

Union Membership Drive (continued)

Keep in mind also that those who retire as agency fee payers, rather than union members, miss out on some important benefits.

To maximize our strength, all of those represented by the union—adjuncts, fulltime professionals, fulltime academics, part-time professional—need to sign the UUP membership card. In these perilous times, membership slackers hurt themselves and hurt their colleagues. To understand what happens when higher education unions are deconstructed, take a look at what has happened to the once proud University of Wisconsin system. It is not a mere coincidence that so many University of Wisconsin employees are seeking positions elsewhere?

Sign up online to become a UUP member!



**UUP Labor-Management Budget Briefing Meeting: July 21, 2016. 3pm,
Executive Conference Room
By Rob Compton, Secretary of the Day**

For Management: Todd Foreman (VP Finance and Administration) and Lisa Wenck (Senior Executive Employee Services Officer)

For UUP: Ron Bishop (Health and Safety Officer), Rob Compton (VP for Academics), Mark Ferrara (Officer for Contingents), Norm Payne (VP for Professionals), Bill Simons (UUP President), and Darryl Wood (Labor-Relations Specialist)

On July 21st, 2016 UUP met with Management for our customary annual budget briefing. UUP thanks Todd Foreman for providing information about the financial state of the College as we prepare for the upcoming 2016-17 academic year. The presentation focused on an updated financial state of the College as it pertains to revenue and expenditures of non-capital projects. During and following the budget presentation, UUP asked questions and Management provided candid explanations. Both sides exchanged perspectives regarding the budgetary trends.

UUP Labor-Management Budget Briefing Meeting (continued)

Over the years, direct state support continues to decline. As such revenue comes primarily through tuition dollars and student room and board. There is a loss of state support know as “maintenance of effort” to cover operating costs such as increases in salaries and other inflationary items. The state did increase the “indirect” fringe support as in most cases, employee benefits are paid for by the State rather than the campus.

Therefore, Management noted that increasingly students are bearing the increased costs and that revenue from tuition dollars is becoming more critical over time. The trends indicate that while we are meeting enrollment targets, the mix of students (e.g., out-of-state, full-time vs. part-time, undergraduate vs. graduate) has not led to revenue that we need. There is a tuition shortfall for the coming year and projections show that this trend will continue. For 2015/16 and 16/17 the shortfall is \$368,008 and \$308,870 (est.) respectively despite downward adjustment of expectations for the latter. There have been changes made to the room and board plans in part to adjust to changing enrollment patterns and more competition (i.e., Hillside Commons) that has revenue implications. The plan was to increase reserves up to 15%. We are having difficulty making positive movement toward that. Therefore, there was a \$500,000 cut proportionately equal to each division. Division Vice Presidents then had the discretion to proceed to implementation. For the Academic Affairs component of the College, this was addressed by the 6% OTPS departmental cuts. Management noted that “all hands on deck” will be necessary to address these areas of concern as there is no SUNY/NYS plans to have increased tuition.

Although in 2015-16, contractually negotiated increases were applicable for UUP, Management Confidential (MC) had local discretion regarding their pay increases. The College Administration, recognizing the budgetary constraints at hand, chose to forgo their 2% increase for MCs.

On the critical maintenance side (keep in mind that the capital budget is separate accounting system) there will be a large increase from last year, however, the increase only get us back to 50% of two years ago. So overall, the budget is very tight.

UUP brought up fund-raising by administrators based on the job advertisements at the time of hire of the five Founding Deans. Management indicated that they “do not track Deans’ fundraising.” UUP and Management now have differing perspectives about the meaning of the job advertisement as it is related to the Dean’s duty to engage in fund-raising for the founding schools. The Administration noted that that was the previous Provost’s interpretation and that things are different with her departure. UUP reminded Management that while UUP initially thought the idea was impractical and ill-advised, it was a basis for the hiring of the Deans and search committees were so directed in vetting of files. Management noted campus discussions will take place in the fall about the five dean structure of Academic Affairs. Both sides acknowledged the costs.

UUP thanked Management for the briefing and the subsequent PowerPoint documentation. UUP will continue to engage in advocacy to maintain and strengthen the campus budget. UUP continues to seek increased advocacy collaboration with Management for that purpose.

UUP Labor-Management Meeting Notes: Tuesday, September 13, 2016, 3pm *By Rob Compton, Vice President for Academics*

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

For UUP: Bill Simons (President) and Rob Compton (Vice President for Academics)

UUP complimented Management for making the summer 2016 four-day week option for Professionals and Librarians a model program. UUP thanked Management for including UUP in the Orientation Programs for new fulltime faculty. UUP commented that the Labor Day 2016 observance was successful for students and UUP members. In addition, UUP noted the Management's comprehensive *Budget Update & General Budget Conditions* presentation at the July 21, 2016, Labor-Management meeting was well presented. UUP referenced the College's ascent in the *US New and World Report* rankings and the efforts that culminated in the recognition.

UUP and Management discussed ongoing issues pertaining to Part Time issues and the Report of the Renewal, Tenure and Promotion Task Force 2 (RTPTF2) report. UUP and Management will continue these dialogues.

Management, per UUP request, furnished the members of the respective School's Dean Advisory Council (DAC) and the College Promotion and Tenure (P&T) Committee lists. UUP thanked Management for that information.

UUP and Management discussed the five-dean structure, and both sides were in agreement that future changes appear desirable. UUP noted that five schools make it difficult for communications amongst members and that procedures and standards vary considerably among the schools. UUP also noted that on several instances the school policies contradict College policies.

UUP and Management discussed mutual concerns and comments. UUP and Management discussed several problem areas and also pledged to work toward greater unity among members and units of the College Community within our respective roles.

Meeting adjourned 4:25pm

UUP Marchers—New York City Post-Labor Day Parade: Saturday, September 10th

UUP made some loud labor noise at New York City's post-Labor Day Parade on Saturday, September 10th. Nonetheless, we remained cognizant of the cusp of the somber fifteenth anniversary of 9/11.

First a certain West End alarm clock went off at 4:30 AM so the local contingent could depart from Oneonta at 5:30 AM. Then, we travelled along I-88 to rendezvous with the UUP bus in Albany for the journey to the New York City parade.



Latham to Albany bus

UUP Labor-Management Meeting for October 25th, 2016, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Rob Compton, Jeri Anne Jerminario, Geoffrey O'Shea, Bill Simons, and Darryl Wood
For Management: Todd Foreman, Nancy Kleniewski, James Mackin, and Lisa Wenck

I. On-going Labor-Management Collaboration

- a. Labor thanked Management for collaborating on individual development awards and discussed ways to encourage greater participation by professionals and adjuncts. One proposed mechanism was a listserv targeting professionals and adjuncts.
- b. Labor thanked Management for collaborating on the EAP
- c. Labor looks forward to continued future collaboration on SUNY advocacy.

II. Management Proposal to Move to On-Line SPI

- a. Management indicated the need for negotiation protocols as well as resolving particular technology issues such as the use of cell phones to access the SPI form and record responses.

III. Update on Change in Number of Deans and Implications for Current Schools

- a. Management indicated they are in the process of gathering information from a number of campus groups as to the target number of schools. Management stressed that everyone will have a voice in these discussions.
- b. Labor expressed concerns with the impact of such issues as budget allocations and departmental mergers on individuals' lives. Management indicated that they are not looking at departmental mergers unless departments come forward to initiate such discussions.

IV. Phased Retirement

- a. Management reported that there have been seven applications to the Phased Retirement program since its inception. Six of these applications have been approved with one application currently being processed.
- b. Management reported that information about the Phased Retirement program is disseminated in an annual e-mail during the fall semester. Further discussion centered on additional dissemination methods including placing a link on the Provost's web page.
- c. Labor asked Management whether participation in Phased Retirement impacts the value of health or other benefits that an employee takes into retirement. Management indicated that sick day credit value does not change and continues to accrue during the period of participation in the Phased Retirement program.

V. Professional Performance Programs

- a. Labor asked Management to report on the number of Performance Programs that are overdue for the Permanently Appointed Professionals all due on the same date each year. Management stated that they would provide data at a later point.
- b. Labor asked Management to report on the number of Performance Programs that are overdue for Professionals who do not have permanent appointment. Management stated that they would provide data at a later point.

UUP Labor-Management Meeting for October 25th, 2016, 3:00pm (continued)

VI. Faculty Course Reduction

- a. Labor noted that a joint collaboration with Management to publicize Faculty Course Reductions under “appropriate justifications”, as listed on Page 24 of the Faculty Handbook, would be helpful to increase applications from faculty who may not be aware of this opportunity.
- b. Labor reported that there is an impression among faculty that a recent course load reduction initiated within one School (“Good Will” course reduction) may be viewed as replacing the course reduction policy as listed on Page 24 of the Faculty Handbook. Labor suggested that course reductions for faculty should be harmonized across schools. Labor further noted that the Good Will course reduction may not be provided at a time that is ideal for a faculty member to develop or work on a particular project.

VII. New Academic Lines and Replacement Lines for the Coming Year

- a. Labor asked Management to provide information about the allocation of new and replacement lines for each school. Management indicated that they would provide a summary of the net changes in each department.
- b. Labor asked Management how new academic lines are differentiated from replacement lines. Management stated that new lines are those in which no person was assigned to it in the past. Management further stated that new lines are those that are assigned a new number.

VIII. Continued Discussion of Student Disability Services

- a. Labor expressed appreciation for the recent audit of SDS that has resulted in the provision of new resources.
- b. Labor asked Management about progress toward making provisions toward evening exams at SDS. Management is considering options for SDS staff to administer evening exams as well as examining statistics on the prevalence of evening exams.
- c. Labor asked Management about progress toward developing protocols for the return of exams. Management reported that they are considering some options.

IX. Information about Adjunct Pay for Individual Tutorials

- a. Labor requested information about the payment of adjuncts for individual tutorials. Management indicated that they would check into this issue.

X. UUP Member Concerns about Workload Creep

- a. Labor reported to Management that UUP members are concerned about the effects of workload creep on productivity. Labor and Management discussed the recent incident of the underreporting of interim grades as a reflection of the generalized effect of workload creep across the campus and how to approach this issue.

XI. Wellness Center

- a. Labor asked whether the Wellness Center is capable of providing documentation of student visits to faculty. Management indicated that they would check on this policy.

XII. Other Terms and Conditions

- a. Labor suggested that future topics for discussion on call-recall, the Provost’s recent e-mail regarding faculty compliance with the American Disabilities Act regarding video materials, and outsourcing of the international internships and the College Catalog.

Addendums to October 2016 Labor-Management Meeting

#4 D. UUP: Phased Retirement: Considering sick day credit value: does participation in Phased Retirement impact the value of health or other benefits that an employee takes into retirement?

#4D. Management: Currently, when a faculty member participates in the phased retirement program, the individual's sick leave accrual balance at the time of retirement is used in the calculation of the individual's sick leave credit. For more information, individuals should speak directly with Gail Feuer, Benefits Administrator, to address their specific needs and circumstances.

#6. UUP: Applications for Fulltime Faculty Course Reductions under "appropriate justifications" as listed on Page 24 of the Faculty Handbook

A. UUP requests information on # of applications received and # of applications approved in each of the five Schools?

(i) For Fall 2016, what were the numbers for applications received and applications approved for faculty who are customarily on an annual 4- 3 or 3-4 course load? The numbers requested do not include chairs, program directors, members of Management (i.e. Provost, Deans, Associate Deans), faculty customarily on a 3-3 load, the Presiding Officer of the Senate, and situations mandated by GOER.)

#6. UUP: Management

School of Arts and Humanities

None

School Economics and Business

None

School of Education and Human Ecology

Full-time Faculty Course Reduction- fall 2016

Faculty Name	Position	Applied/ Approved	Credit hours reduction
Elem Ed & Reading	Campus Diversity Fellow	1/1	3
Ed Psych, Counseling & Special Ed.	2-2 Course load EPSY 70% and 30% CASC	1/1	
Ed Psych, Counseling & Special Ed.	Div Assessment Coordinator	1/1	3
Human Ecology	Faculty Athletics Rep	1/1	
Human Ecology	Campus Liaison 3+1 program with FIT	1/1	3
Secondary Education	HUEC Coordinator	1/1	3
Human Ecology	FASH Coordinator	1/1	3
Human Ecology	F&N Coordinator	1/1	3
Human Ecology	CFS Coordinator LLC Coordinator	2/2	6
Human Ecology	FSRA Coordinator	1/1	3
Human Ecology	DPD Coordinator	1/1	3
Totals		12/12	30

Addendums to October 2016 Labor-Management Meeting (continued)

School of Social Science

Department	Semester	requested and approved
Anthropology	Fall 2016	1
Comm & Media	Fall 2016	1
Comm & Media	Fall 2016	1
History	Fall 2016	1
Political Science	Fall 2016	1
Psychology	Fall 2016	1

School of Natural & Mathematical Sciences

Department	Fall 2016 requested	Fall 2016 approved
BIOL	4	4
CHEM	1	1
ESCI	0	0
MATH	0	0
PHYS	1	1

#7. UUP: 7. UUP requests information identifying new academic lines and replacement lines for the coming year

- A. showing allocation by School
- B. differentiating new lines from replacement lines

#7. Management:

Five backfills were approved as follows:

- Two (2) lines in Communications & Media
- One (1) line in Fashion and Textiles
- One (1) line in Milne Library
- One (1) line in Secondary Education

Five new lines were approved:

- One (1) in Human Ecology Family and Consumer Science
- One (1) in Art (non-instructional)
- One (1) in Math, Comp Sci, Stats
- One (1) in Chemistry
- One (1) in Health & Fitness

Three departments lost a line:

- One in Ed Psych (grad level, counseling programs)
- One in Human Ecology Food and Nutrition)
- Earth Science (water resources)

UUP Labor-Management Meeting for November 29th, 2016, 3:00pm

By Geoffrey O'Shea, Secretary

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

For UUP: Ron Bishop, Rob Compton, Mark Ferrara, Jeri Anne Jerminario, Dave Lincoln, Geoffrey O'Shea, Bill Simons, and Darryl Wood

I. UUP Thanks Management

- a. UUP thanked Management for providing information on the following topics from previous meetings: Phased Retirement, Page 24 Course Reductions, and New and Replacement Academic Lines.

II. Implications and Concerns about the Recent Election: Sharing of Perspectives

- a. UUP reported that students, staff, and faculty have expressed concern about the election outcome. UUP also noted that President Kleniewski's e-mail regarding the establishment of sanctuary campuses alluded to the vulnerability of students, staff, and faculty to deportation.
- b. UUP noted that the statewide UUP President, Fred Kowal, will be speaking to faculty on campus about the election at a UUP event on December 6th along with an update regarding the contract negotiations.
- c. Management stated that SUNY-Oneonta's core values remain unchanged and that it has provided opportunities for open dialogues with students. Management also noted that any decision to designate SUNY-Oneonta as a sanctuary campus rests with the SUNY Board of Trustees and that SUNY-Oneonta does not have the authority to make such a designation.

III. Updates on Health/Safety Conditions

- a. Ron Bishop, who is a nationally certified Health Science Officer and the only one for Otsego County, provided Management with a detailed written report on health and safety concerns related to the conditions in two campus buildings, Schumacher Hall and Science I.
- b. Schumacher Hall has had a history of temperature fluctuations due to installation problems with the heating/cooling system. Temperatures within the building are either too hot or too cold. The basement has experienced excessively cold temperatures, whereas the second and third floors have experienced excessively hot temperatures. These issues have caused one faculty member to move their office to another building.
- c. The issue affecting the basement of Schumacher Hall has been resolved for now. The issue with the second and third floors of Schumacher Hall has not yet been resolved.
- d. The third floor of Science I experienced excessively hot temperatures during the summer and early in the fall semester. During a period roughly from 9/8 to 9/15, four faculty members and at least three students reported suffering from heat exhaustion and heat stroke. Some of these individuals were affected repeatedly. One faculty member involved in this incident required medical attention for a kidney infection due to the dehydration he/she suffered. These reports were communicated at the departmental level but were not reported higher up the administrative hierarchy. There was some discussion as to additional contributing factors and it was thought that faculty are particularly susceptible to the effects of the excessive heat because they are required to wear heavy lab coats when working in the science lab and they must remain in the lab to supervise students for long periods of time and thus, cannot hydrate or cool off. Students in the lab need to be attended to and faculty absence would be a major problem.

UUP Labor-Management Meeting (continued)

- e. The excessively high heat on the third floor of Science I also resulted in a secondary health and safety issue by causing the acid in chemical storage cabinets to sweat or diffuse into the surrounding environment. A test conducted seven weeks after the period of excessive heat indicated that the acid had decomposed into the atmosphere.
- f. Regarding the issues with Science I, Management is considering a plan to redirect cool air from the areas of Science I that are air-conditioned to those areas that are not air-conditioned. Management also stressed the importance of communicating up the chain of command in a timely manner. UUP indicated that there may be OSHA related concerns that may also hold the College legally liable.
- g. Management thanked Ron Bishop for his knowledge and expertise and indicated that they are currently searching for a full-time campus environmental health and safety officer who would be responsible for insuring compliance with health and safety codes. UUP provided Management with an independent UUP supported report written by our Health Safety Officer.

IV. Sharing of Feedback about DSA Process

- a. UUP stated that DSA creates a high level of incivility and conflict on campus. Since its inception, DSA has been and remains a source of contention. UUP expressed concern regarding the prospects of DSI and DSA in the next contract and potential impact on morale and civility on campus. Other than contractual salary increases and promotional increases, it remains one of the few mechanisms for members to receive additional compensation.
- b. UUP asked about the DSA notification process. Management reported that letters notifying recipients of DSA awards would only be sent to those who would be receiving DSA and not to non-recipients of DSA awards. However, Management indicated that it will send a general e-mail to UUP members announcing the impending notification of DSA awards.

V. Compliance with ADA

- a. UUP requested information on the document conversion process and the closed captioning of video that is necessary for compliance with ADA regulations. Management responded that faculty would assume the primary responsibility for document conversion, but SDS will also provide training and information regarding the technical processes.
- b. UUP expressed concern that the time and effort required to accomplish document conversion may represent a significant addition to faculty workload. Management indicated that the document conversion process was not likely to consume much time. UUP responded that these assurances require further discussion and validation as evidence gathered from our members expressed ongoing concern. Labor noted that increase in workload requires either reduction of another workload component or an increase in compensation.

- VI. **Parking.** In response to a UUP inquiry, Management provided statistical information about decals sold by color category from 1999-2000 to 2016-2017. For some of these years, over 1100 Blue Faculty stickers were sold: there are currently 146 Blue Faculty parking spaces. In addition to all UUP members—Professional, Academic, Part-Time, Full-Time—receiving a Blue Faculty parking sticker, UUP inquired what other groups receive the Blue Faculty parking decals. (Subsequently UUP asked how many individuals and vehicles received Blue Faculty stickers from the following groups: UUP, Management Confidential, Retired Management Confidential, OAS, Sodexo, Research Foundation, Alumni, Government Officials, and Media.) Labor reported that UUP members reported parking shortages. Management disagreed about the shortage of parking spaces and

UUP Labor-Management Meeting (continued)

advocated going to only one color decal for all employees on campus. UUP stated that its central issue is the number of parking spots available in general and that Labor had begun dialogue regarding this general problem. UUP believes that the term "Faculty" on the Blue decal contributes to the misconception that only "Teaching Faculty" have access to Blue parking spots.

- VII. **Professional Performance Programs.** UUP asked about Professional Performance Programs. UUP asks for this information periodically when it receives reports from Professional Members that they do not have Performance Programs. UUP asked germane to Performance Programs, for the Permanently Appointed Professionals all due on the same date each year:

(1) the number that are overdue?

And germane to Performance Programs, for the Professionals who do not have permanent appointment

(1) the number that are overdue?

Management noted that 19 Permanent Employees are not complete and 28 with Term appointments are not done. Management will speak directly to those supervisors who need to complete their overdue assignments.

- VIII. **Accessibility Resources Office (ARO) Procedures.** UUP followed up on the discussions about past discussion of Student Disabilities Services, now Accessibility Resources Office (ARO) regarding the provisions for evening exams and the protocols for return of exams. Management noted that effective immediately, the exams are now sent back to professors via Campus Mail and that it envisions a prospective solution to evening hour administration of exams once ARO moves to Milne Library.
- IX. **Interim Deans.** UUP asked about Interim Deans and their eligibility to apply for permanent Dean positions as well as the impact of Interim Dean service on base salary upon fulltime return to home academic department. UUP's concern remains regarding transparency and financial implications. Management said that these negotiations with individuals are conducted behind closed doors with the expectation of confidentiality. UUP indicated that there should be an open policy regarding the specific compensation considerations so that these negotiations do not have to occur in the first place. UUP noted that it will return to this issue in the future.
- X. **Wellness Center Notification.** UUP asked about the Wellness Center policy concerning providing documentation to instructors of student appointments. UUP teaching faculty need to be able to obtain verification regarding excused absences, especially in the context of exams. Management noted that it will need to find out why the Wellness Center no longer provides such documentation.
- XI. UUP requested information about adjunct pay for individual tutorials to include labs and music tutorials. UUP requested the number of people in those categories and their pay/remuneration schedule. Management will provide information on this matter now that they are clear about the request.
- XII. **Committee on Professional Evaluation and College Review Panel.** UUP and Management discussed the Committee on Professional Evaluation and College Review Panel. UUP identified its Committee appointees to the College Review Panel and College Review Panel appointees, and the union confirmed that all UUP appointees have received training. Management will provide UUP with the names of their appointees to the College Review Panel. Management and UUP discussed the possibility of future common training for UUP and Management appointees to the College Review Panel.

Meeting adjourned at 4:29pm

UUP Labor-Management Meeting Summary Notes: Tuesday, December 13, 2016

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

UUP: Bill Simons (President) and Rob Compton (VP for Academics)

As customary, UUP and Management held a two-on-two meeting to wrap up the semester. UUP and Management expressed good wishes for the holidays and the year to come. UUP and Management discussed recent collaborations, including Individual Development Awards, the Drescher Affirmative Action program, and Health and Safety. UUP and Management also discussed the need to enhance collaboration regarding advocacy for SUNY, especially in budgetary areas and also discussed the post-election climate on campus and in the state. The Administration affirmed their commitment to student and faculty safety and stated that legal safeguards are in place to shield students and no information would be provided to federal authorities regarding immigration status. UUP raised the possibility of collaboration concerning the January 21, 2017, Women's March on Washington.

UUP and Management reflected on Labor-Management issues and also jointly decided to continue the patters of Labor Management meeting by have larger group meetings sandwiched in with two-on-two smaller meetings and one budget briefing in the coming summer.

UUP asked about updates on the reorganization and Management indicated that input was taking place and that due diligence will require sufficient time to address issues and concerns.

UUP and Management shared visions for the future. UUP and Management noted that there are many important initiatives currently taking place or will commence in the near future which will affect the College and its employees. UUP and Management discussed salary equity; UUP reiterated the inequity of adjunct salaries. Management asserted that parking sticker colors are a major source of perceptions of inequality on this campus and that all employees should have "purple." UUP responded that the union views the primary parking problem as an insufficient amount of parking spaces on campus. UUP is awaiting details on information from Management regarding numbers of specific permits based on decal colors. Management and UUP affirmed our commitment to the centrality of the student experience.

The Labor-Management Meeting adjourned at 3:50pm

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/>

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

The **State UUP website** is located at <http://uupinfo.org/> It contains information about members benefits and many other important topics.

UUP Labor-Management Meeting Summary Notes: Monday, January 23, 2017

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

For Labor: UUP Oneonta President Bill Simons and Rob Compton (Vice President for Academics)

UUP and Management discussed the importance of collaboration on budgets and shared information regarding the Governor's tuition proposals.

UUP and Management discussed the changing mix of students for enrollment expectations for the next year, including transfer students and international students. Management is working on possible articulation programs with nearby institutions for transfers.

UUP thanked Management for the progress regarding the Accessibility Resources Office (ARO) formerly SDS and the mail delivery of exams. The Administration explained that there is continued exploration of evening class resources regarding that office. Related to ARO, there was also extended discussion regarding ADA compliance of written materials. UUP expects to return to that issue in the future.

Management and UUP also briefly discussed the 48-hour exam rule and potential and ongoing campus negotiations on a variety of matters, including the renewal, tenure, and promotion matters. Labor then provided Management with a copy of the results from the 7th UUP Quality of Professional/Academic Life and Administrative Assessment in its entirety.

UUP Vice President, Rob Compton notified Management that he is stepping down from his position effective the end of January 2017. Management thanked him for his service.

UUP Winter Delegate Assembly

Oneonta representatives converged on Saratoga Springs for UUP's Winter Delegates Assembly (DA) on Sunday, January 29. From throughout New York, Chapter delegations came to Saratoga for the DA, State UUP's deliberative body. Oneonta attendees included Bill Simons, Nancy Cannon, Loraine Tyler, Rich Tyler, Dave Lincoln, Jeri Jerminario, Geoff O'Shea, Ed Wesnofske, Janet Frankl, and J McDermott. From arrival to departure, the busy days that ensued were taken up with committee meetings, reports, discussion, resolutions, voting, planning, and dialogue with policymakers. In an address to DA delegates, State Comptroller Thomas DiNapoli pledged his advocacy and the fiscal oversight of his office to UUP in a strongly worded message of support at the union's 2017 Winter Delegate Assembly. DiNapoli declared, "When you build up SUNY, you build up New York State." Newly elected Assemblywoman Monica Wallace, a SUNY Buffalo law professor, told the DA that she was proud of her UUP membership and appreciated the key role the union played in her election.



UUP DA Delegates Picketing with CWA

UUP Labor-Management Meeting for February 6th, 2017, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Rob Compton, Geoffrey O'Shea, Bill Simons, and Darryl Wood

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

- I. Congratulations
 - a. Labor congratulated Management on the official opening of the renovated Physical Science Building on January 18th.
- II. On-going Labor-Management Collaboration
 - a. Labor thanked President Kleniewski for her eloquent statement regarding federal immigration policy changes.
 - b. Labor and Management agreed that an effectual and mutual collaboration needs to exist in order to insure a more welcoming environment on the campus. Management is interested in developing a campus-wide civility task force to provide a larger venue to address important issues that impact civility such as harassment.
- III. Accessibility Resources (formerly Student Disability Services)
 - a. Labor informed Management of the need for the Accessibility Resources website to reflect the recent changes such as the new exam return policy and the availability of evening services.
 - b. Labor inquired as to the timeline for the relocation of Accessibility Services to a space in the Milne Library. Management indicated that the relocation would occur in the spring semester of 2018.
- IV. UUP Invitation to Management to Participate in Programs
 - a. Labor invited Management to participate in an informational forum on the Employee Assistance Program (EAP) occurring on February 15th at 12 noon. Labor asked Management to provide statistics on usage of the EAP. Management will check the annual report which lists the number of referrals that were made.
 - b. Labor invited Management to a Disability Program panel discussion occurring on March 2 at 12 noon which will feature residents of Pathfinder Village who will discuss the fulfilling lives they lead and the important services they receive.
 - c. Several members of the Management team graciously accepted the UUP invitation to the two programs.
- V. ADA Proposals
 - a. Labor inquired about ADA compliance in both online and traditional (brick and mortar) classroom environments. Management stated that the new training and certification process for teaching online courses incorporates ADA compliance and requires instructors to have all course components meet ADA guidelines irregardless of the specific needs of the students in these courses. Management further stated that the procedure for ADA compliance for traditional classroom environments is still under development.
 - b. In the interest of providing greater clarification of this issue, Provost Mackin will be addressing ADA compliance at the next meeting of the College Senate and at upcoming Divisional meetings.
- VI. Negative Banking of Courses
 - a. Labor inquired about the policy on the negative banking of courses in which faculty, experiencing cancellation of a course, are expected to make up the course load in a subsequent semester (i.e., a 2-5 load). Management stated that this procedure does not reflect their current view on balancing faculty course loads and is not part of their current policies. Labor and Management will return to the issue of banking courses at a future meeting.

UUP Labor-Management Meeting for March 27th, 2017, 3:00pm (continued)

XII. ADA Proposals

- a. Labor inquired about the impact of Management ADA proposals for online courses. Management stated that they would return to this issue at a later meeting.

XIII. Consideration of Formal Labor-Management Negotiations: Renewal/Tenure/and Promotion (RTP)

- a. Labor inquired about when formal Labor-Management Negotiations would begin for RTP. Management stated that they would provide more details about this process at a later meeting.

XIV. Consideration of Formal Labor-Management Negotiations: SPI Process and Form

- a. Labor and Management designated their representatives for negotiating changes to the SPI process and form.

XV. Discussion of SPI Content

- a. Labor and Management will return to the discussion of the verbatim transcription of free response comments on the SPIs at a later meeting.

Did You Know? One Union Should Not Do another Union's Work

[Editor's Note: The article below is adapted from commentary by UUP/NYSUT Labor Relations Specialists Tara Singer-Blumberg. The commentary originally appeared on page 4 of the February/March issue of *FredUUP*, the newsletter of UUP Fredonia, under the title "Did You Know? That one union should not do another Union's work?"]

As you know, UUP represents all the Academics and Professionals at SUNY Oneonta. Brothers and sisters with different jobs at SUNY Oneonta are represented by other unions.

Each union is concerned with preserving and protecting its bargaining unit work. It is very important that in these times of reduced staffing and tight budgets, you are aware that you cannot do the work of CSEA employees or those represented by other unions. The easiest, clearest example is moving furniture, painting walls, or anything else that falls squarely and exclusively outside of UUP.

We know that you are trying to be helpful, but it is to the detriment of UUP and other unions, and can result in unnecessary litigation.

If you are uncertain about whether the work is appropriate, please feel free to contact us at UUP Oneonta Chapter President Bill Simons at William.Simons@Oneonta.Edu.

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/>

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

The **State UUP website** is located at <http://uupinfo.org/> It contains information about members benefits and many other important topics.

REGENTS VALIDATE UUP'S CALL FOR TEACHER CERTIFICATION CHANGES (CONTINUED)

The exams have been rife with problems, to the point where the Regents—in response to an outcry from UUP, NYSUT, PSC/CUNY, student teachers, faculty and parents—have put so-called “safety nets” in place since 2014 that allow future teachers alternatives if they fail one or more of the exams.

“Many of these tests are unfair, inaccurate assessments of a student’s ability to teach,” said Dangler.

Dangler pointed to several important changes made by the Regents, including setting up a Standards Setting panel that would decide whether to reset the edTPA passing score.

“The state rushed to set the highest edTPA passing scores in the nation without adequately field-testing the exam,” said Dangler. “That was misguided and very damaging to the teaching profession.”

Creating a review process for students who fall within one standard deviation of the required edTPA passing score is crucial, Dangler said. The review process, which would include faculty recommendations and other measures of teaching readiness, will help fix problems stemming from the use of off-site scorers hired by corporate giant Pearson, Inc.—which administers and scores the edTPA.

“One test score should not permanently block someone from becoming a teacher when they have demonstrated their capabilities through many other measures,” Dangler said. “This is especially important for the edTPA, which uses hired Pearson scorers who don’t actually observe the student teachers they are grading.”

UUP Labor-Management Meeting for March 27th, 2017, 3:00pm By Geoffrey O’Shea, Secretary

For UUP: Ron Bishop, Mark Ferrara, Jeri Jerminario, Geoffrey O’Shea, Bill Simons, and Darryl Wood
For Management: Todd Foreman, Nancy Kleniewski, and Lisa Wenck

I. Congratulations

- a. Labor congratulated Management on the renovation and reopening of the A.J. Read Science Discovery Center.

II. On-going Labor-Management Collaboration

- a. Labor thanked Management for participating in the February 15th information meeting on the Employee Assistance Program (EAP) and March 12th Disability Awareness Presentation and Panel Discussion in recognition of World Down’s Syndrome Awareness Day.

III. Additional Venues for Labor-Management Collaboration

- a. Labor and Management discussed additional opportunities for labor-management collaboration. Ideas suggested included moving the location of the labor-management meetings to other venues on campus and sharing SUNY-Oneonta’s booth at the New York State Fair. Management agreed to provide the dates for the availability of the booth at the upcoming State Fair.

IV. Reflections on DSA

- a. Labor noted that Management disbursed the DSA in an across-the-board fashion to adjuncts and recommended that Management consider this model for the future disbursement of DSA to full-time faculty.

UUP Labor-Management Meeting for March 27th, 2017, 3:00pm (continued)

V. Science Labs and Adjuncts

- a. Labor noted that compensation for adjuncts teaching science lab courses may not accurately reflect the time adjuncts spend in class. Labor requested that Management provide the basis of compensation for adjuncts who teach science lab courses and also to indicate when compensation for this group was last increased. Management indicated that they will conduct an analysis.

VI. Music Tutorials and Adjuncts

- a. Labor noted that the starting pay for those teaching tutorial courses has not increased for at least 15 years. Labor also noted that the equivalency of pay has not been maintained for those teaching tutorial courses.

VII. Professional Performance Programs

- a. Labor requested Management to provide the number of performance programs that are overdue for the Permanently Appointed Professionals and the Professionals who do not have permanent appointment. Management stated that a total of 25 performance programs are overdue and these will be addressed in the near future.

VIII. Discussion of COACHE

- a. Labor inquired about the purpose of the COACHE survey. Management stated that COACHE is administered by SUNY central and the data can be used to understand faculty's perceptions regarding what they value in their work. Management further stated that the COACHE data may have value as a comparative measure to understand how perceptions of SUNY faculty compare to those of faculty at other SUNY campuses.

IX. Discussion of Rankin Survey Report

- a. Labor inquired about the rationale for requiring password access to enter the Rankin survey report (<http://www.oneonta.edu/climatesurvey/documents/SUNY%20Oneonta%20Final%20Report.pdf>). Management stated that the password access was part of the contract agreement with the vendor and it was meant to protect materials and information by restricting access to respondents with an Oneonta e-mail account.
- b. Labor inquired about the rationale for the printing restriction of the Rankin survey report. Management stated that the printing restriction is intended to protect the vendor's materials and information and to prevent the reproduction of these materials. Management further stated that a paper copy of the Rankin survey report is available at the circulation desk in the Milne Library.

X. Hiring Recommendations

- a. Labor reported that departmental input to Deans concerning disposition of job candidates has not been upheld in hiring decisions. Management indicated that this issue will be taken up at a future meeting.

XI. International Internships

- a. Labor inquired about the role of outside companies in coordinating international internships. Management stated that two companies, Connect 123 and Academic Internship Council (AIC), are currently used to coordinate international internships. Management further stated that they would like to expand beyond the areas covered by these companies.

Summer 2017 Alternative Work Schedule Option for UUP Professionals and Librarians

At the request of Lisa Wenck, Senior Executive Employee Services Officer, UUP facilitated informing its Professional and Librarian members about the summer 2017 Alternative Work Schedule Option. In a continued effort to accommodate professional employees and Librarians represented by UUP and encourage work/life balance, SUNY Oneonta again offered the Alternative Work Schedule (AWS) options for summer, 2017. Two basic options were available: Flex Time (Staggered hours) and Compressed Work Week. Guidelines and applications were disseminated to eligible UUPers. The deadline date for applications was Friday, May 5, 2017. It is a good program that had its genesis in Labor-Management discussion, and Management merits kudos for its continued implementation.

UUP Labor-Management Meeting Notes for April 24th, 2017, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Ron Bishop, Rob Compton, Mark Ferrara, Jeri Jerminario, August Johnson, Dave Lincoln, Michael McAvoy, Geoffrey O'Shea, and Bill Simons

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

- I. UUP Appreciation for President Kleniewski's Service
 - a. Labor expressed appreciation for President Kleniewski's tenure at SUNY-Oneonta.
- II. UUP Role in Presidential Search Process
 - a. Labor requested, as in previous searches for senior Management, to meet with finalists in the presidential search in union dedicated meetings. Management indicated that President Kleniewski was presently in Albany meeting the new Chancellor but would respond to UUP's request.
- III. Content and Chronology of the Presidential Search Process
 - a. Labor requested information about the content and chronology of the presidential search process. Management stated that an outside firm runs the search and writes the ad for the president, but has no further specific information at this time. Management further emphasized that they are committed to a transparent process and will share information when it becomes available.
- IV. Impact of Presidential Search on Policy and Administration
 - a. Labor asked whether Management foresees any significant changes to the current strategic plan of the college resulting from the hiring of a new president. Management stated that they cannot predict what a new president will want to do, but they considered that it would be highly unlikely that a new president would attempt a reorganization of the strategic plan. UUP noted that Management is considering academic reorganization approximately only a half-decade after the last one and given changes in academia a new administration may well return to this issue.
- V. New Venues for Labor-Management Meetings
 - a. Based on an earlier discussion of alternative meeting places for Labor-Management meetings, Management suggested both the Catskill and Glimmerglass rooms in Hunt Union as possible future venues. Labor supported this suggestion.

UUP Labor-Management Meeting Notes for April 24th, 2017, 3:00pm (continued)

VI. Discussion About Expanding Labor-Management Collaborations

- a. Labor noted a number of possibilities for future Labor-Management collaborations including such joint endeavors as legislative advocacy, staffing an informational booth at the New York State Fair, a Constitutional Convention forum, and acknowledgement of the deaths of long-time active and retired employees. Management noted these possible collaborations and stated that President Kleniewski will comment on these at a later meeting.

VII. Continued Discussion of Science Labs and Adjuncts

- a. Labor renewed its request for information about the basis of compensation for adjuncts who teach science lab courses. Management indicated that they would return to this issue after some further information gathering.

VIII. Continued Discussion of Music Tutorials and Adjuncts

- a. Labor noted that the starting pay for adjuncts who teach music tutorials has not been raised since the year 2000 and advocated a raise of starting pay and equivalency pay. Management stated that they would research this information and return to this issue at a later meeting.

IX. Professional Performance Programs

- a. Labor inquired about the number of performance programs that are currently overdue. Management stated that five performance programs are currently being worked through.

X. Update on Management's Proposals Concerning ADA

- a. Labor asked about the status of Management's ADA proposal. Management indicated that there will be some upcoming discussion in the College Senate and stated that the ADA compliance would occur in phases with the first phase integrating compliance with online course training.

XI. UUP Concern About the Need to Consult Coaches About Decisions Impacting Them and the Need to Recognize the Unique Situation of Coaches

- a. Labor voiced concerns about changes in the evaluation of athletic coaches without consideration of the unique aspects of the coach-player relationship such as: coaches often travel with players, share meals with players, change players' roles on the team, and are perceived as central to the success of the team despite unexpected circumstances such as player injuries. Labor believes that the unique aspects of the player-coach relationship warrant serious consideration in the evaluation of athletic coaches.

XII. Potential College Presence in Downtown Oneonta Revitalization

- a. Labor inquired about the brick-and-mortar role that the college will play in the revitalization of downtown Oneonta. Management stated the President Kleniewski is planning to put out a call for ideas.

XIII. Other Terms and Conditions

- a. Labor thanked Management for the Alternative Work Schedule Program Policy and asked about the status of this program for summer 2017. Management stated that they would be sending a notice out very soon.

UUP Labor-Management Meeting Notes: Friday June 9, 2017, 9 AM

By August Johnson, Secretary

For UUP: Ron Bishop, Mark Ferrara, August Johnson Dave Lincoln, Bill Simons, Darryl Wood,

For Management: Frank Chambers, Todd Foreman, James Mackin, Lisa Wenck

1. UUP thanked Management for accommodating an early morning meeting.
2. Labor and Management agreed to meet on the budget when information was available.
3. **Management's May 3, 2017, announcement of new criteria for Graduate Faculty**
 - A. UUP expressed concern about the announcement
 - B. UUP noted that the announcement came on the day before final exams
 - C. UUP asserted its belief that the content of the announcement had implications for Terms and Conditions of employment and thus called for Labor-Management discussion
 - D. Management acknowledged that those who already held the Graduate Faculty designation had received it "in perpetuity"
 - E. Labor and Management will return to this issue
4. **The Management's announcement concerning Program Coordinator positions**
 - A. Management stated there has been no policy announcement or decision in regard to the Program Coordinator position and that consultative discussion is in process.
 - B. UUP acknowledged its misinterpretation but shared some concerns.
5. **Internal consideration of Adjunct Faculty for Professional positions**
 - A. UUP and Management will return to this issue in another venue.
6. **Redressing office space for Adjunct Faculty in overcrowded rooms**
 - A. UUP expressed concern about overcrowded adjunct offices and invited Management to participate in a collaborative survey of adjunct office space
 - B. Management declined formal participation in the survey but provided some data about office space allocation and encouraged UUP information gathering
 - C. UUP and Management will return to the issue of adjunct faculty office space
7. Labor and Management expressed mutual appreciation for the discussion and adjourned.

