

UUP Oneonta Executive Board Meeting – September 4, 2024

President's Report- Shirley Clark

Welcome into the Fall 2024

Welcome back to all who may have traveled away from Oneonta during the Summer break, or who have just taken vacation during the summer months to reinvigorate for the year ahead of us. It's amazing how quickly the summer flies by, isn't it? I hope everyone had a rejuvenating break and is ready to dive back into the activities that await us.

I want to extend my heartfelt thanks to everyone who took the time to submit articles to our Chapter for publication. Your contributions are invaluable in keeping our community informed and engaged. Whether you wrote about recent events, shared insights on industry trends, or delved into personal experiences, your efforts are greatly appreciated. Each article enriches our collective knowledge and fosters a sense of camaraderie among us.

As we begin this new phase, let's harness the energy and enthusiasm we've gathered over the summer. Together, we can make this upcoming year one of growth, learning, and achievement. I look forward to seeing what we can accomplish together as a community.

Welcome back, and let's make this year a memorable one!

Retention Awards

For eligible employees an on-base a \$1,000 retention award based on prior service and appointment type in accordance with the UUP Agreement, Article §20.10b, was reflected in your paycheck dated July 17, 2024 (\$500 for those who previously received a \$500 retention award).

UUP 3% Across the Board (ATB) Salary Increase

Consistent with the 2022-2026 UUP Agreement, eligible UUP employees with calendar year (12 month) obligations received an increase of 3% to their base salary (as of June 30, 2024) on their paychecks dated July 31, 2024. Eligible UUP employees with academic year obligations will see their 3% ATB increase in the first paycheck following September 1, 2024. Eligible UUP employees with a college year (10 or 11 month) appointment will receive their increases at different time, depending on area.

(Reminder: Retention awards were applied, chronologically, after June 30, 2024)

UUP Lump Sum Payments

Eligible UUP employees on-payroll (or on authorized leave without pay) at the date of ratification through **April 30, 2024**, also received a \$1,500 lump sum payment, not added to base salary, in their paychecks dated July 31, 2024, consistent with Article §20.23 of the 2022-2026 Agreement. This amount was pro-rated for eligible part-time employees. *(Eligible employees who separate from service after **April 30, 2024**, should have also received this payment)*

Thanks to help from our Labor Relations Specialist, 9 additional SUNY Oneonta Employees received Lump Sum Payments in their August 28, 2024, paycheck. The language surrounding the Lump Sum Payments in the contract had to be sorted out by UUP and SUNY.

Per 3-Credit Course Salary Minimums for Part-Time Academic Faculty

Effective beginning July 1, 2024: \$4,000.

All employees should have received a letter from Employee Services detailing the calculations of their current salary.

All salary improvements should be completed by the September 11, 2024 paycheck.

Please contact Employee Services at payroll@oneonta.edu or via phone ext. 2504 with any questions on these payments.

New Mandatory Title VI Training

UUP was informed by management that there will be new mandatory Title VI training for all employees that must be completed by September 30, 2024.

Organizing Report from July 30-31, 2024 submitted by Lydia Brassard, Organizer, UUP Statewide

Oneonta Region MOD Data

We had 3 pairs out knocking doors on Tuesday afternoon and evening (July 30), and 4 pairs out on Wednesday morning and afternoon (July 31).

3 UUP chapters represented: Albany (2), Binghamton (1), and Oneonta (1). We had a first-time member-activist participate; someone who was doing house visits for the first time; and two members with house visit experience who traveled from out of town to participate.

Our original target list had 108 members on it, and we had incomplete/inaccurate information for 4 employees. The target list was made up of employees from: Poly, Delhi, Oneonta, Cobleskill, and Empire State University.

Of the 104 left on the list: our team knocked on **85 doors**

Our team had **48 conversations** and were able to make the following assessments:

- Supporter – 7% (8 Joins)
 - 7 from SUNY Oneonta
 - 1 from SUNY Delhi
- Undecided – 28% (30 employees to follow-up with)
- Refused – 9% (10)