

September 9, 2022

UUP Oneonta

Labor-Management Meeting Notes

Netzer 310

By Bill Simons, UUP Oneonta Secretary

(Originally Appeared in The Sentinel

November, 2022 Issue #1

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Present for Management: Dia Carleton, Alberto Cardelle, Elizabeth Dunn, Tracy Johnson, and Julie Piscitello

Present for UUP: Shirley Clark, Rob Compton, James Damico, Mark Ferrara, Chris Sielaff, and Bill Simons

I. Welcome.

A. The meeting came to order at 10 am.

B. Labor and Management welcomed one another. Participants went around the table and introduced themselves.

II. Digital Measure/FA

It is anticipated that Labor-Management will come to terms by the end of the day, allowing UUP to withdraw its Improper Practices Change concerning Digital Measure/FA.

III. Graduate Faculty Status

A. UUP stated that a prior Provost, James Mackin, agreed that faculty already granted Graduate Faculty status would retain that designation although future applicants to that status would need to go through the formal application procedure.

B. Management asked about documentation of that agreement.

UUP responded that it would provide Management with documentation of the agreement between former Provost Mackin, former Senior Executive Employee Services Officer Lisa Wenck, and former UUP President Bill Simons.

IV. Temporary Employees: UUP Proposal

A. UUP requested that Management consider putting new employees on term lines. The current temporary designation creates a culture of fear and impermanence and most SUNY campuses give new employees term appointments.

B. Management will take the proposal under consideration.

UUP asked who decides the fate of temporary employees.

Management responded that the decision runs up to Human Resources and to the President.

UUP stated that contractually termination decisions lie entirely with the College President and cannot be delegated to others.

UUP asked if employees are given an opportunity for improvement before termination.

Management replied that typically employees are given an opportunity for improvement before termination.

UUP asked if Human Resources instructs the supervisors of terminated employees to provide or not provide a reference.

Management responded that it does not tell supervisors to provide or not provide a reference.

UUP requested that Management instruct supervisors of terminated employees not to provide a reference.

Management responded that it will consider the request.

V. Retention, Tenure, and Promotion (RTP): Perspectives on Implementation

A. UUP perspective: The new RTP agreement was signed in February 2022. UUP has found that RTP information is inaccurate. Some faculty are confused about submitting under the old or new system. New faculty do not appear to have received RTP guidelines or invitations to workshops concerning RTP procedures.

B. Management responded that both the old and the new RTP regulations will remain in place until the old procedures sunset.

UUP requested information about any membership changes in the Dean Advisory committees or the Tenure & Promotion Committee.

VI. Department Budgets and Professional Development Funding

A. UUP stated that departments are still waiting for their budgets.

Management responded that the College is still waiting for its budget.

Individual allotments of \$650 (plus onetime \$200 allotments) are anticipated this year.

VII. UUP renewed a request for salary information for senior Management for the past 5 years

UUP prefers not to FOIL.

The information requested pertains to Part II of the UUP survey, which will deal with Management offices.

VIII. Parking Permits

UUP forwarded a proposal to move from parking stickers to the reading of plates and allowing an individual to transfer rights between vehicles. The union noted that SUNY Cortland and other campuses employ such a system.

B. Prior to responding, Management will review the sustainability proposal regarding parking.

IX. Need for SPI clarification

UUP voiced concerns about SPI and immediately after this meeting, a smaller Labor-Management group will work toward resolution.

UUP concerns about SPI include: tabulated results being sent to the wrong faculty members; need to clarify to submitting faculty as well as to DAC and P&T committee members the specific semesters for which SPI was optional; and the long duration of SPI negotiations.

Management responded that DAC and P&T committee members will be informed of the semesters for which SPI was optional.

X. College Handbook issues

A. Management and UUP noted that the College Handbook has not been updated since 2019.

UUP expressed concerns: changes in the College Handbook have occurred without UUP being informed; changes are not dated; and the Handbook is not printable.

UUP stated that Board of Trustees policies require an up-to-date handbook.

Management and UUP resolved to collaborate to bring the College Handbook up to date.

XI. Adjunct Issues

UUP requested the following data by semester for the past three years:

Number of part-time faculty, number of courses taught by each, and level of course.

UUP requests that lists of promotion-eligible part-time faculty be sent to departments.

UUP expressed concern that Management wants to renegotiate the part-time MOU.

Management agreed to go forward with the current part-time MOU this year, but at the end of the academic year plans to review the document and perhaps seek amendments.

The amendment process might include the inclusion of lecturers, labs, and individual music instruction in the agreement.

UUP noted that the current MOU remains in place until agreement on possible amendments.

XII. Faculty Obligation Period

UUP stated that faculty obligation practices should not be changed without a Labor-Management agreement and this year's call for "volunteers" went beyond volunteerism.

Management responded that it would not deploy the same protocols next year but awaits UUP's response to Management's days of obligation proposal.

XIII. UUP requested that going forward UUP and other unions receive invitations to union-dedicated meetings with Provost candidates and other candidates for senior Management positions, as was previously the practice.

XIV. DSI

UUP reported that some supervisors are unaware that the DSI cycle under the current contract continues and requested that supervisors be made aware of this matter.

XV. Cameras

A. Management announced that security cameras are coming into student mailbox pickup and locker areas as well as possibly other places.

UUP asked if the presence of the cameras would be announced.

Management will check.

XVI. Management is considering bringing issues related to pepper spray before the College Council for consideration.

XVII.

The meeting adjourned at 11:30 am.