



The Sentinel

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Oneonta Chapter

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New UUP-State of NY Contract Overwhelmingly Approved

Increased Numbers Over Prior Contract Votes May Strengthen UUP Negotiators in Next Round of Contract Talks

ONEONTA, NY -- The American Arbitration Association, which has conducted the balloting on the proposed new UUP-State of New York contract, reported late Friday afternoon the results of the ratification ballot.

Friday, September 19th was the last day of ballots to be received.

According to the official tally reported by the American Arbitration Association the votes are as follows:

Yes: 8,969	94.0%
No: 626	05.0%
Blank: 6	00.0%
Void : 1	00.0%

The contract ratification process has broken UUP's previous voter turnout record and its past approval record. In short, 9,954 people cast ballots; some 352 ballots were invalid, leaving 9,602 valid ballots. Of these 9,602, 8,969 were in favor of the new agreement, 626 against.

PRIOR RATIFICATION VOTES

The 1988-91 contract had a vote of 6227 (88.3%) in favor and 829 (11.7%) against. For the 1991-95 contract, the ratification vote was in the summer of 1992. There were 17,469 ballots sent out and 37% were returned. The vote margin was 5055 (78.5%) in favor to 1385 (21.5%) against.

Enabling legislation will be required from the state legislature before retroactive benefits payments and compensation adjustments can be made.

This was the largest member response to a ratification vote in UUP history and the largest percentage voting in favor of a tentative agreement, according to UUP President Scheuerman. "More people voted in favor of this contract than the total number having voted either way in any previous ratification ballot," he said. "We had a much larger voter turnout than you get during most U.S. presidential elections.

"Our members are politically aware," Scheuerman said. "They recognize that, given the current climate, this contract gives them employment protections not found in any other state-employee contract."

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**You are Invited to the
Oneonta Mayoral Debate
Wed. Sept. 24th 7:30 PM
First Unit. Methodist Church
66 Chestnut Street
Democrat Kim Muller
Republican Michael Lambiasi
Co-sponsored by
United University Professions
Oneonta Teachers Association**

Labor Management Meeting Summary June 23, 1997

Present for College Administration:

President Donovan, Provost Federlein, Vice-Pres. Edward Greismer, Human Resources Dir. Lisa Wenck, Vice Pres. Leif Hartmark

UUP: President Ed Wesnofske, Vice-Pres. Bill Simons, Vice-Pres. Fred Bucalos, Treas. Mona Hughes, Exec. Brd., Members Virginia Pence, Jane Nielsen

1. There was a short discussion of the Congressional Tax Bill that would place taxes on certain aspects of the retirement accounts under the TIAA-CREF management.
2. As part of the submitted agenda, College Pres. Donovan discussed the budget situation. He believes the trustees will approve flat tuition and that the legislature would restore SUNY cuts but this is not certain.
3. In response to UUP's inquiry on appointment letters, Provost Federlein said a normal time frame for processing full- and part-time reappointment and tenure/promotion letters is being observed.
4. UUP Pres. Wesnofske introduced the new UUP Executive Board members to the management team present.
5. Director Wenck said letters about the window for implementing the early retirement incentive from mid-November

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June 23rd Labor Management Summary

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to mid-December would be sent to those eligible to retire.

6. Human Res. Director Wenck said anyone potentially thinking about retirement who wants their benefits estimated should contact the Personnel Office as soon as possible for health coverage calculations but otherwise contact the respective Retirement System for retirement benefit estimates. If there is enough interest, she said there could possibly be group sessions.

7. UUP Pres. Wesnofske asked about new hire arrangements. Plans will be made for UUP packets to be given out at new personnel orientation (they may not have been last year) according to Lisa Wenck and UUP President will follow up on new hire material.

8. On another agenda item, UUP Pres. Wesnofske indicated strong faculty concern about the Faculty Activities Report (FAR). Hidden agendas and gratuitous items on the form were cited by Wesnofske. The Chapter President indicated that many people resented the form and saw it as a waste of time. Provost Federlein suggested much of Faculty Activities Report could substitute for Middle States Assessment information needs. Wesnofske said he did not see any relationship to Middle States in the faculty activities report

UUP Member Pence asked if the same faculty activities report will be used next year? Provost Federlein said perhaps not but other types of assess-

ment may entail collection of other types of information. Provost Federlein said in response to a question by Bill Simons --that the administration did *hope* that the faculty activities form can eliminate the need for collecting/generating much additional Middle States assessment information.

10. On another agenda item, Pres. Wesnofske said all but one of 13-14 complaints he received this year were from women. Wesnofske asked if women were treated in discriminatory fashion in various ways; leaves of absence, salary adjustment considerations, fairness in reappointment proceedings and what monitoring was taking place.

Provost Federlein said a male was just denied a leave of absence and both Director Wenck and Provost Federlein indicated that gender treatment is monitored.

Pres. Donovan indicated there is great concern about salary equity, *which the lack of a contract has made difficult to redress*. Pres. Donovan also suggested Pres. Wesnofske and Director Wenck have a meeting to discuss any specifics by themselves. *Pres. Donovan indicated administration was aware that last round of equity adjustment didn't redress all equity issues.*

11. Pres. Wesnofske raised question of what percentage of instructional lines were being diverted to administrative functions through release time.

Provost Federlein gave example. Instructional development initiative personnel receiving release time (some 1.5 FTE faculty department heads have release time. Interim Dean Lubell is on an

instructional line, the graduate coordinator, and the coordinator of academic programs). Total of 2.14 FTE faculty lines were being used.

Pres. Donovan said various administrative position cuts including IRC and the Library produced \$3/4 million in savings UUP Member Virginia Pence said using faculty for administrative functions may create heavier teaching load for others

Provost Federlein said only graduate coordinator and coordinator of academic programs receive stipends

12. UUP Pres. Wesnofske indicated concern over financial contracting arrangement with school districts for handling student teachers formerly served by the abolished clinical services unit at the College.

Provost Federlein indicated \$200 stipend or \$200 worth of a SUNY tuition waiver was for teachers involved and that nothing is paid to school district.

13. Pres. Wesnofske discussed contract negotiation update: that were were cooling it as negotiations progressed and had not picketed alumni weekend and were not planning any action during student and parent preregistration visits at the present time. More visible activity might occur if the negotiating process at the statewide level sours.

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Ratification Vote Is Overwhelming

(Continued from page 1)

And they paid a price for it. They've gone without pay raises, and they were forced to go a year without dental and optical coverage. This is a good contract - not a perfect one."

The new four-year pact covers the period from July 2, 1995, to July 1, 1999. It provides an across-the-board salary increase of 3.5 percent in each of the last two years. It calls for an additional lump sum payment of \$1,250 for full-time employees, prorated for part-time employees; an approximate \$500-per-person lump sum payment added on to employees' base salary and retroactive to either July or September 1996, prorated for part-timers; and discretionary pay increases of 1 percent for each of the last three years of the agreement.

The Sentinel is published by the Oneonta Chapter of United University Professions. The Chapter offices are located in Human Ecology Building at the State University College at Oneonta, Room 124. The telephone number is 607-436-2135. Office hours: Mon., Wed., Thurs. 9:00 AM-2:00 PM.

Views expressed herein may not necessarily represent official positions of UUP. Letters and membership contributions are welcome and will be printed as space and editorial policy permit.

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