

UUP Oneonta Labor-Management Meeting Notes: Wednesday, October 2, 2024,
2 PM, Netzer 310

By Bill Simons, UUP Secretary

Present for Management: Dia Carleton, Alberto Cardelle, Tracy Johnson, Enrique Morales-Diaz, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Mark Ferrara, Chris Sielaff, Bill Simons, and Gary Wickham

- I. Survey of Health and Housing: Accessibility and Cost
 - A. UUP reported that many retirees have indicated not receiving the Health and Housing survey and thus the need to extend the deadline to allow retirees to participate.
 - B. Management suggested that UUP directly send the survey link to retirees who have not received it and affirmed that the deadline would be extended.
 - C. UUP responded that it would send the link directly to retirees who have not yet received it.

- II. Adjunct Faculty Health Benefits
 - A. UUP noted that it took time and effort to get one of our adjunct faculty the health benefits due to him/her and thus inquired about streamlining the process.
 - B. Management stated that the specific situation was resolved, and it is not typical for an eligible individual not to be picked up. However, documentation needs to be shared when an adjunct faculty member is teaching on more than one campus.

- III. RPT (Retention/Promotion/Tenure) Guidelines Agreement
 - A. UUP requested confirmation concerning clarification of language within the RPT agreement.
 - B. Management expected that the agreed upon correction would take place next week.
 - C. UUP and Management jointly affirmed upon the need for the new RPT guidelines to be accessible.

- IV. Professional Supervisor Training
 - A. UUP advocated for improved professional supervisor training to clarify the role and duties of supervisors, particularly in regard to performance programs and evaluations.
 - (i) Management committed to continuous professional supervisor training.
 - B. UUP pointed to difficulties logging into the relevant systems.
 - (i) Management acknowledged difficulties with the NYS system but stated that anyone encountering difficulties should contact Human Resources Employee Services Specialist Brittany Beach who will walk anyone experiencing difficulty through the process.

- V. Professional Performance Programs and Evaluations
 - A. UUP requested updated figures on compliance with professional performance programs and evaluations.

- B. Management stated that: 32% of UUP professional evaluations are complete and up to date; another 18% have just become due. For the programs, approximately 27% are completed and on file with another 19% just becoming due.
- C. UUP emphasized its commitment to improving rates of compliance.
- D. Management responded that it sought to bring those figures up by continuous supervisor training.

VI. Faculty Activity Reporting (FAR) and Faculty Success

- A. UUP requests a solution to the non-functional back-button in the Faculty Activity Report (FAR) and the future of Faculty Success (formerly Digital Measures).
- B. Management is considering an internal change as well as the possible future of the vendor service.

VII. Student Engagement Panel

- A. UUP invited Management to collaborate on the planning and implementation of a Spring 2025 panel on student engagement.
- B. Management expressed interest in a collaborative student engagement panel.
- C. UUP stated that Bill Simons would serve as the union contact for the proposed panel.

VIII. Fulltime Faculty Teaching Load

- A. UUP stated that it has found robust support for its proposal for a normative 9 SH /9 SH teaching load. UUP discussed the recent special issue of *The Sentinel* dedicated exclusively to the 9 SH /9 SH teaching load and featuring a number of thoughtful articles advocating for such change as well as an online petition with an impressive number of signatures supporting UUP's position. Moreover, the September UUP Chapter meeting generated provided strong voice to the Fall 9 SH /Spring 9 SH teaching load proposal.
- B. Management stated that it was listening intently to the union's case for the change in normative teaching load.
- C. UUP provided a reminder that Management pledged serious consideration of the issue at the onset of the UUP's campaign for the normative 9 SH /9 SH teaching load.

IX. Bulletin Boards

- A. UUP will be requesting bulletin boards with UUP-dedicated space for departments that are lacking them.
- B. Management indicated support in the supplying, accessibility, and installation of the bulletin boards.

X. Time Ticketing

- A. UUP referenced its request and Management's assent at May 16, 2024, Labor-Management meeting concerning providing the following information about SICAS Center deployment of Time Ticketing:
 - (i) statistics on reported time;
 - (ii) time allocated to entities paying for services;
 - (iii) amount of time spent addressing reported issues;

- (iv) time spent on regulatory projects;
- (v) time spent on enhancement for campuses.
- B. Concerning the preceding issues, Management will meet with SICAS Center Executive Director Bill Grau and get back to UUP.
- C. UUP expressed significant concerns about Time Ticketing at the SICAS Center and questioned whether these practices were meant to be a model for other departments.
- D. Management acknowledged not yet having comprehensive understanding of the Time Ticketing issues raised.

XI. Other Terms and Conditions

- A. Extra Service in Milne Library
 - (i) UUP and Management stated extra service payment issues at Milne Library are in the process of resolution.
- B. DSI (Discretionary Salary Increase)
 - (i) UUP advocates for across-the-board DSI for reason of fairness, morale, and recognition of the dedicated work of SUNY Oneonta employees.
 - (ii) Management indicated that DSI information would be announced on November 26, 2024, with a payment date of December 5, 2024.
- C. Management requests UUP cooperation in facilitating active shooter training.
 - (i) UUP will get back to Management on this issue.
- D. UUP advocated adjunct faculty stipends for participation in non-NYS mandated training.
 - (i) Management will get back to UUP concerning this request.

XII. The meeting adjourned at 3:24 PM.