

Chapter Action Project

Joe Petrick, Chapter President

United University Professions (UUP) has launched the Chapter Action Project (CAP) program, which is a three-year union initiative funded by NYSUT and developed by UUP to assist in building a chapter-based structure to recruit and engage new union members and activists. Training of executive board members for the Chapter Action Project took place in March 2016, and will continue in the months ahead.

The CAP program is important to members because:

- The union negotiates contractual pay increases, benefits, and job security provisions;
- UUP is an important advocate for SUNY; and
- The union works not only for its members, but also for a number of social causes.

Although the union was founded to negotiate on behalf of members (and contracts continue to be an important issue for the union), it has not been limited to such bargaining.

Negotiating Contracts

Many UUP members are aware that the union is currently in negotiations with the State of New York to arrive at a new contract. The most recent *Agreement between United University Professions and the State of New York* expired on July 1, 2016 (see the *Negotiations Bulletin* on pages 5 & 6 of this issue). Contracts provide guarantees concerning pay increases for full-time faculty and professional staff, negotiated health insurance, mechanisms to allow job security, provisions for vacation and sick



leaves, as well as other articles directly relating to employment. Benefits available to members of the bargaining unit include vision and dental plans available through the UUP Benefits Trust Fund, as well as benefits available through affiliation with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).

Both statewide UUP and the Alfred Chapter will keep members informed about contract negotiations, as they progress.

Legislative Advocacy

A less well-known function of UUP is advocacy for the State University of New York. As a state agency, SUNY is part of the political process. State support for SUNY is determined by the governor of the State of New York as well as the New York State Legislature. Although private colleges and universities receive a relatively small amount of support from the state (the so-called Bundy aid) state support is not critical to their operations. The State University of New York (continued on next page)

Inside this issue:

Professional Development Funding	4
Negotiations Bulletin	5
Labor-Management Meeting	7
SUNY Adjuncts	8

View the Echo online at:
<http://uupinfo.org>



Chapter Action Project (continued from page 1)

and the City University of New York depend on public funds in order to operate. Those funds are not guaranteed, but instead may change from year to year.

Although campus presidents and other constituent groups advocate for state support, such advocacy tends to be for projects particular to their campuses. The SUNY chancellor reports to the SUNY Board of Trustees (who are chosen by the governor), and thus SUNY System Administration has been careful about how it advocates and what agenda it promotes. For example, SUNY was not an ardent supporter of the maintenance of effort legislation discussed below. In effect, SUNY may be the only state agency that will not advocate for itself. As the *UUP Summary of the Enacted Budget and Legislative Session* pointed out, “Each year, United University Professions – through its elected leaders, member advocates and NYSUT staff – takes the union’s most pressing issues directly to the executive branch, legislators and SUNY. Collectively, we educate policymakers on the issues and urge them to do what’s right for UUP members, for SUNY and for the students and patients we serve.”

**SUNY may be the
only state agency
that will not
advocate for itself.**

Some of the 2015-2016 accomplishments of UUP in the political arena include:

- Won \$15 million for the new Clean Energy Workforce Opportunity Program
- Successfully fought back private equity, investor-owned management of SUNY hospitals
- Obtained additional funding for SUNY opportunity programs (EOP and other programs)
- Successfully fought against performance-based funding, resulting in conversion of the \$18 million SUNY performance fund into unrestricted operating funds.

Other advocacy efforts include support for the “maintenance of effort” bill, which, as UUP President Fred Kowal pointed out, “would have increased state support for SUNY to cover inflationary and mandatory expenses like heating and electric bills and building costs—expenses that students are paying for through higher tuition.” UUP continues working on the passage of a maintenance of effort bill, as well as other facets of its legislative agenda.

Social Causes

UUP also works for social justice. UUP groups such as the Human & Civil Rights, Solidarity, Veterans Affairs, Women’s Rights & Concerns, and Sexual Orientations United for Liberty Committees as well as others work within the UUP umbrella to engage in social issues.

Activism by UUP at both the chapter and statewide levels is discussed at length in the text by William Kayatin, *Higher Education Unions and Social Responsibility: United University Professions’ Response to Social and Political Change in New York State, 1973–1993*. Kayatin wrote, “On a local level, UUP chapters engaged in a wide variety of efforts for community service, such as providing affordable housing and food, and organizing blood and toy drives. The same social and political factors that contributed to the birth of the union movement in higher education also created a hospitable environment for activism.”

Although there has long been a difference of opinion within the statewide organization about the degree to which the union should be involved in social issues, union activities included protests, including “Bump the Dump” actions against low-level radioactive waste siting in Allegany and Cortland Counties in the late 1980s and early 1990s. A number of UUP chapters work with groups to improve conditions in the communities they serve, from engagement in Habitat for Humanity to the organization of sporting events. UUP chapters have also been engaged in non-partisan voter registration. UUP has never been limited to negotiating contracts for its members, but also has a longstanding history of legislative advocacy and working for social causes.

What You Can Do

If you are interested in participating with the Alfred State College Chapter of UUP or the Chapter Action Project, please contact us! You can volunteer to participate in projects such as the Rock the Vote drive, for example, or pursue opportunities for university service as elected members of the executive board. If you have a community service interest that you might share with us, let us know.

If you haven’t donated to VOTE-COPE (the program that enables the legislative advocacy described above, among other things), you may do so through payroll deductions, or through one-time contributions. If you have contributed to VOTE-COPE in the past you may want to consider increasing your contribution, as it will help in UUP’s effort to advocate for SUNY as well as other items in the legislative agenda. VOTE-COPE forms are available from the chapter office, or the UUP website.

Chapter Action Project (continued from page 2)

Although you are a member of the bargaining unit you may not be a member of the union. Your pay stub will indicate whether you are a UUP Member. If it say UUP Agency Fee, you are a member of the Professional Services Negotiating Unit, but are *not* a member of the union. It doesn't cost you anything to join but union membership is particularly beneficial in contract negotiations with the State of New

York, and would allow you to vote on the contract, vote in chapter elections, hold a chapter elected office, and would also make you eligible for some benefits after retirement or separation from service.

If you're interested in working on terms and conditions of employment, or are interested in advocating for SUNY, or interested in social justice, let us know. We would be glad to hear from you!

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



Chapter officers, left to right: Joe Petrick, Linda Panter, Karen Young, Bill Schultze

Chapter Officers			
Joseph Petrick	Chapter President	petricja@alfredstate.edu	587-4311
Elaine Burns	Chapter Assistant	alfreduup@alfredstate.edu	587-4186
William Schultze	VP for Professionals & Grievance Officer	schultwh@alfredstate.edu	587-4033
Linda Panter	VP for Academics	panterlk@alfredstate.edu	587-3212
Karen Young	Wellsville Campus VP	youngkk@alfredstate.edu	587-3182
James Buell	Treasurer	buelljf@alfredstate.edu	
Dilan Gilluly	Secretary	gilluldr@alfredstate.edu	
Tammy Wise	Officer for Contingents	wisett@alfredstate.edu	
Patrick Domaratz	Labor Relations Specialist		
Earl Packard	Delegate	packared@alfredstate.edu	
Ray Gleason	Delegate	gleasord@alfredstate.edu	
Chapter Office	Rooms 221-222 EJ Brown Hall		

The opinions expressed in this newsletter are those of the authors or of the Alfred Chapter and are not necessarily the opinions of United University Professions.

Professional Development Funding Available

Although the NYS/UUP Agreement has expired, we are pleased to announce that funding for the NYS/UUP Joint Labor-Management Committees (JLMC) has been extended until March 31, 2017. Funding is currently available for all previously announced JLMC programs with the exception of new applications for the Dr. Nuala McGann Drescher Leave program. (Drescher awards have already been made for the Fall 2016 semester.) The program descriptions, guidelines, and application form may be accessed at www.nysuup.lmc.ny.gov. Please note that, as funding for these programs will terminate on March 31, 2017, all projects and activities funded under these programs must be completed by that date.

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:
- 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.

Part-time employees, including adjunct faculty, are welcome to apply for the Individual Development Awards.

Look for a notification on campus Announce later this semester about submissions to the campus Joint Labor-Management Committee.

Individual Development Award Recipients, 2015-2016

Melissa Blake	Association of Court Reporters National Convention	\$248.00
Victoria Bryant	Coursework and fee to maintain CPA license	\$361.00
Channon Burroughs	NYS Association for College Admission Counseling Conference	\$315.00
Kevin Cassell	Association of Teachers of Tech Writing Conference	\$1,000.00
Kandi Geibel	NYS Transfer & Articulation Annual Conference	\$665.00
Jean Gonska	Techniques for teaching & team building	\$357.00
Jonathan Hilsher	Obtain Professional in HR Certification	\$400.00
Anne Holmok	National Soccer Coaches Association of America Conference	\$1,000.00
Jonathan Hoover	IMCLA Lacrosse Coaches Convention	\$338.00
Jerry Jusaniec	National Association of Basketball Coaches Convention	\$1,000.00
Sean Kelley	Troubleshooting, Service & Maintenance Alarm course	\$595.00
Jessica Lipka	Nursing/medical trip to provide care in earthquake area	\$595.00
Yvonne Morris	Teaching Professor Conference	\$1,000.00
Spencer Peavey	NASPA Student Affairs Professionals in Higher Education conference	\$715.00
Melanie Ryan	Courses towards Ph.D. in Educational Leadership & Management	\$1,000.00
KathyAnn Sager	Techniques for teaching & team building	\$357.00
William Schultze	SUNY Technology Conference	\$885.00
Timberly Shepard	Techniques for teaching & team building	\$357.00
Anthony Spencer	AFCA National Coaches Convention	\$1,000.00
Florence Stephens	SUNYCAP Annual Conference	\$500.00
Alice Tarun	Poster at Council on Undergrad Research Conference	\$860.00
Edward Tezak	American Society for Engineering Education Annual Conference	\$843.00
Andrew Whitaker	AFCA National Coaches Convention	\$1,000.00
Tammy Wise	Tuition for School Law Course	\$1,000.00
Lisa Yates	Techniques for teaching & team building	\$357.00
Alicia Zurlick	Association of College Unions National Conference	\$1,000.00

Negotiations



August 2016

United University Professions: The nation's largest higher education union

UUP, state contract negotiations under way

UP's Negotiations Team exchanged conceptual contract proposals with state negotiators July 15. The two sides also agreed on ground rules for negotiations.

This initial meeting marked the start of the formal bargaining process. A schedule of meeting dates from August through November was agreed to, setting the course for continued contract talks.

Who UUP Negotiates With

UUP's 18-member Negotiations Team, headed by Chief Negotiator Philippe Abraham, negotiates with representatives from the Governor's Office of Employee Relations (GOER). The state's chief negotiator, Joseph Bress, was appointed by Gov. Andrew Cuomo. Other state team members include Michael Volforte, GOER's interim director; SUNY representatives, led by Liesl Zwicklbauer, SUNY's assistant vice chancellor for employee relations; and representatives from the NYS Division of the Budget and the Department of Civil Service.



DONALD FELDSTEIN

UUP CHIEF NEGOTIATOR PHILIPPE ABRAHAM AND JOE BRESS, THE STATE'S CHIEF NEGOTIATOR, SIGN A JOINT AGREEMENT LAYING OUT GROUND RULES FOR NEGOTIATIONS AT THE FIRST MEETING BETWEEN THE TWO SIDES JULY 15 AT THE DESMOND IN ALBANY. UUP PRESIDENT FRED KOWAL IS SEATED AT LEFT; MICHAEL VOLFORTE, INTERIM DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IS SEATED AT RIGHT. LIESL ZWICKLBAUER, SUNY'S ASSISTANT VICE CHANCELLOR FOR EMPLOYEE RELATIONS, IS AT VOLFORTE'S LEFT. UUP NEGOTIATIONS TEAM MEMBERS ARE STANDING BEHIND THEM.

Implications of Working Under an Expired Contract

UUP's contract expired July 1, 2016, but under the Triborough amendment to the Public Employees Fair Employment Act ("Taylor Law"), all contract articles continue until a successor agreement is ratified unless they contain specific expiration or "sunset" dates.

While across-the-board salary increases are date-specific and certain other provisions of the 2011-16 contract expressly sunset, most contract protections and benefits, including medical, vision, and dental benefits, remain in place while negotiations continue.

Other NYS Employee Bargaining Units Also at the Table

UUP's bargaining with New York State typically occurs concurrently with

other state employee union negotiations, and this round is no different. The two largest state employee unions—the Civil Service Employees Association (CSEA) and the Public Employee Federation (PEF)—in addition to other smaller bargaining units, are currently in negotiations with the state.

Need for Fairness and Equity for All UUP Members

Our union is a diverse group. UUP represents 35,000 Professionals and Academics working full-time and part-time at SUNY's state-operated teaching hospitals, university centers, comprehensive colleges, technical colleges, and specialized institutions. UUP is advocating for a contract that, to the extent possible, addresses the concerns

continued on back

About UUP ...

P.O. Box 15143 • Albany, N.Y. 12212-5143
518-640-6600 • fax: 866-812-9446
800-342-4206 • www.uupinfo.org

President Frederick E. Kowal
VP/Professionals J. Philippe Abraham
VP/Academics Jamie F. Dangler
Secretary Eileen Landy
Treasurer Rowena J. Blackman-Stroud
Membership Dev. Officer Thomas C. Hoey

Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

continued from front

of our membership and is fair and equitable in its application to all of our members.

Role of UUP Members in Contract Ratification

When negotiations conclude, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee, which consists of one representative from each of UUP's 32 chapters plus an additional part-time professional and part-time academic.

The Committee then makes a recommendation to the UUP membership regarding ratification, and members of the union have an opportunity to vote on the tentative agreement. A neutral third party, typically the American Arbitration Association, oversees the ratification vote and certifies the result.

Team Needs Your Support

Negotiations Team members are UUP-represented SUNY employees who come from all corners of the state. They will spend countless hours representing UUP's 35,000 bargaining unit members at the negotiations table. Every hour at the table requires many additional hours of preparation for negotiations. Team members are volunteers and receive no payment for this effort. Every hour they spend in Albany results in work they need to make up and time away from their families.

Your support of the Team's work is appreciated and crucial to our advocacy for a fair and equitable contract. Please participate in UUP's contract advocacy activities. Attending chapter meetings, wearing a sticker or posting a sign on your office door, and participating in informational

actions or demonstrations that may be called by the UUP President will send a strong message to SUNY and the governor that **UUP Needs a Fair and Equitable Contract.**

Stay Informed

We are committed to communicating with the membership to the extent possible as negotiations proceed. We have created a new "Members Only" portal on the UUP website to facilitate this communication. The Members Only site is password-protected; use the last five digits of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID." The web portal can be accessed at <http://uupinfo.org/negotiations/index.php>

We will keep you informed through regular postings on the website at www.uupinfo.org (look for the red "UUP Negotiations Information" box on the top right of the home page) and articles in our print publication *The Voice* and its online companion *The Echo*. (*The Voice* is mailed five times during the academic year to members' addresses of record. *The Echo* is available online between print issues. Look for *The Echo* icon in the middle of the home page at www.uupinfo.org; current issues can be found at <http://uupinfo.org/ImageFlow/echo.php>)

Periodic updates and information will also be sent to chapter presidents for distribution at the chapter level. This is your contract, and we want members to be informed, involved and active at every stage of the process.

Finally, feel free to contact UUP Chief Negotiator and statewide Vice President for Professionals Philippe Abraham at contract@uupmail.org for information or to submit questions or comments.

Your Negotiations Team



Chief Negotiator
J. Philippe Abraham, Albany
contract@uupmail.org



**Associate/Deputy
Chief Negotiator**
Michael C. Smiles
Farmingdale



Assistant Chief Negotiator
Pamela J. Malone
Empire State College



Assistant Chief Negotiator
Jason Torre,
Stony Brook

Negotiations Team Members

Bret E. Benjamin, Albany
Douglas S. Cody, Farmingdale
Raymond P. Dannenhoffer, Buffalo HSC
Jennifer L. Drake, Cortland

Patricia D. Ghee, Buffalo State
Carolyn S. Kube, Stony Brook HSC
Michael J. Lyon, Upstate Medical University
Idalia Torres, Fredonia
Thomas J. Tucker, Buffalo Center

William J. Tusang, Cobleskill
Paula S. White, Downstate Medical Center
Anne Wiegard, Cortland
Beth E. Wilson, New Paltz
Ezra Zubrow, Buffalo Center

Counsel to the President
Elizabeth Hough

**Labor Management meeting
Wednesday, April 13, 2016**

UUP In attendance: Joe Petrick – President of Alfred UUP chapter, VPs William Schultz, Linda Panter, Karen Young.
Management In attendance: President Dr. Skip Sullivan, Val Nixon, Wendy Dresser-Recktenwald, Brett Talbot.
Others in attendance: Pat Domaratz

Items from Labor

- New Work Plan Document—Academic Affairs has produced a planning document to replace the faculty planning document that has been used for a number of years. Labor expressed that the document would not be used for the wholesale evaluation of tenured faculty, and that it would not become a de facto evaluation tool. The work plans are not to be placed in faculty personnel files, and will not be used for action by the president. Specific problems with the work plan included the following:
 - Use of the term “Performance Program” is a problem, in that it has a specific meaning regarding professional staff.
 - Why is there a signature line for supervisors? Clarification is needed: the form does not go into the personnel file, and it not for action by the president.
 - What are the effective dates of the form – From date 1 to date 2 (and are the effective dates based on obligation?)
 - An instruction page as to how the college is going to use the document is necessary to make clear that the form is not used for evaluation.
 - Inclusion of the word “Faculty,” is necessary to make clear those affected, i.e. Faculty professional obligation

The concerns about the document were to be conveyed to Provost Poppo. {These issues have subsequently been addressed}.
- Effect of seven-week classes on workload—The college has asked a number of departments (including Business, and Social and Behavioral Sciences) to create seven-week courses for specific programs. Faculty in the affected departments have brought forward concerns about offering seven-week courses, including whether the seven-week courses would be taught simultaneously with courses given over an entire semester.
 - There was a concern expressed by labor about how advisement would work, i.e. who would be doing advising?
 - Would there be an increase in workload? For example, it would appear that faculty would have to work with students over weekends and breaks (a seven-week course in the spring semester would require giving an exam over spring break)
 - There was a concern expressed by labor about material copyrighted by faculty.

Val Nixon emphasized that Kristin Poppo is committed to working with faculty; there will not be an increase in workload, and faculty will not be penalized for not participating. The seven-week courses are intended for faster completion in upper division courses. As for the intellectual property issues, administration stated that the course shell is proprietary, and would be accompanied by open source material, such as TED talks.
- Wellsville Health and Safety—There has been concerns at the Applied Technology campus about accident reporting and cleanup. Administration reported that Glenn Brubaker is addressing the issues.
 - Cleaners would be receiving training on blood borne pathogens.
 - The Health Center has changed who reports incidents, i.e. faculty now have to do incident reports; on the Alfred campus this is done by University Police.
 - Karen Young reported that first aid kits were removed five years ago, and that faculty were not allowed to treat students. There was also a concern about who makes the decision about when students return to class?

Management stated that the incident report was intended just as an eye-witness report. Val Nixon said she would work with Glenn Brubaker and Jamie D’Arcy on the issues.
- Applied Technology Evening Classes—Labor expressed concern about the idea of having evening classes in programs of the School of Applied Technology, particularly in the Automotive, and Heavy Equipment Departments.
 - There are space and equipment issues (there is not enough room for projects after shift changes, for example) that have not yet been addressed.
 - There will not be any supervision of adjunct faculty, no services for students taking evening classes, and no provision for emergencies.

Dr. Sullivan responded that the college is aware of the space and equipment issues. He also said that there would be personnel available in the evening for emergencies, but the college is not yet at the point at which it had finished preparations for evening classes. There are many colleges that have night classes, and the college would be offering evening classes “within a year.” [We understand this has since been revised].
- Nigerian Visitation—Although it was not on the agenda, Joe Petrick asked about the upcoming visit of the Nigerian delegation from Kwara State University on May 18-21. Dr. Sullivan responded that it would be a fact-finding visit to see if KSU would be interested in receiving training from faculty from the School of Applied Technology in Wellsville – they would “shadow” ASC faculty, who would be compensated for extra work. The college had not yet determined a consistent amount that would be paid to faculty across affected departments.

Meeting adjourned at: 4:07 PM.

SUNY ADJUNCTS DESERVE BETTER



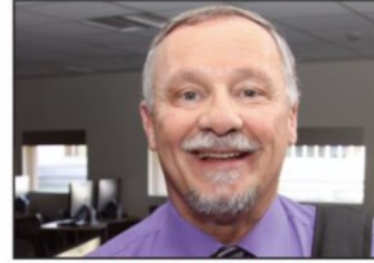
Bentley Whitfield, Farmingdale

"I received SUNY's Excellence in Teaching Award."



Rebekah Tolley, Albany/Oneonta

"I have a master's in fine arts and I've exhibited worldwide."



William Lee, Cortland

"One hundred ninety-two students took my course in one semester."

Adjuncts make up one third of the faculty at SUNY and many have advanced degrees. However, their compensation falls far short of matching the important work they do.

Many are paid so little, they struggle to make ends meet.

Many others are forced to find employment at different colleges to earn a living wage.

Yet students pay more than ever before.

It's an economic injustice that can no longer be tolerated.

Stand with adjuncts in their fight for equitable treatment.

Share the ad—<http://goo.gl/DvTLkF>—on Facebook and Twitter.



United University Professions

President Frederick E. Kowal, Ph.D.

#adjuncts

Alfred UUP Chapter Office
EJ Brown Hall
Alfred State College
Alfred, NY 14802

