

UUP Oneonta Executive Board Meeting Minutes

Wednesday, December 3, 2025, 12 Noon: Le Café

Present: (20)

Le Café: (18) Ron Bishop, Shirley Clark, Robert Compton, Teresa DeSantis (Chapter Administrative Assistant), Christine Edwards, Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Anthony Nichols, Geoff O'Shea, Chris Sielaff (LRS), Bill Simons, Jessie Simpauco, Loraine Tyler, Rich Tyler, Matt Unangst

Virtual: (2) Penina Kamina, Melissa Lavin

I. President's Report: Shirley Clark (Notes summarize material from her oral and written report.)

A. Shirley commenced the meeting with a welcome at 12:04 PM.

B. She expressed appreciation to Executive Board members, the Chapter Administrative Assistant, and the Labor Relations Specialist.

C. Shirley discussed the process, meaning, and significance of the new Chapter Bylaws.

D. Chapter President had strongly advocated that distribution of the .5% Discretionary Salary Increase (DSI) fund across the board so that all members would benefit equitably.

Unfortunately, management exercised its prerogative to direct these funds toward addressing salary compression instead. UUP Oneonta will continue to advocate to management that future salary decisions prioritize fairness, transparency, and meaningful improvement to member compensation. The Chapter goal remains clear: to secure salaries that are competitive and consistent with those at peer comprehensive SUNY campuses remain committed to advancing this effort on behalf of our members.

E. Additional items in the President's Report included:

(i) Management indicated that the minimum starting salary for an assistant professor is now \$63,000.

(ii) UUP recognizes that hate and bias undermine not only the dignity of individuals but also the core values of our union and our campus community. When one member of our community is targeted by hate, it impacts us all. If you experience or witness a hate crime or bias act, report it immediately to the SUNY Oneonta **Bias Acts Response Team (BART)**.

(iii) The content of the large group November Labor-Management Meeting was referenced. (The Secretary's notes of the Wednesday, November 19<sup>th</sup> Labor-Management Meeting appear on the Chapter website and are published in our newsletter.) It was noted that the small group Labor-Management Meeting will meet on Thursday, December 4<sup>th</sup>.

II. Vice President for Academics Report: Rob Compton

A. Salary adjustments for about 200 individuals will come from DSI.

B. Concerns about campus presence of Turning Point student organization:

(i) Rob will write a detailed newsletter article concerning Turning Point.

(ii) Turning Point hasn't filed for Student Association funding.

C. Management acknowledges that SUNY Oneonta teaching faculty salaries are below the mean for our sector but has not offered a specific plan to address this inequity. Negotiations

will continue.

- D. The 3-SH course load pilot will take place during the Fall 2026 semester.
- E. Renewal of the *UUP Quality of Life and Administrative Assessment* was previously approved by the Executive Board. Previous iterations of the instruments have been employed by UUP Oneonta periodically several times in the past with high returns and significant impact. Part I of the *Assessment* has taken place. Part II of the *Assessment* will occur during the Spring 2025 semester. Part II will focus on senior administrators.
- F. Individual discussions will facilitate a committee to assist Rob with the UUP *Quality of Life and Administrative Assessment: Part II*.
  - (i) Jessie moved and Rob seconded a motion to table until the next Executive Board Meeting the following: “Motion to create a committee for the implementation of part II of the *UUP Quality of Life and Administrative Assessment*.”
  - (ii) The motion carried 17 for and 1 against. (Administrative Assistant and LRS do not vote.)
  - (iii) Rob will have material to be considered at the next Executive Board meeting.

### III. Vice President for Professionals Report: Jessie Simpauco

- A. Jessie brought attention to the 2026 union-sponsored scholarships for our members, which are now open and featured on the UUP Oneonta website.
- B. She summarized her experience as a participant in NYSUT Cohort 2 BIPOC pathway to leadership.

### IV. Treasurer’s Report: Rich Tyler

- A. Shirley moved for approval of the monthly Treasurer’s Report; Achim Koeddermann seconded the motion.
- B. The Treasurer’s Report was approved unanimously.

### V. Secretary Minutes: Bill Simons

- A. Rob moved for approval of the November 5<sup>th</sup> Secretary’s Minutes; Achim seconded the motion.
- B. Shirley moved to revise the November 5<sup>th</sup> Secretary’s minutes by replacing the word “minute” with “meeting” at the beginning of line 2 of item V. A.
- C. Rob moved for approval of the revised November 5<sup>th</sup> Secretary’s Minutes; Achim seconded the motion.
- D. The revised November 5<sup>th</sup> Secretary’s Minutes were approved unanimously.
- E. Following the preceding, Bill urged participation in the Saturday, December 6<sup>th</sup> Food Drive, co-sponsored by Indivisible and UUP Oneonta. UUP member Virginia Kennedy is the chief organizer of the event.

### VI. Officer for Contingents Report: Melissa Lavin

- A. Melissa brought further attention to UUP concerns about Turning Point: “We have to legally permit a Turning Point USA chapter to be here. Moreover, if the other student groups are permitted to abscond the identity of their adviser(s) or membership, so too can the Turning Point USA chapter. Nonetheless, TPUSA could create a unique challenge to

contingent labor. I will ask Management to reach out to the adviser(s) of TPUSA to confirm that the child organization does not plan to perform the notorious heritage of the parent organization, e.g., attach SUNY Oneonta professors' names to the Professor Watchlist. Matter to be continued.”

VII. Officer for Retirees Report: Jeri Anne Jerminario

A. The following were announced (registration details on State UUP website):

- (i) **Pre-Retirement Workshop: Part 1 - Health Care / Medicare** December 15, 2025  
Location: Online Webinar - 12:00PM
- (ii) **Pre-Retirement Workshop: Part 2 - Union Benefits (dental/vision)**  
December 17, 2025 Location: Online Webinar - 12:00 PM

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

A. Penina contributed to the discussion of concerns about Turning Point

- (i) Rob suggested bringing those concerns to State UUP committees and to the Delegate Assembly

B. She discussed planning for an upcoming DEI discussion on women

IX. Political Outreach Coordinator Report: Ethan Fox

- A. Ethan specified locations for Saturday donation to the Food Drive sponsored by Indivisible and UUP Oneonta. With notation of UUP leaders present at those venues for food donations along with times, the sites are: the Armory: 12-3 PM (Ethan, Joe Ingrassia, Bill); Muller Plaza: 2-6 PM (Shirley), and the parade: 3:30 PM+ (Rob, Paul Conway). The event and Indivisible coordinator is UUPer Virginia Kennedy.
- B. The process of rebuilding cooperative networks with student groups is important.
- C. Vigilance is needed to safeguard against retaliation toward UUP activists.

X. At 1:14 PM, Achim made a motion to adjourn. Loraine seconded the motion.

- A. The motion passed unanimously.

Submitted by Bill Simons, Secretary