

March 3, 2022

UUP Oneonta

Labor-Management Meeting Notes

Netzer 341

By Bill Simons, UUP Oneonta Secretary

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Present for Management: Dia Carleton, Alberto Cardelle, Richard Lee, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Rob Compton, James D'Amico, Mark Ferrara, J Lentner, Chris Sielaff, and Bill Simons

I. Welcome.

A. The meeting came to order at 11 AM.

II. UUP and Management affirmed that the RPT (Retention, Promotion, and Tenure) committee elections went well.

A. Management will conduct training for RPT committee members

--with a UUP representative in attendance.

III. Management will conduct post-Spring Break Covid "surveillance".

A. if Management determines that post-Spring Break Covid "surveillance" allows for it, the mask mandate will end on March 26, 2022.

B. UUP asserted that it has members who have significant Covid concerns and vulnerabilities and will need remediation under ADA (Americans with Disabilities Act).

IV. Management-Labor Joint Task Force on Compensation

A. Management distributed a Working Draft on the Joint Task Force on Compensation.

B. the working draft includes the following: “The UUP Oneonta chapter and the college administration at SUNY Oneonta have agreed to form a Salary Review Committee. The charge of the committee will be to examine the faculty and staff salary structure...”

C. UUP noted that it will be necessary to look at SUNY SICAS (Student Information and Campus Administrative Systems) Center employees separately as SICAS does not have a comparable counterpart.

V. Professional Telecommuting Issues

A. UUP views it as important to provide flexibility on telecommuting for professionals.

(i) recent events underline the importance of this particularly—about not exclusively—on days of class cancellation

B. In response to UUP, Management will find out and communicate if the Telecommunications Pilot Program will extend beyond June 30th.

VI. Professional Performance Programs

A. UUP and Management have a commitment to increasing Professional Performance Program compliance.

B. Management will hold mandatory Professional Performance Program training for supervisors

(i) mandatory training for those evaluated by Professional Performance Programs will follow

(ii) emergency hires will be included as practical

C. UUP will assist in publicizing Professional Performance Program training.

VII. Management Response to Employees Job Search Information Requested by UUP

A. Approximately 20 current Professional searches

B. Approximately 25-28 current Academic searches

C. Management envisioned a good pool, resulting in successful searches, with attention to Diversity.

D. UUP stated that some of its members have reported delays in the search process.

E. Management and Labor will continue to collaborate in new hire orientations.

VIII. Management Response to Adjunct Faculty Information Requested by UUP

- A. Fall 2021: approximately 182 adjuncts; mean number of course per adjunct approximately 1.63
- B. Spring 2022: approximately 190 adjuncts; mean number of course per adjunct approximately 1.57
- C. Management noted that the preceding figures are “snapshots,” complicated by labs and other configurations.
- D. UUP expressed concern and commitment to the security of adjuncts, particularly given enrollment and budget contingencies.

IX. Temporary Service Discussion

- A. Management stated that contractual agreements and the minimum wage necessitated a 1% increase in the Temporary Service Budget.
 - (i) with the adjunct piece in process
- B. UUP questioned whether contingent faculty received minimum wage compensation.
- C. UUP advocated a standardization of pay for teaching through Summer Session, Winter Session, Extra Service, or Adjunct positions.

X. Travel Abroad Discussion for Professionals and Academics

- A. Management indicated that the current policy of SUNY Oneonta is that direct State funds cannot be used for travel abroad and that policy will remain in place through Summer 2022.
- B. UUP clarified that the preceding is a SUNY Oneonta policy, not a SUNY-wide policy.
- C. both UUP and Management agreed that IDA (Individual Development Awards), grants, and other non-direct State aid could be used for international travel.

XI. UUP and Management agreed to set up a meeting to discuss TLTC (Teaching, Learning & Technology Center) issues, information and resources.

XII. Faculty Success, SPI, and Lecturers

- A. The content and nomenclature of Faculty Success were discussed.
- B. Prior to UUP-Management discussion of the coming Lecturer initiative, Management will provide UUP with a draft proposal.
 - (i) while reminding that it alone represents its employees in Labor-Management negotiations, UUP noted its respect for the College Senate and the Senate’s advisory role to Management.

C. UUP asserted that it was time to renew and complete SPI (Student Perception of Instruction) negotiations. The Pilot Program is well past overtime, and the matter necessitates resolution.

XIII. UUP stated that internal posting for Professional positions have not appeared in a timely fashion.

A. Management responded that protocols for internal Professional positions will resume.

XIV. UUP asked Management its plans concerning the situation in Ukraine.

A. Management discussed its upcoming public panel on the Ukraine.

B. UUP noted relief donation information.

XV. Management agreed to UUP's request to reschedule the next Labor-Management Meeting until after April 15.

XVI. Management stated that a specific department had contacted the administration seeking to "negotiate" with Management concerning particular issues germane to that department.

A. UUP noted that only the union directly "negotiates" on behalf of its members.

XVII. Management inquired as to UUP's understanding of the days of obligation for the union's 10-month employees.

A. Management will send UUP a proposal about workshops and related activities related to community building.