

UUP Oneonta Labor-Management Meeting Notes: Friday, November 22, 2024, 2 PM, Netzer 310

By Bill Simons, UUP Secretary

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

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

I. UUP request for Health and Housing Survey results

- A. In response to UUP's query, Management indicated that it would soon send UUP a general summary report of the statistical and free response Health and Housing survey results. Management was comfortable with public dissemination of the results by UUP, including with the rank-and-file union membership, State UUP leadership, and public policymakers
- B. Management previously employed Health and Housing survey results survey at Housing Summitt sponsored by SUNY Oneonta, Hartwick College, the Community Foundation of Otsego County, and Springbrook.
- C. Secretary Addendum: Management provided UUP with a general summary report of the statistical and free response Health and Housing survey results on Monday, November 25, 2024. UUP Oneonta will consider options for further dissemination of the results.

II. . Consideration of SUNY Oneonta adopting an electronic promotion/salary increase management system

- A. Management has commenced deliberation on this and will engage UUP input and discussion in the process.

III. Eligibility of Chairs to serve on Departmental Search Committees

- A. UUP advocates chair eligibility for inclusion in departmental search committees, particularly for small departments.
- B. Management is concerned about keep distinct the recommendations of departmental search committees and departmental chairs. The Provost will hold a meeting on this and get back to UUP on the issue.

IV. . UUP inquiry about the distribution plan for DSI (Discretionary Salary Increases)

- A. Management responded that all eligible employees will receive DSI with the amount prorated.
- B. Secretary Addendum from Chapter President's report: All eligible Oneonta UUP members will receive a salary increase of 0.5% (one-half percent) in accordance with Article 20.6 of the 2022-2026 Agreement between the State of New York and United University Professions (UUP). This increase, retroactive to July 1, 2024, for employees on a calendar-year basis and September 1, 2024, for academic-year employees, will be added to the base salary and reflected in the December 18th paychecks.
Additionally, SUNY Oneonta has made another 0.5% increase available for discretionary

distribution, in collaboration with your union and above and beyond contractual obligations. This is a gesture to acknowledge the significant contributions made by you and your colleagues to the university's success. Please note that this additional increase is not applicable to part-time employees who have recently received other salary adjustments.

- V. UUP concerns about adjunct faculty receiving timely notice of promotion and renewal timetable/deadlines
 - A. Management is working to combine promotion and renewal dossiers for adjunct faculty, which necessitated extending this year's deadlines.
 - B. UUP requests a list of adjunct faculty eligible for promotion.
 - (i) Management will do so when an accurate list is available.
 - C. Management suggested increased use of UUP media in dissemination of information about promotion and renewal timetable/deadlines.

- VI. . Veterans Events
 - A. UUP thanked SUNY Oneonta Vice President for Student Affairs Tracy Johnson for her role in facilitating this year's campus- based veterans' events.

- VII. UP request for update on agreed upon changes to the to the original RPT (Reappointment/Tenure/Promotion) Agreement. And UUP awaits a new successor RPT agreement to be memorialized.
 - A. Management will soon send a response.

- VIII. Training for supervisors of UUP employees
 - A. UUP seeks clarification of the role and duties of supervisors as well as more supervisor training, including on the completion of Performance Programs and Evaluations. UUP looks for improvement of the metrics for Performance Programs and Evaluations.
 - B. Management will conduct mandatory supervisor training in January.
 - C. Management reported the following completion rates: 31.2% for current Evaluations and 28% for current Performance Programs.

- IX. . Collaborative UUP-Management Spring Program on student academic engagement/disengagement and course attendance
 - A. Provost & Vice President for Academic Affairs Enrique Morales-Diaz and UUP Secretary Bill Simons will jointly plan and facilitate the event.

- X. UUP advocacy for 3-3 normative teaching load for tenure track/tenured academic faculty
 - A. At this juncture, there are 256 signatories to the UUP petition for a normative teaching load for tenure track/tenured academic faculty.

- XI. . Bulletin Boards
 - A. UUP requests bulletin boards for three departments currently lacking them:
 - (i) Schumacher—Copy Room: Women and Gender Studies Department

- (ii) Fizzle—third floor—Elementary Educations and Reading Department
 - (iii) Bacon Hall—second floor Copy Room/Hallway—History Department
- B. Management committed to providing the preceding and to assist with installation. Michelle Hansen, Space Management Coordinator, Facilities Planning, will act as point person for the bulletin board project.

12. Time Ticketing, SICAS Center

- A. UUP noted that this issue has appeared previously on the Labor-Management agenda and that UUP expected statistics on several Time Ticketing issues, including: reported time data, time allocated to campuses paying for services, time spent on finding issue reported by campuses, and time spent on regulatory projects, and time spent on enhancement for campuses.
- B. UUP is concerned about delays in response to the preceding and other Time Ticketing issues. The union hopes that for timely resolution of the information roadblock as it prefers collegial means of ascertaining the information rather than triggering an improper practice filing. To avoid the latter, UUP requested the presence of Bill Grau, Executive Director, SICAS Center, at the next Labor-Management meeting to respond to these long-standing issues.

13. Budget Report A. Vice President for Finance & Administration Julie Piscitello provided a budget update to UUP. UUP also received a PDF of the report. **The link is available at [PDF UUP Budget Update 11.22.24 \(001\).pdf](#)**

14. The meeting adjourned at 3:12 PM.