the budget for the upcoming year.

UUP provided information on developments pertaining to the upcoming negotiations between GOER and UUP on a new contract. UUP and Management discussed Pearson's and other private testing firms potentially operating on campus.

Management and UUP also discussed the current status on the Faculty Center which is now budgeted for and a director (faculty) will be found internally.

Other issues discussed include recruitment and retention of faculty and reflections on the current round of job searches, Deans' familiarity with the UUP-GOER contract, plans for summer training of supervisors of UUP Professionals, Title F leave for Professionals and Academics, and coming parking changes due to construction of new buildings. UUP agreed to send member concerns to Management regarding parking.

Management confirmed that there will be no retrenchments or deactivation of academic departments although some minors are currently being examined. UUP requested adjunct numbers for Fall 15 and Spring 16, data which Management readily provides. Management also indicated that there is no plan for deactivating Professional departments at this time.

UUP ascertained that adjunct compensation for the summer will remain at \$2500 per 3 credit course and \$2750 for full-timers teaching a course. UUP would like to see adjuncts paid the same as Faculty during the summer sessions.

Meeting adjourned at 4.30pm.

Repayment Deficit Reduction Program

If you were employed as a UUP bargaining unit member at SUNY between September 1, 2013 and June 30, 2015 and are still on payroll, the repayment of Deficit Reduction Program withholding deducted during that period will begin on June 30, 2016 and continue for 39 pay periods. The DRP will be repaid in equal amounts. Because of the lag payroll the first repayment will be noticed in the July 27 paycheck. If you are on a 21 pay period cycle you will begin seeing the repayment in September. If you separate from State service before the end of the repayment period you will receive the remaining amount owed in one lump. The Deficit Reduction Program repayment is pensionable but is not included in the calculation of overtime. These monies are taxable income and are subject to all employment taxes and income taxes. Under the state's Deficit Reduction Program for UUP, employees will be repaid the money owed to them, up to a total of seven days' pay.

If you have any questions about the Deficit Reduction Program, please contact State UUP at 800-342-4206.

