

## President's Report – December 2025

### **Building a Stronger Union: Oneonta UUP Unanimously Passes New Bylaws**

As your Chapter President, I've always believed that our greatest strength as union members comes from our shared voice; and that voice can only be powerful when it is rooted in a democratic, transparent, and accountable structure. On **November 12th, 2025**, during our **Chapter Meeting**, we took an important step toward strengthening that foundation. I am proud to share that the UUP members of the Oneonta Chapter voted unanimously to adopt our new **Oneonta UUP Chapter Bylaws**.

These Bylaws are more than procedural documents; they are the backbone of our chapter's governance. They define how we operate, how leadership is held accountable, how decisions are made, and how your rights as members are protected. In short, they ensure that our union remains member-driven, responsive, and aligned with the broader principles and mission of UUP Statewide.

This achievement did not happen overnight. The **Bylaws Committee** consisting of our dedicated colleagues: **Richard Tyler**, **Michael McAvoy**, and **Shirley Clark**, spent months of thoughtful, meticulous work reviewing, updating, and modernizing our chapter's governing framework. Beginning in Spring 2025, they worked to ensure that our Bylaws not only comply with the UUP Statewide Constitution but also truly reflect the needs, values, and goals of our chapter today. Their commitment to this process has strengthened our foundation for years to come, and I extend my deepest appreciation for their service.

During our **Chapter Meeting** on **November 12th, 2025**, two amendments were introduced by Oneonta UUP member, **RP Withington**, and were adopted by the membership. These amendments clarified an important point: all Chapter Officers and Committee members must be active UUP Oneonta members. This reinforces our core principle that leadership must always come from within our own union community.

I strongly encourage every member to take some time to read through the newly adopted **Oneonta UUP Chapter Bylaws**, which are available on our Chapter Website: <https://uuphost.org/oneonta/bylaws/>. Understanding these Bylaws empowers each of us to participate fully and confidently in shaping the direction of our chapter.

This moment marks a significant milestone in the future of our local union. I want to thank every member who contributed, participated, and supported this effort — whether through committee work, thoughtful discussion, or your presence and vote at the meeting.

Together, we have strengthened the foundation of our chapter. Together, we ensure our union's future remains bright. Together, stronger, we move forward.

### **Standing United Against Hate: A Union Call to Vigilance at SUNY Oneonta**

In times of uncertainty, solidarity is our greatest strength. As members of the United University Professions (UUP) at SUNY Oneonta, we recognize that hate and bias, whether subtle or overt, undermine not only the dignity of individuals but also the core values of our union and our campus community.

There is no room for hate in our workplaces, classrooms, or public spaces. Every member of our union has a role to play in building a campus where all people are respected, valued, and safe.

Union solidarity extends beyond bargaining tables and contracts; it lives in our daily actions. When one member of our community is targeted by hate, it impacts us all. UUP members stand together to ensure that SUNY Oneonta remains a welcoming and inclusive environment for every worker, student, and visitor.

If you experience or witness a hate crime or bias act, report it immediately to the SUNY Oneonta [Bias Acts Response Team \(BART\)](#). These incidents may be verbal, written, or physical, and can occur on campus or in any setting that affects our broader community. Reporting helps ensure that harmful behavior is addressed and that our collective voice for justice is heard.

Our union stands firmly with UUP members in advocating for workplace protections that ensure a safe, respectful environment which is fundamental to fair working conditions and to the academic mission we serve. If you believe you have been the target of hate or bias, or if you have witnessed such an act, please come forward and report the incident.

By standing together, we make clear that hate has no home at SUNY Oneonta. Our strength lies in unity, our power in collective action, and our future in the shared belief that every member of our community deserves dignity and respect.

### **Discretionary Salary Increases (DSI) and Compression**

As Chapter President, I strongly advocated that the .5% Discretionary Salary Increase (DSI) fund be distributed across the board so that all members would benefit equitably. Unfortunately, management exercised its prerogative to direct these funds toward addressing salary compression instead.

While this outcome is not the broad distribution we pushed for, I will continue to engage management in ongoing discussions to ensure that future salary decisions prioritize fairness, transparency, and meaningful improvement to member compensation. Our goal remains clear: to secure salaries that are competitive and consistent with those at other peer comprehensive SUNY campuses. I remain committed to advancing this effort on behalf of our members.

### **Union Wins and Progress for Our Members**

Our chapter successfully secured important gains that strengthen protections and improve working conditions for our members. We established a Memorandum of Agreement with management ensuring that employees at risk of losing benefits eligibility receive direct support and guidance to help maintain continuity of benefits. In addition, we advanced efforts to expand contract lengths for greater stability in employment. These wins were made possible through strong collaboration with our **Labor Relations Specialist, Chris Sielaff**, and continued, unified advocacy from our chapter members.