

UUP Oneonta Executive Board Meeting Minutes:
Wednesday, September 4, 2024, Noon, Le Cafe

Present: (18)

Le Cafe: (13) Ron Bishop, Shirley Clark, Teresa DeSantis, Mark Ferrara, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy Bill Simons, Loraine Tyler, Rich Tyler, Matt Unangst, and Gary Wickham

Zoom: (5) Melissa Lavin, Geoff O'Shea, Chris Sielaff, Nancy Simons, and Ed Wesnofske

- I. President Shirley Clark called the meeting to order at 11:33 AM.
- II. President's Report: Shirley Clark (The oral report was supplemented by a detailed written report that was distributed.)
 - A. Executive Board members were thanked for their contributions, dedication, and commitment to meet the challenges of the coming year.
 - B. Retention Awards. For eligible employees an on-base \$1,000 retention award based on prior service and appointment type in accordance with the UUP Agreement, Article §20.10b, was reflected in paychecks dated July 17, 2024 (\$500 for those who previously received a \$500 retention award).
 - C. 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. *Retention awards were applied, chronologically, after June 30, 2024.*
 - D. 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.
 - E. Per 3-Credit Course Salary Minimums for Part-Time Academic Faculty \$4,000: effective beginning July 1, 2024. All impacted 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.

- F. 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.
 - G. Distribution of the medical/housing survey of UUP employees is in-process. However, retirees report not having received the survey, and Shirley will contact Management concerning that omission.
 - H. UUP has requested and needs Management's list of retirees.
- III. Organizer Report from July 30-31, 2024: Lydia Brassard. Presented in absentia.
- A. Oneonta Region Membership Data. We had 3 pairs out knocking on doors on Tuesday afternoon and evening (July 30), and 4 pairs out on Wednesday morning and afternoon (July 31).
 - B. 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.
 - C. 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.
 - D. 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)
- IV. Vice President for Academics Report: Mark Ferrara.
- A. The campaign for a normative 3-3 teaching load for fulltime faculty remains a high priority. A special issue of *The Sentinel* devoted to this issue will soon appear, and the September 18, 2024, Chapter meeting (Noon – 1pm – Le Café, Morris Complex) will focus on the centrality of the 3-3 load to instruction at SUNY Oneonta.
 - B. Labor-Management discussions concerning a frustrating glitch in FAR technology reporting remain unresolved.
 - C. UUP is hopeful that finalization of an RTP agreement with Management is approaching.
 - D. The union is attempting to redress difficulty in accessing online RTP guidelines off-campus.
 - E. UUP and Management are contemplating collaborating on a public forum addressing student absenteeism and disengagement.
 - F. The inability of the second instructor to access materials in Red Dragon courses has been resolved.
- V. Vice President for Professionals Report
- A. The position of Vice President for Professionals remains unfilled.
 - B. Shirley continues to convene the Professional Concerns Committee.
- VI. Treasurer's Monthly Report: Rich Tyler

- A. A motion was made and seconded to approve the Treasurer’s Report.
 - B. The Treasurer’s Report was discussed.
 - C. The Treasurer’s Report was approved unanimously.
- VII. UUP Oneonta Spending Motion for Fiscal Year 9/01/2024 through 8/31/2025: Treasurer Rich Tyler
- A. A motion was made and seconded to approve the Spending Motion.
 - B. The Spending Motion was discussed.
 - C. The Spending Motion was approved unanimously.
- VIII. Secretary’s Report: Bill Simons
- A. A motion was made and seconded to approve the Secretary’s Minutes of the May 9, 2024, Executive Board meeting
 - B. The Secretary’s minutes were discussed.
 - C. The Secretary’s minutes were approved unanimously
- IX. Officer for Contingents Report: Gary Wickham
- A. To the best of our information, no adjunct lost benefits. However, two adjuncts were “forced” to pick up courses at other SUNY institutions this semester to maintain benefits.
- X. Officer for Retirees Report: Loraine Tyler
- A. Attention was drawn to the September 12, 2024, 3-4 PM, Chapter Coffee/Social Hour in Milne 102A
 - B. Oneonta/Delhi Retiree Brunch: Tuesday, October 15, 2024, 11:30 AM @ Delhi
- XI. Officer for Diversity, Equity and Inclusion (DEI) Report: Penina Kamina
- A. The DEI Committee will host an *Appreciating Diversity* luncheon meeting on Thursday, September 12, 2024, at Noon in the Otsego Grille, Morris Complex. UUP President Shirley Clark will introduce the program, and John Chiang, Professor, Communication + Media, will moderate the proceedings.
 - B. Participation in the *Appreciating Diversity* program is encouraged.
- XII. Membership Development Officer: Matt Unangst
- A. Domenic Licata of the University at Buffalo is the new Regional Membership Specialist assigned to UUP Oneonta.
 - B. A new member mailing has gone out.
 - C. Matt will take on the responsibility for monitoring UUP access and postings on SUNY Oneonta bulletin boards.
- XIII. Upcoming and Past Chapter Events Announcements: Shirley Clark
- A. The Executive Board Dinner – August 30, 2024, 6pm – 9pm – Le Café, Morris Hall, was well attended and successful.
 - B. Appreciating Diversity – September 12, 2024 – Noon – 1pm - Grille, Morris Hall
 - C. Coffee/Social Hour – September 12, 2024 – 3pm – 4pm – Milne 102A

- D. Chapter Meeting (3/3 Load) – September 18, 2024 – Noon – 1pm – Le Café, Morris Hall
- E. Know your Rights – September 25, 2024 – Noon – 1pm – Grille, Morris Hall

XIV. UUP Oneonta Community Service/Volunteerism Events: Bill Simons

- A. River Paddle. UUP Oneonta members and their guests are invited to participate in a Susquehanna River solidarity paddle on Saturday, September 21, 2024 with a launch time of 1 PM and a 3 PM return. The event will promote chapter activism through a recreational solidarity paddle to highlight the need to protect the Susquehanna River. For questions and to sign up, email Bill at William.Simons@Oneonta.Edu
- B. *Saturday's Bread* community kitchen. UUP Oneonta will staff *Saturday's Bread* community kitchen on November 9, 2024. The First United Methodist Church, 66 Chestnut Street, Oneonta, will provide the setting; however, the event is non-sectarian. Setting up, cooking, serving, greeting guests, and cleaning up, our UUP Oneonta volunteers will work from 9 AM to 2 PM. Signup information will be forthcoming. This chapter solidarity event contributes to the UUP mission of community service. For questions and to sign up, email Bill at William.Simons@Oneonta.Edu

XV. Zoom technology

- A. A motion was made and seconded to approve the Chapter assuming the cost of the Zoom license employed at meetings and events.
- B. Discussion. Currently Ed Wesnofske is paying \$160 per year for the Chapter to use his Zoom technology for meetings and events. Although the Chapter does not have a credit card, the credit card maintained by Tina George, State UUP Director of Finance/Human Resources, could be employed for the cost of Chapter's access to Zoom. Subsequently, the appropriate fiscal transfer would occur.
- C. The motion for the Chapter to assume the cost of the Zoom license passed unanimously.

XVI. A motion was made and seconded to include a new disclaimer in the UUP Oneonta webpage and its publications, including *The Sentinel*. The motion was amended to include *UUP-date!* in the motion. The revised motion read:

“The UUP Oneonta webpage and its publications, including The Sentinel and UUP-date!, may contain views and opinions which are those of the authors and do not necessarily reflect the official policy or position of any other author, agency, employer, organization, or affiliate, including but not limited to the UUP Oneonta Chapter or its officers, United University Professions (UUP) or its statewide or national affiliates.”

A. The revised disclaimer motion was approved unanimously.

XVII. George Hovis' article

A. A motion was made and seconded to publish an article submitted by George Hovis in *UUP-date!*

B. Discussion of the motion ensued but was limited by time.

C. A motion was made, seconded, and passed to table consideration of the article submission until the next Executive Board meeting.

XVIII. A motion was made, seconded, and approved to adjourn at 1:01 pm.

Submitted by William Simons, Secretary