

UUP Oneonta Executive Board Meeting Minutes

Wednesday, February 4, 2026, 12 Noon: Butternut Valley, Hunt Union

Submitted by Bill Simons, Secretary

Total Present (17):

Hunt Union-Butternut Valley (15): Ron Bishop, Shirley Clark, Teresa DeSantis (Chapter Administrative Assistant), Christine Edwards, Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Anthony Nichols, Christine Storrie (Finance Committee), Bill Simons, Jessie Simpaucio, Matt Unangst, Gary Wickham

Virtual: (2) Rob Compton, Melissa Lavin

- I. President's Report: Shirley Clark (The Secretary's notes summarize material from Shirley's oral and written report.)
- A. Shirley commenced the meeting with a welcome at 12:02 PM.
 - B. She expressed appreciation to Executive Board members, the Labor Relations Specialist, Chapter Administrative Assistant, and committee members.
 - C. From the president's report, followed by an opportunity for comments, consensus emerged that the Chapter membership will be informed by the UUP Oneonta website that the list of DSI (Discretionary Salary Increases) awards will be available upon request.
 - (i) Looking forward, UUP's stance remains commitment across the board awards with equal recognition of Academic and Professional members.
 - D. The "Resolution Honoring the Service and Legacy of Richard Tyler" was introduced with intent to present it at the Spring DA (Delegate Assembly). Gary Wickham moved and Achim Koeddermann seconded the motion "Resolution Honoring the Service and Legacy of Richard Tyler", which passed unanimously.

Resolution Honoring the Service and Legacy of Richard F. Tyler

Whereas, Richard F. Tyler faithfully served the Oneonta Chapter of United University Professions (UUP) as Treasurer, demonstrating exceptional diligence, integrity, and professionalism in the stewardship of the Chapter's financial responsibilities; and
Whereas, Richard further distinguished himself as a steadfast delegate to United University Professions for an extraordinary forty (40) years, offering unwavering commitment to the principles of unionism, shared governance, and the collective strength of academic labor; and
Whereas, Richard approached the role of Treasurer with a seriousness and clarity that elevated the position for all who will follow. He emphasized that even small amounts of chapter funds can create significant concerns if not managed with precision, and he underscored that, despite the modest scale of chapter finances, the behind-the-scenes work is substantial, involving regular reporting, audits, timely reimbursements, and the delivery of financial updates that, while not always eagerly anticipated, are essential to the Chapter's functioning; and
Whereas, Richard was a meticulous record keeper, a tremendous resource, and a generous mentor whose knowledge of union operations, constitutional requirements, and financial stewardship strengthened the Chapter's stability and continuity; and

Whereas, his leadership was marked not only by technical expertise but by profound kindness, generosity, and a genuine dedication to supporting colleagues, mentoring new leaders, and fostering unity within the Chapter; and

Whereas, many members, including the current Chapter leadership, have benefitted personally and professionally from Richard's mentorship concerning the UUP Constitution, his knowledge of conducting business in accordance with the bylaws, and his compassion, and steadfast belief in the power of collective action; and

Whereas, Richard's contributions extended far beyond his union roles, as he worked with many other community organizations; and

Whereas, his absence will be deeply felt by all who had the privilege of working alongside him, as his legacy endures in the continued work, values, and spirit of the Oneonta Chapter;

Therefore, be it resolved, that the Oneonta Chapter of United University Professions formally recognizes and honors Richard F. Tyler for his extraordinary forty years of service, leadership, and dedication to our union and its members; and

Be it further resolved, that the Oneonta UUP Chapter expresses its profound gratitude for Richard's mentorship, friendship, and unwavering commitment to strengthening the union and supporting its mission; and

Be it finally resolved, that this resolution be entered into the official records of the Oneonta UUP Chapter and Statewide UUP and shared with Richard's family, and colleagues as a testament to his enduring impact and exemplary service.

- E. The Communications Committee is working toward Chapter media compliance with ADA (Americans with Disabilities Act) and a new UUP Oneonta RSVP system.
- F. Items contained in the detailed written and distributed President's Reports also included:
 - (i) Restoring a 3/3 teaching load for tenure-track and tenured faculty: pilot program—with four participating departments—aims at developing a cost-neutral path to implementing a return to the 3/3 teaching load. Announced start date is Fall 2026.
 - (ii) Chapter is launching an ADA compliant redesigned newsletter recommended by Communications Committee.
 - (iii) Feedback is essential.

- II. Acting Vice President for Academics' Report: Rob Compton
 - A. In the future, Management should send our information about IDA in a more timely manner.
 - B. Pointing to the SUNY Oneonta calendar, Rob noted that it is essential that the *UUP Oneonta Quality of Life and Administrative Assessment Part II* move forward in a timely manner.
 - C. The Acting VPA will continue to advocate that extra service teaching pay and the summer school stipends match the level of starting adjunct compensation.
 - D. Rob endorsed priority attention to 3/3 teaching load advocacy.

- III. Vice President for Professionals Report: Jessie Simpauco
 - A. State UUP is pushing assertively for transparent guidelines from managers on the qualifications and requirements for staff who are permitted to work remotely and those who are not.
 - B. Conversation on AI and how it's affecting professionals' work is taking place across SUNY. This is an issue of major significance to UUP.

- IV. Acting Treasurer's Report: Mike McAvoy

- A. Mike McAvoy moved a motion to appoint Christine Storrie as Chair of the UUP Oneonta Chapter Finance Committee with second by Matt Unangst.
- B. Accounting records and NBT bank: Richard Tyler's records are in order. NBT account transition is underway. Mike needs to sign one more time before he can send out checks.
- C. Chapter budget planning: Finance committee met Monday February 2, 2026, with Christine Storrie serving as acting chair for this meeting. The Finance Committee worked with Shirley and Mike to prepare a budget proposal. The Finance committee has scheduled another meeting for February 20, 2026, to prepare a supplemental request. The plan is to present the chapter budget proposal to the executive board at its March 4, 2026 meeting. The Board's approved budget will be presented to the chapter members at their meeting on March 11, 2026. The Chapter budget proposal and supplemental request are due to State UUP by March 13, 2026.

V. Secretary's Report: Bill Simons

- A. The December 3, 2025, Executive Board minutes were presented. Achim Koeddermann moved for their approval with a second by Jeri Anne Jerminario. Gary Wickham noted that he was not present for the December 3rd meeting so he would need to abstain, and the vote for approval of December 3, 2025, Executive Board minutes was thus 14-0-1.
- B. The January 26, 2026 Executive Board minutes were presented. Gary Wickham moved for their approval with a second by Achim Koeddermann. The January 26, 2026 Executive Board minutes were approved unanimously.
- C. The Secretary reminded Executive Board members that beginning with this meeting text copies of reports should be sent to him before or very soon after the Executive Board meeting. Bill noted with appreciation that most officers already do this. The practice facilitates the precision and substance of report summaries in the Executive Board minutes.

VI. Officer for Contingents' Report: Melissa Lavin

- A. In English, there is an adjunct who is scheduled for an equivalent 3/4 (full-time) load next semester. In the past, UUP Oneonta has protected such part-timers by advocating for a lectureship. UUP will try to get lectureships for people in such situations, or at least extra pay for COMP classes or an exemption to the 2-course limit.
- B. There has been an issue where Human Resources is not communicating with adjuncts when it is time for a renewal. For example, there are some in Communications (a department that has 11 adjuncts) who are due for renewal and did not receive email notification, nor snail notification, of their need to renew. Nor did chairs! Comm chair (for example) was not given data nor documentation of adjuncts who are due for renewal or eligible for promotion. This scenario has everyone (adjuncts, chairs, admin assistants) scrambling to meet the dean's deadline for these. HR promises that this won't happen again as it has happened several times already.

VII. Officer for Retirees' Report: Jeri Anne Jerminario

- A. The Officer for Retirees provided the following: "Sent four retirement packages to members who have a retired." Additionally, "Package that retirees receive(d) ... (had)

several information papers that a retired employee would want ... also include(d) a note with ... email and cell number for any questions.”

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

- A. In addition to presentations of UUP benefits to members, the creation of a resource card that unpacks 1-2 benefits would be another additional support. And such an augmentation might facilitate recruitment of more members to the Chapter.
- B. The UUP Oneonta DEI Committee will facilitate a program on The Gender Divide March 3, 2026, at noon to 1PM.
- C. The DEI Committee encourages additional working members to join the group. To discuss this invitation, please email the DEI Officer Penina Kamina at: penina.kamina@oneonta.edu

IX. Political Outreach Coordinator Report: Ethan Fox: Ethan’s report encompassed:

- A. Continued outreach and organizing with Virginia Kennedy, who is the group leader of Cooperstown-Oneonta Indivisible and a UUP member, entailing the ICE Out Rally and other initiatives.
- B. Organizing with Indivisible is grounded in the endorsement of UUP Oneonta affiliates (State UUP, NYSUT, AFT).
- C. Ethan and Bill participated in video discussions as part of a documentary video produced by Indivisible and recorded on February 8, 2026.
- D. Ethan and Bill participated with Virginia in a virtual meeting concerning enlisting greater student participation in Indivisible activities. Such activities might include the SUNY Oneonta Young Democrats and other student entities to organize a coalition of aligned student groups to assist with visibility tabling, organization, recruitment, and events.
- E. Ethan is in communication with Charles Miller, president of the SUNY Oneonta Young Democrats and apparently also an activist in the SUNY Oneonta Young Democratic Socialists of America. Ethan will continue outreach attempts with the aforementioned and other student organizations.
- G. Ethan hoped to organize a formal Political Action Committee for these purposes. He has received support from the Communications Committee.
- H. UUP Advocacy Day is on February 24, 2026.
- I. Upcoming Indivisible Events include:
 - (i) No Kings 3.0 - March 28, 2026:

<https://www.nokings.org/news/no-kings-coalition-responds-to-escalating-brutality>

https://docs.google.com/document/d/1BIDvqv-5rXY_BqYeL7fFB5qMw55bOXNPZlxN20Mc9Jc/edit?usp=drivesdk

https://docs.google.com/document/d/1sgAxmQZ-VJcS0t1QoDvBVSeBKK1SvxLKg_50_hfh7ac/edit?usp=drivesdk

(ii) May Day Strong: May 1, 2026 - <https://maydaystrong.org/>

- J. During subsequent discussion, Bill noted that he and other UUPers, most outside the Executive Board, have participated in these and other Indivisible activities, including meetings with political candidates/public officials and the food drive. Given the efficacy of numbers amidst dire contemporary events that have impacted a growing number of campuses, Bill suggested encouragement for an on-campus rally. Caveats included mobilization of opposition and distraction from member representation responsibilities. Time precluded further discussion.

X. At 1:25 PM, Christine Edwards moved to adjourn the meeting with Penina Kamina seconding. Remaining attendees approved the motion unanimously.