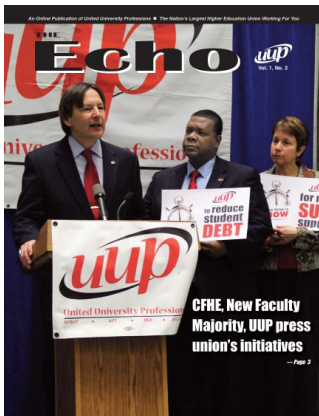
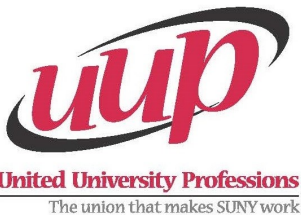


Alfred UUP News

VOLUME 2, ISSUE 3

January-February 2015



The latest *Echo* is available at <http://uupinfo.org/>

Inside this issue:

<i>Labor-Management Meeting, December 15, 2014</i>	3
<i>UUP College Scholarship Fund</i>	4
<i>UUP Election Calendar</i>	5
<i>Message from UUP President Fred Kowal</i>	5
<i>Get Ready to Advocate!</i>	7
<i>Interim UUP Membership Development Officer</i>	7
<i>Chapter Officers</i>	8

Western NY UUP Regional Meeting

UUP President Fred Kowal met with Western New York chapter leaders in Buffalo on January 6 at the first in a new series of regional meetings.

Kowal met with more than 20 chapter presidents and officers from Alfred, Buffalo Center, Buffalo HSC, Buffalo State, and Fredonia. He briefed chapter leaders on a host of union initiatives, including UUP's new legislative agenda and its multifaceted action plan to reduce student debt and provide a long-term funding source for SUNY.

"I've decided to do this to bring people up to date but to also get information from them," Kowal said at the meeting, held at UUP's Buffalo Center Chapter

offices on the UB campus. "We need to know what's happening at the campuses and we want to let you know what we're doing and where we need your help."

UUP urges the Legislature to do the following:

- Invest in instructional resources and support for students in New York State's public higher education system.
- Ensure a properly funded, financially stable, SUNY system.
- Restore funding for student services and courses. (continued on p.2)

Professional Development Funding Available

Do you need money for professional development? The Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Full-time employees who accrue annual leave are not required to charge those credits for any project or activity funded by an Individual Development Award.

The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period.

The types of support available include:

- Registration fees for conferences or workshops.
- Travel and related expenses (includes lodging and meals).
- Research-related supplies.
- Tuition at the maximum allowable SUNY rate at the time of application.

Projects or activities must fall within the following categories: (continued on p.2)

Professional Development Funding (continued from page 1)

- Basic, applied, or historical research.
- Curriculum or instructional material development.
- Workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition
- Assistance or SUNY tuition waiver.
- Conference participation or attendance.
- Preparation of material for publication.
- Grant proposal development.

- Artistic or creative endeavors.
- Other work-related professional development projects or activities

Examples of the types of expenditures that are NOT appropriate for IDA funding are:

- Purchase of equipment, books or software
- Dues to professional organizations
- Cost of licensing, certification or examinations to obtain licensing or certification.

The Campus Professional Development Committee is required to dedi-

cate a minimum of 15 percent of the funds under this program to part-time employees. If applications from part-time employees amount to less than 15 percent of the total funds, then the remainder from the set aside amount can be reallocated to awards for full-time employees. On campuses where more than 35 percent of the faculty are part time, the Campus Professional Development Committee should consider increasing the portion of funds set aside for part-time awards.

Guidelines and forms are available at <http://www.nysuup.lmc.ny.gov/development/individual.html>

Western NY UUP Regional Meeting (continued from page 1)

- Ensure the availability of higher education to New York's most economically at-risk students.
- Invest additional funds in campuses that improve access for underrepresented and under-resources students, improve retention and student success, and provide smaller class sizes and more access to student services.
- Tackle the student debt epidemic—lower repayment costs for SUNY graduates and in turn generate economic growth for New York State.
- Protect public higher education dollars by providing transparency and accountability over entities that would not exist but for their relationships with SUNY/CUNY.
- Demand that the teacher certification process is educationally

sound and fairly implemented for all students.

- Prevent profit-driven corporations from stifling the mission of and reducing vital services provided by SUNY's public hospitals.
- Prevent the privatization of New York's public health care services and hospitals.

In addition to these requests of the legislature, UUP also supports legislation that would allow CUNY and SUNY retirees to make voluntary automatic contributions to their employee organizations (specifically, VOTE-COPE) as well as other retiree issues such as affordable health insurance. UUP also supports legislation that would increase that statutory minimum wage.

Other items on the agenda at the UUP regional meeting included:

- SUNY Excels
- Diversity Task Force
- TeachNY
- Health Science Center Governance Task Force
- START-UP NY

Of particular interest to the Tech Sector was discussion of reopening the Appendix A-31 item in the contract in order to negotiate equity for the Colleges of Technology sector.

Further information on UUP's legislative agenda and other initiatives can be found at the UUP website, <http://uupinfo.org>, or by contacting chapter officers.

Representative from the Alfred campus at the Western NY regional meeting were President Earl Packard, Vice-Presidents Bill Schultze and Joe Petrick, and UUP Executive Board member Ray Gleason.

Labor-Management Meeting, December 15, 2014

Representatives of the Alfred State UUP Chapter met with members of the college administration on December 15 to discuss a number of items.

The first issue was the period of obligation for adjunct faculty, as well as how payroll is reported. The College has for a number of years disbursed pay to adjunct faculty in a period concurrent with the beginning of classes, and ending at the end of final exams. In many cases however time in advance of the first day of class may be required to prepare for the semester, and grades must be

submitted after the end of finals. Payroll periods do not necessarily coincide with the amount of time invested in preparation and grading by contingent faculty members. As a result, payroll does not accurately reflect the division of the duration of the time indicated in appointment letters, driving up the per week pay, resulting in rendering adjunct faculty ineligible for unemployment insurance. Administration indicated that it would consider changing the practice of compressing adjunct payroll during a semester.

Another issue brought forward to administration was the posting of the process and forms for equity review on the Human Resources website. Equity applications submitted during the fall semester were to be completed during the week of December 15.

Other agenda items included the academic calendar and a follow-up to the Discretionary Salary Award disbursement which took place during the fall semester. The local UUP chapter looks forward to further discussions of DSA evaluation criteria in the year ahead.

Are you interested in union involvement? If you would like to know more about your local chapter of UUP, contact one of the officers listed on the back of this newsletter!



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross		Fed Taxable Gross		
								Current	3456.78	1234.56	YTD	45,678.90
Advice #		123456789		Pay Start Date		07/13/2009		Net Pay 1,234.56				
Advice Date		07/12/2009		Pay End Date		07/27/009						
Department ID				1234				Pay Rate		78,910.11		
EARNINGS				Current		YTD		TAX DATA				
		Hrs./Days	Earnings	Hrs./Days	Earnings			Federal	State	NYC	Yonkers	
Regular Pay Salary Employee			3456.78		45,678.90	Marital Status		4	4			
Location Pay			56.78		678.90	Allowances		2	0			
						Add. Amt.						
						TAXES		Current		YTD		
						Fed Withholding		3,456.78		1,234.56		
						Medicare		45,678.90		34,567.89		
						Social Security		3,456.78		1,234.56		
						NY Withholding		45,678.90		34,567.89		
BEFORE TAX DEDUCTIONS				Current		YTD		AFTER TAX DEDUCTIONS				
Regular Before Tax Health			456.78		1,234.56			Current		YTD		
Supplemental Ret. Annually Prop.			678.90		6,678.90			34.56		450.78		
TIAA Retirement Before Tax			56.78		1,234.56							
						UUP Member 26P						

UUP College Scholarship Fund

The UUP College Scholarship Fund, created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice, will award scholarships to eligible undergraduate applicants. The fund scholarships honors UUP members and their families who have donated generously -- in time and money -- to the scholarship fund.

One-time scholarships of \$3,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarships in 1988. Faculty and staff are encouraged to inform appropriate students of this opportunity.

UUP awards scholarships recognize:

- Eugene P. Link
- Robert F. Carter and Katherine K. Carter
- Gertrude A. Butera.

Who's Eligible

UUP College Scholarship Fund undergraduate applicants should:

- be full-time undergraduate students at a state-operated campus of SUNY who have completed at least 18 credits and have a cumulative grade-point average of at least 3.75
- exhibit dedication to the goals of the trade and labor union movements
- demonstrate high integrity, a tireless quest for excellence in both academic and personal endeavors, and service to the community
- submit a copy of his or her official transcript(s) from each college/university attended
- be in active, full-time attendance carrying a current load of at least 12 credits
- demonstrate dedication to labor

union values and social justice.

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A selection committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the trustees of the UUP College Scholarship Fund. Finalists will be interviewed by the trustees or their designees.

How to Apply

A complete list of scholarship eligibility requirements and applications may be obtained from campus financial aid offices; on the UUP website at www.uupinfo.org (click Scholarships to get a fillable PDF application that can be emailed to kplowman@uupmail.org); or contact the UUP Administrative Office in Albany toll-free at (800) 342-4206.

Give to the UUP College Scholarship Fund

The Alfred State UUP chapter is accepting contributions to the UUP Scholarship Fund in honor of Trudy Butera, former chair of the union's Scholarship Development Committee and an honorary trustee for the UUP College Scholarship Fund. Trudy passed away on October 29, 2014.

In her role as an honorary trustee, Trudy helped raise more than \$700,000 to provide scholarships for outstanding SUNY students. Thanks to her efforts, the UUP College Scholarship Fund is able to provide up to four annual scholarships of \$3000 to full-time undergraduate students enrolled at a SUNY state-operated campus. Trudy received the union's Nina Mitchell Award for Distinguished Service for her devo-

tion to the scholarship fund, as well as the Eugene P. Link Award for Outstanding Devotion and Service to the Cause of Unionism in Higher Education. In 2006, Trudy was honored by the union with an annual student scholarship given in her name.

Those interested in contributing to the UUP College Scholarship Fund may contact Elaine Burns at the Alfred State College UUP office in E.J. Brown Hall.

Several scholarship programs are available through UUP and American Federation of Teachers, including the Eugene P. Link Scholarship Trust Fund. More information is available at:

<http://uupinfo.org/scholarships/scholarship.php>

<http://uupinfo.org/scholarships/linkscholarship.pdf>



Trudy Butera

UUP 2015 CHAPTER, RETIREE, AND AFFILIATE CONVENTION ELECTION CALENDAR

Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/09/15
Chapter, Retiree & Affiliate Convention Nominations Close	02/04/15
Nomination Lists Posted to Web	02/06/15
Mail Retiree Election Ballots	02/13/15
Retiree Election Ballots Due	03/11/15
E&C Committee: Count Retiree Ballots	03/11/15 — 03/13/15
Mail Chapter Elections Ballots	02/18/15 — 02/20/15
Chapter Elections Ballots Due	03/18/15
E&C Committee: Count Chapter Elections Ballots	03/18/15 — 03/21/15
Mail Run-off Elections Ballots no later than	06/19/15
Run-off Elections Ballots Due	07/15/15
E&C Committee: Count Run-off Elections Ballots	07/15/15 — 07/17/15
E&C Committee: Count Run-off Affiliate Convention (if necessary)	07/15/15 — 07/17/15

Message from UUP President Fred Kowal

UUP members should not participate in nationally organized walkout by adjunct faculty. Several weeks ago, word began to spread, from a variety of sources, of a planned nationally organized walkout by adjunct faculty. The event is planned for February 25, 2015. The protest was proposed by an adjunct professor of writing at San Jose State University who has chosen to remain anonymous. The purpose of the action is to call for fair wages and better working conditions. I have been informed that some Chapters are considering ways to support and participate in this protest. After consulting with our legal staff, I feel it is necessary to write to present several very important facts that must be understood.

UUP members who participate in any such action, which would constitute an illegal strike under New York State Civil Service Law, could be subjected to loss of two days' pay for one day of action. In addition, anyone on a term appointment could

be subjected to Article 19 disciplinary action, up to and including termination. Employees on temporary appointments are at-will employees and could be terminated immediately.

Participation in any such action (a strike or other concerted stoppage of work or slowdown by public employees) is barred by New York State Civil Service Law (a/k/a, the Taylor Law). Since the law stipulates that employees who take concerted action by walking out of their professional obligation to protest working conditions meets this definition, it is imperative to make clear that UUP does not endorse or encourage our members' participation in this event. Should they take part, they could well face the punishment of a loss of two days' pay for the day used for the action, as well as other possible consequences as indicated above. Under New York State law, no public employee or employee organization can instigate, encourage, or condone a strike or a similar ac-

tion. If UUP were to be found to have encouraged a strike, we would face legal action potentially leading to the loss of agency fee. While I support our adjunct brothers and sisters in their quest for a living wage and better working conditions, we cannot support, encourage or condone this particular action. I am working with staff of the American Federation of Teachers to come up with alternative actions that will be meant to promote and pursue the goals we have established in UUP: Bringing adjuncts into full time status with job security and a living income. These steps will be finalized in the next couple of weeks and I'll bring you up to speed at the start of the new year. In the meantime, please understand the seriousness of this situation. As President of UUP I am duty-bound to insure that our union abides by the law. To do otherwise is to endanger the union I was elected to lead, as well as the 35,000 members whom we serve.

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care



The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.

The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.

Get ready to advocate!

The 2015 legislative session is right around the corner, which means it's time to speak out for positive change for SUNY and UUP.

UUP's first advocacy day of 2015 is set for Jan. 27 at the state Capitol. The advocacy event comes the day after the 2015 Winter DA in Albany. Union leaders are hopeful for a large turnout since many delegates will already be in town.

This will be the union's first opportunity to push UUP's new action plan, which includes a SUNY student loan refinancing program, a

loan forgiveness program for adjuncts, and an endowment to fund full-time academic and professional positions and allow more part-time employees to move to full time positions. It also calls for the state to pay its fair share to fund SUNY.

You can find out more about the plan here. <http://uupinfo.org/communications/update/1415/141209.php>

The Winter DA will be held Jan. 25-26 at the Albany Hilton in Albany.

A number of other UUP advocacy events have also been set. They in-

clude:

- EOP/EOC Day: Feb. 10
- NYS Black & Puerto Rican Legislative Conference: Feb. 13-15
- Higher Education Action Day: Feb. 25
- NYSUT Committee of 100: March 2-3
- Tech Sector Advocacy Day: March 10
- Somos El Futuro: March 20-22



Visit the Alfred Chapter of UUP on the web at: <http://uuphost.org/alfred/>

Interim Membership Development Officer

Executive Board member Ray Gleason is UUP's acting membership development officer.

Gleason was appointed to the post by the Executive Board at its Dec. 12 meeting. He will serve until a Jan. 25 special election is held to fill the unexpired term of former MDO Edison Bond Jr. Bond's unexpired term ends May 31. The special election will be held at the 2015 Winter DA.

Gleason, who formerly served as the Alfred Chapter's president, said he has no plans to run for MDO in January's special election. Delegates will elect an MDO for a new two-year term at the 2015 Spring DA.



Ray Gleason

Chapter Officers		
Earl Packard	Chapter President	607-587-4271
Joseph Petrick	VP for Academics	607-587-4313
William Schultze	VP for Professionals & Grievance Chair	607-587-4033
Karen Young	Wellsville Campus VP	607-587-3182
Dave Holmes	Secretary	607-587-3545
James Buell	Treasurer	607-587-3649
Linda Panter	Membership Development Officer	607-587-3212
Joseph Ogrodowski	Officer For Contingents	
Thomas Jamison	Vote-Cope Coordinator	607-698-2806
Elaine Burns	Chapter Assistant	607-587-4186
Patrick Domaratz	Labor Relations Specialist	

WHAT IS VOTE-COPE?

VOTE-COPE is the Voice of Teachers for Education - Committee on Political Education, the non-partisan political action arm of New York State United Teachers and its affiliates. Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor.

VOTE-COPE helps strengthen political action programs at all levels — national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Contributions to VOTE-COPE are not tax deductible.

Support our political action fund.



For the name of your VOTE-COPE regional coordinator, call NYSUT's Legislative Department at 800-342-9810.

Support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution to VOTE-COPE helps ensure your voice will be heard on issues, large and small, that affect your life.



United University Professions

The union that makes SUNY work

P.O. Box 15143
Albany, New York 12212-5143

518-640-6600

800-342-4206

Fax: 866-812-9446

comment@uupmail.org

www.uupinfo.org

Representing more than 600,000 professionals and retirees in education and health care.

Affiliated with AFT / NEA / AFL-CIO



**BE
HEARD!**



Support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution to VOTE-COPE, NYSUT's political action fund, helps ensure your voice will be heard on issues, large and small, that affect your life.

**GIVE TO
VOTE
COPE**

