

SUNY Oneonta Labor Management (LM) Notes – August 28, 2024

1. Follow-up on UUP-Management Joint Health and Housing Survey submitted

a. Timeline on Survey Creation and Distribution

b. Population for Distribution

Management indicated that the Survey would be going out next week. The survey would be left out for around 2 weeks for completion. It will be sent to all employees and retirees.

2. Any update on how this new Department of Labor rule (below) affect SUNY Oneonta UUP employees, specifically those in Residential Life that may be impacted?

[Biden-Harris administration finalizes rule to increase compensation thresholds for overtime eligibility, expanding protections for millions of workers | U.S. Department of Labor \(dol.gov\)](#)

Management is still waiting to hear back from SUNY Employee Relations on this Labor rule so all SUNYs can react in the same manner to any implications.

3. Requesting a solution to the glitchy, non-functional back-button in the Faculty Activity Reporting (FAR) system.

UUP expressed a desire to find a resolution to the glitchy back-button.

Management noted they are seeking a solution as well and noted that our subscription to the Watermark software expires next year, and they are considering their options.

4. Requesting an update on: Agreed upon Changes to Renewal, Promotion and Tenure (RPT) Agreement (Final changes were submitted by UUP in May 2024 for management review)

a. Awaiting a new successor RPT Agreement to be memorialized

The UUP Labor Relations Specialist and management will ensure that final document is satisfactory. Regarding letters specifically, then all faculty who fall under the new RPT agreement will be able to use the new language for letter writing; it is more permissible and not more restrictive.

5. Requesting an update on: New RPT Guidelines not yet publicly available on the web

UUP will work on a summary of what perspective faculty need to know, including the typical timeline of Renewals and Continuing appointment.

6. Update on Oneonta employees who should have received Lump Sum Payments

a. SUNY has clarified that all employees hired between 8/24/23 and 9/1/23, and who meet all other eligibility requirements, should receive the lump sum payments

Management indicated that 9 UUP employees have had their Lump Sum Payments restored in the August 28, 2024 paychecks and were notified.

Also, all UUP employees will be receiving a document from Human Resources detailing how their current salary was calculated.

7. Requesting an update on: UUP receiving concerns about lack of images and cuisine to welcome diverse populations

a. Concerns made indicated the former clocks in the Hunt Union that showed different time zones was welcoming (mention made to the flags as well)

b. Possibly including more diverse cuisine at different locations on campus

c. Possibly including more diverse images at different locations on campus

It was suggested by the President that we forward any diverse cuisine requests (along with recipes) to both Bernadette Tiapo and Head Chef Dee Williams. Management has not located where the former clocks were moved to, which may have been removed due to renovations. Management is

extremely interested in diversity on campus and indicated that international enrollment is up around 50 percent. Additionally, Management is interested in addressing other areas that lack diverse images.

- 8. Supervisor training: making clear the role and duties of supervisors. UUP would like to see more training offered to supervisors on performance programs and evaluations. UUP would like the metrics on Performance Programs and Evaluations to improve.**

Management did a small group this summer of supervisory training. Management indicated that more training will be offered and may be made mandatory for supervisors.

- 9. Update on Performance Programs and Evaluations**

- a. What percentage of performance programs are up-to-date?**
- b. What percentage of evaluations are up-to-date?**
- c. Are there any areas of concern and what is being done to remediate?**

Performance Programs are about 31 percent complete with about 16 percent recently expired.

Performance Evaluations are about 35 percent complete with about 10 percent recently expired.

- 10. Update requested: College-wide training opportunities around student absenteeism and student disengagement.**

Management indicated they are using a BOT to text students when necessary. The University did a soft launch on App Navigator and it can be used to alert staff when students are excessively tardy or absent.

- 11. Possible panel discussion and collaboration on student absenteeism and student disengagement.**

- a. Including President, VP of Student Affairs, President of the Student Association**

The Provost indicated that a panel discussion in October would be a good time frame. Possibly on a Wednesday from 3-4 when the President normally addresses the campus.

- 12. UUP advocacy for 3/3 load for TT/Tenured faculty**

Management indicated that they would review this proposal and consider it, along with the concerns raised by the Compensation Committee. UUP is preparing the next Sentinel on this advocacy for the 3/3 load and has a number of contributions from faculty.

- 13. Seeking a solution for RD courses that have co-instructors (one lead and one helper), but the secondary instructor isn't allowed to see the grade analysis/survey results needed for RPT.**

Management indicated that this issue has been resolved.

- 14. UUP Bulletin Boards. UUP will be requesting Bulletin Boards for Departments that are lacking one. It is our understanding that management will provide those and assist with installation.**

- a. Milne Library – Basement**

Management will look into this and get back to UUP.

- 15. Time Ticketing – Follow-up from Management – SICAS – Management indicated they would have some statistics on this to share at the May LM**

- a. Would like to see some statistics on the reported time**
- b. How much time is allocated to Campuses paying for services**
- c. How much time is spent on fixing issues reported by campuses**
- d. How much time is spent on regulatory projects**
- e. How much time is spent on enhancement for campuses**

Management is working on obtaining these statistics for UUP.

16. UUP requests a list of employees who were separated from out bargaining unit during the previous semester in accordance with Article 16 of the UUP NYS Agreement:

§16.4 a. At the beginning of each semester, each College shall provide UUP the names of employees who were separated from the State University Professional Services Negotiating Unit at the College, during the previous semester, including the type of separation (termination, retirement, deceased).

Management will provide UUP with this information.

17. Scheduling Compensation Taskforce Meetings (and the spring 2024 announcement of compensation adjustments for junior faculty)

Management notified all eligible junior faculty on the compensation adjustment at the end of Spring 2024. Management will schedule meetings for the committee to continue their work on compensation into the Fall.

18. Other Terms and Conditions:

Management indication that there will be new mandatory Title VI training for all employees that must be completed by September 30, 2024.