

President's Report – November 2025

A Season of Thanks: Gearing Up for the Upcoming Holidays

As we enter into the holiday season, I find myself reflecting on the vital role that solidarity and community play in our lives, especially within the union movement in Upstate New York. Thanksgiving serves as a poignant reminder of the struggles and achievements we have encountered this past year in our ongoing fight for fair wages, health insurance, job security, and equitable working conditions. It is a time for acknowledging the collective efforts of all our union members who work tirelessly to advocate for the rights of all workers, ensuring that everyone has the opportunity to enjoy the fruits of their labor. As we gather with family and friends this Thanksgiving, let us also recognize and honor the camaraderie and support we share as union members, united in the pursuit of justice and equality in our workplaces.

I want to point out that gratitude is not only about appreciating what we have, but also about striving for what we can improve. By taking the time to work together, we can make this season of thanks a launchpad for progress and unity, ensuring that the spirit of Oneonta UUP continues to flourish well into the new year.

Contract Negotiations: Committee Report

As Chapter President, I had the privilege of representing our Oneonta UUP Chapter at the **Statewide Negotiations Committee Meeting in Albany on October 9–10, 2025**, alongside **Vice President for Professionals, Jessie Simpauco**, and **Officer for Contingents, Melissa Lavin**.

This meeting was a powerful demonstration of **union democracy in action**. Delegates from across the state gathered to discuss, debate, and vote on the priorities that will shape our upcoming **contract negotiations**. Many of the key issues raised by our own members during the Oneonta Chapter meeting on **September 10, 2025**, were brought forward and received strong attention from the **Statewide Negotiations Team**.

The central focus of the priorities was on **compensation** ensuring that our salaries, stipends, and benefits reflect the true value of the work we perform every day. What stood out most was the **collective voice** of members driving the direction of these negotiations. Every proposal, every vote, and every discussion reflected our shared commitment to improving the professional lives of all UUP members.

To stay informed and engaged in the negotiation process, please make sure your **UUP Member login** is active and up to date. All official updates and negotiation materials will be posted exclusively in the [UUP Members Only](#) section of the statewide website.

Together, through solidarity and participation, we ensure that our contract truly reflects the needs and priorities of the membership. **Your voice and involvement matter our strength is in our unity.**

Fall 2025 Delegate Assembly

President Shirley Clark, Vice President for Professionals Jessie Simpauco, Secretary William Simons, Treasurer Richard Tyler, Officer for Retirees Jerianne Jerminario, Political Outreach Coordinator Ethan Fox, and Delegates Loraine Tyler, Penina Kamina, Michael McAvoy, Anthony Nichols, Matthew Unangst, Achim Koeddermann, and Christine Edwards represented the Oneonta chapter at the **Fall 2025 Delegate Assembly**, held in Albany on **October 24–25, 2025**. The event featured strong participation from Oneonta members. It was also the first Delegate Assembly for several of our delegates: Christine Edwards, Matthew Unangst, Ethan Fox, and Anthony Nichols. The Oneonta UUP Chapter was well represented throughout the many sessions offered during the conference.

Memorandum of Agreement Signed

On **October 6, 2025**, a **Memorandum of Agreement (MOA)** was signed by Shirley Clark, Oneonta UUP Chapter President, Chris Sielaff, Labor Relations Specialist, and Dia Carleton, Chief Human Resources Officer. In this agreement, when an employee with healthcare benefits eligibility loses or is anticipated to lose benefits eligibility as a result of an action taken by Oneonta, they will receive a consultation with a representative of the Oneonta Office of Employee Services. The purpose of the consultation will be to identify potential employment opportunities that may effectuate continuity of benefits eligibility. The right of the employee to receive the consultation does not confer any right of continued benefits eligibility.