

President's Report – September 2026

A Moment of Silence Honoring our Colleagues

Before I begin my report, I want to take a moment to recognize and honor several members of our SUNY Oneonta community who have passed away. At our next Executive Board Meeting, I will ask that we begin with a moment of silence in remembrance of these individuals.

Each of them, whether they served as UUP leaders, longtime SUNY employees, or colleagues who may not have been union members, contributed to the strength, continuity, and mission of SUNY Oneonta. Their work helped shape the campus we serve today, and it is important that we acknowledge their dedication and the impact they had on our university community.

The Oneonta UUP Chapter remembers:

Julie Smith
Kathy Dwyer
William Benedict
Robin Leahy English
Brian Holleran
Ronald Embling

As a union, we honor not only those who stood with us as members, but also those who devoted their careers to supporting SUNY Oneonta's students, programs, and operations. Their service, whether visible or behind the scenes, helped uphold the values of public higher education and the work we continue today.

I ask that we hold their families, friends, and former colleagues in our thoughts, and that we carry forward the spirit of commitment and community they embodied.

Strengthening Our Future Through Collective Action

Collective bargaining is the reason we stand here today with an agreement that meaningfully advances equity, stability, and long-term growth for every UUP-represented employee. The gains we secured were not granted out of goodwill or administrative convenience, they were won because our members organized, spoke up, and stood together behind a unified bargaining agenda. Through months of negotiations, data-driven advocacy, and persistent member engagement, UUP demonstrated the collective strength necessary to move the institution toward fairer compensation, stronger protections, and a more stable workforce.

Our Across-The-Board (ATB) increases, expanded retention awards, and improvements to Discretionary Salary Increases (DSI) are direct outcomes of that solidarity. These provisions reflect the priorities our members raised repeatedly: competitive salaries, predictable growth, and mechanisms that help campuses retain the professionals and academics who make SUNY Oneonta thrive. Collective bargaining transformed those priorities into enforceable contract

language. Language that strengthens our financial footing and affirms the value of our work across every division.

Just as importantly, this agreement delivers targeted gains for adjuncts, contingent faculty, hospital and health-care workers, and other constituencies whose needs have historically been overlooked. These improvements did not emerge by accident; they were the result of deliberate, member-driven advocacy that ensured our most vulnerable colleagues were centered in negotiations. Collective bargaining gave us the structure, the voice, and the leverage to insist on equity across our diverse bargaining unit.

Here are just some of the highlights of our new **2026-2031 Collective Bargaining Agreement**:

Across-The-Board (ATB) increases:

- 2026: **4.5%**
- 2027: **4%**
- 2028: **3.5%**
- 2029: **3%**
- 2030: **3%**

Discretionary Salary Increases (DSI):

- 2027: **0.5%** (distributed as a flat ATB: \$450 for full-time on base; \$225 lump-sum for part-time not on base)
- 2028: **0.5% on base**
- 2029: **0.5% on base**
- 2030: **0.5% on base**
- 2031: **0.5% on base**

Retention Awards:

- **7-year Award:** increases from \$1,000 → \$1,750
- **12-year Award:** increases from \$800 → \$1,500
- **17-year Award:** newly established at \$750

Retention Awards are dispersed over time:

- Adds **\$250** to the 7-year award in 2027, 2028, 2029
- Adds **\$350** to the 12-year award in 2027 and 2028
- Adds **\$750** to establish the 17-year award in 2029

Per-course minimum at Comprehensive Colleges:

- 2026: **\$5,500** (From Prior CBA)
- 2027: **\$5,750** (+ \$250)
- 2028: **\$6,000** (+ \$250)
- 2029: **\$6,250** (+ \$250)

- 2030: **\$6,500** (+ \$250)
- 2031: **\$6,500**

For more information on our new contract, be sure to attend the Contract Update workshop, by our Labor Relations Specialist, on September 22, 2026. To register, visit our [Oneonta UUP Chapter Events Calendar](#).

Executive Board Dinner Marks a Strong Start to the Academic Year

On August 26, 2026 the UUP Oneonta Chapter Executive Board gathered for its annual dinner, setting a positive and collegial tone for the year ahead. Executive Board members present include **Ron Bishop, Shirley Clark, Christine Edwards, Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Melissa Lavin, Mike McAvoy, Anthony Nichols, Geoff O'Shea, William Simons, Jessie Simpauco, Loraine Tyler, Matthew Unangst, Ed Wesnofske, and Gary Wickham**. Also in attendance was our Labor Relation Specialist, **Chris Sielaff**, and special guest **Mark Ferrara**.

The Board conducted routine business, including the passage of a resolution submitted by **Ed Wesnofske** supporting **democratic voting** for statewide UUP officers by all dues-paying members. However, the true highlight of the evening was Ed's thoughtful presentation of a meaningful piece of campus history.



Ed unveiled a **Plate of the Old Normal School building**, a historic artifact he acquired at an estate sale from former SUNY Oneonta President **Royal F. Netzer**. The plate, symbolizing Oneonta's legacy to education, will be formally presented to the current SUNY Oneonta President at the next **Labor-Management Meeting**. The gesture was warmly received by the **Oneonta UUP Chapter President, Shirley A. Clark**, reflecting both respect for the historic reference to the plate and the optimism for this area's future.

The evening itself was equally memorable. **Sodexo provided an excellent dinner**, earning praise for both quality and service. Before the meal, Executive Board members enjoyed cocktails on the **veranda** outside of Craven Lounge, where the late-summer setting offered a beautiful

backdrop for conversation, connection, and reflection. The relaxed atmosphere underscored the unity and shared purpose that continue to guide the chapter's work.

The commemorative plate was later presented to the current **President of SUNY Oneonta, Alberto Cardelle**, at the September 2, 2026 Labor Management meeting by the **Oneonta UUP Chapter President, Shirley A. Clark**.

