

UUP Oneonta Executive Board Meeting Minutes:  
Wednesday, December 4, 2024, Noon, Le Café

Present: (14)

Le Cafe: (12) Shirley Clark, Teresa DeSantis, Jeri Anne Jerminario, Penina Kamina, Mike McAvoy, Chris Sielaff, Bill Simons, Nancy Simons, Jessie Simpauco, Loraine Tyler, Rich Tyler, and Gary Wickham

Zoom: (2) Mark Ferrara and Ed Wesnofske

I. President Shirley Clark called the meeting to order at 11:10 AM.

A. Executive Board members were thanked for their contributions, dedication, and commitment. And Shirley distributed tokens of appreciation and several UUP certificates recognizing “sustained commitment.”

II. President’s Report: Shirley Clark

A. Shirley discussed the recent announcement concerning Discretionary Salary Increase (DSI)

*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.*

*This achievement marks a significant win for the Oneonta UUP Chapter and is an important step forward in addressing compensation issues.*

B. There was a consensus that the preceding represented a significant achievement.

III. Vice President for Academics Report: Mark Ferrara

A. In addition to the DSI announcement, UUP Oneonta has won several important victories, and the union is close to attaining a new RPT (Retention/Promotion/Tenure) agreement. But it is too early for a victory lap. Union efforts to redress compensation inequities continue. Salary compression and inversion underline many of these inequities. For the good of institution, students, and those who work here, Oneonta salaries need to become comparable to other SUNY institutions in our sector and adoption of a normative 3-3 teaching load for fulltime faculty remains a high priority. At this juncture, there are 256 signatories to the UUP petition supporting a 3-3 teaching load, and UUP is considering publishing the names of signatories.

IV. Vice President for Professionals Report: Jessie Simpauco

- A. Jessie launched a new pilot communication platform for the Chapter Executive Board on **Slack**. During her presentation, Jessie demonstrated the accessibility and functionality of **Slack** on the big screen. In conjunction with the Chapter Communications Committee, Jessie adopted a flyer for an upcoming Chapter Event.

V. Treasurer's Report: Rich Tyler

- A. A motion to approve the Treasurer's Report was made and then seconded.
- B. Discussion of the Treasurer's Report included a consensus to replace the upcoming December 13<sup>th</sup> Chapter gathering with another event.
- C. The Treasurer's Report was passed.

VI. Secretary's Report: Bill Simons

- A. A motion to approve the Secretary's minutes of the November 6, 2024, Executive Board meeting was made and then seconded.
- B. A motion was made, seconded, discussed, and approved to add the following to the minutes: **VII 4. The minutes were passed.**
- C. The Secretary's November 6, 2024, minutes were passed with the preceding revision.

VII. Officer for Contingents: Gary Wickham

- A. The DSI distribution letter was received by part-time employees. It was noted that the second part of the letter drew a distinction between full and part-time employees.

VIII. Diversity, Equity, and Inclusion Officer Report: Penina Kamina

- A. Penina recently chaired two planning meetings with the UUP Diversity, Equity, and Inclusion Committee.
- B. On March 4, 2025, the UUP Diversity, Equity, and Inclusion Committee will host a program on religious pluralism.

IX. Membership Development Officer Report: Matthew Unangst

- A. Given the absence of Matt, his efforts, those of other Oneonta UUP activists, and Organizers Lydia Brassard and Domenic Licata, were noted, including the recent campus walk-around to sign-up new members.

X. Announcements of upcoming events: see information on <https://www.oneontauup.org/>

XI. New Business: Discussion of Health and Housing Survey Results

- A. It was noted that Shirley, Gary, and Bill worked together on a UUP ad hoc committee to design the survey, which includes statistical and free response components.
- B. The collaborative role of Management in the distribution and tabulation of the survey was recognized.
- C. There was a consensus that the results, which are now tabulated, are significant and merit wide dissemination through UUP Oneonta members, State UUP leaders,

policymakers, media, public panels, and others. The UUP website will facilitate ongoing comment and discussion on the issues raised by the survey. Management is comfortable with public dissemination of the results by UUP. Previously, Management employed Health and Housing survey results survey at the Housing Summit sponsored by SUNY Oneonta, Hartwick College, the Community Foundation of Otsego County, and Springbrook.

D. Bill will write an article, as others might, on the survey for UUP publication.

XII. A motion was made, seconded, and approved to adjourn at 1:04 pm.

Submitted by Bill Simons, Secretary