

CAMPUS EQUITY NOW!

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Read the Echo
at <http://uupinfo.org>



UUP Benefits Day

Join us on Monday, March 26 from 11:30 to 1:30 in the Allegany Room to learn more about the many benefits available through UUP. Vendors will be available to provide information, and chapter officers will be available to answer questions (see page 2).

How can you fight workload creep?

Learn more - see pages 4-5



Alfred State Nursing faculty and staff at the March 1st Fair Contract event.



Alfred UUP CHAPTER

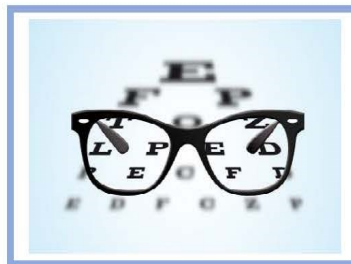
UUP BENEFITS DAY

Monday, March 26, 2018

Central Dining Hall, Allegany Rm.

11:30am - 1:30pm

United You Benefit More



Learn about the many negotiated benefits and discounted services available to both you and your eligible dependents.

PRIZE RAFFLES

MEET WITH
UUP BENEFIT
REPRESENTATIVES
and several
VENDORS

Learn about our
NEW BENEFIT!

mid-island
mortgage corp

FREE Give Aways

SAVE MONEY
with UUP
Discounted
Services



DAVIS VISION
EYECARE REFRAMED™





It's about R-E-S-P-E-C-T! Fair Contract Now!

Our work ensures that students receive the **high-quality education** they are entitled to. **Our working conditions** are **our students' learning conditions**.



Our last contract with the state expired in June **2016—20 months ago**.
That is too long!



In our last contract, the state demanded:

- No across-the-board percentage raises for 3 years—zero;
- 2 furlough days of lost pay;
- An interest-free loan of 7 days' pay; and
- Increases in our share of health insurance costs!

Now SUNY says it is financially sound and enrollment is increasing!



It's time that SUNY recognizes the vital work we do!
It's time for SUNY to step up, address our reasonable concerns, and support an agreement—NOW.

It's about respect.

It's about fairly sharing the burdens of bad times and the benefits of better times.

It's about:

- A compensation package that includes equitable on-base salary increases;
- A reasonable minimum salary for part-time academics to ensure we are all appropriately compensated for the work we do;
- Extending NYS paid family leave benefits to UUP members to help ensure we are not forced to choose between work demands and family needs; and
- Providing longer term appointments for contingent employees to give these members some amount of job security.

It's about supporting the EMPLOYEES WHO MAKE SUNY WORK.

United University Professions

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PROFESSIONALS

How can Professionals fight workload creep?

1. Understand the basic principles that apply to your professional obligation
2. Take advantage of discussing your job duties with your supervisor as your Performance Program is being developed
3. Make sure you have a current Performance Program that accurately reflects your professional obligation
4. Be sure you are able to perform all of the duties in your Performance Program and ask for training if needed
5. Consult with the chapter leadership if you have questions
6. Document workload increases
 - a. Begin to keep a log of work done in areas that are subject to workload creep
 - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward
 - c. Make sure your Performance Program is modified to reflect workload increases, identifying extra work as such in relation to previous years
7. A change in duties and responsibilities may warrant a promotion, salary increase, reduction in other duties, extra service pay or compensatory time.
8. Consider requesting a salary increase or promotion when you feel it is warranted especially if your Performance Program shows an increase in duties and responsibilities
9. If additional duties are added to your Performance Program ask for others to be removed, or ask for a salary increase
10. If you are denied a salary increase or promotion you can appeal the denial to the College Review Panel

Participate in Workload/Performance Program workshops run by your Labor Relations Specialist (the statewide Professional VP can assist if invited)

Access the L.E.A.D. Program through the UUP web site to learn more about workload and many other topics

Keep a copy of The Guide for Professionals handy for tips on how to use your Performance Program to help keep workload in check. The guide is accessible through the UUP web site

Contact your chapter leadership or VPP Tom Tucker at 1-800-342-4206 with questions



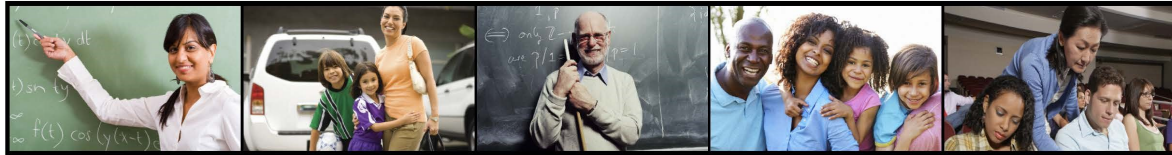
How can Academics fight workload creep?

Suggestions for chapter-level education campaigns and action

1. Understand the basic principles that apply to academics' professional obligation (the pie analogy)
2. Bring workload issues to your UUP chapter officers
3. Document workload increases
 - a. Begin to keep a log of work done in areas that are subject to workload creep
 - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward
 - c. Note workload increases in your annual report, identifying extra work as such in relation to previous years
4. Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations
 - a. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through e-mails, letters to Department Chairs, Deans, or other administrators)
 - b. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page
5. If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester in lieu of taking on extra duties).
6. Academic year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic year professional obligation. Develop practical suggestions for ways to handle summer work that may be beyond the person's typical class preparation and research activities normally done during summer months.
7. Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, to address workload issues.

Address workload issues in your chapter newsletters/web site articles, after consultation with your LRS and statewide officers

*For further information contact your chapter officers or
Jamie Dangler, UUP Vice President for Academics, jdangler@uupmail.org; 1-800-342-4206*



NYSUT Member Benefits thanks our UUP members

We appreciate our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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Give to VOTE/COPE

Money from union dues cannot be used for political purposes. In order to fund legislative advocacy, UUP depends on voluntary contributions made to VOTE/COPE. Your one-time or recurring contribution will enable UUP to continue to advocate for the State University of New York. Please consider clipping and submitting the contribution form below!

UUP VOTE/COPE Voluntary Contribution • United University Professions • P.O. Box 15143, Albany, NY 12212-5143

Last Name _____ First _____ MI _____

Address (Include Street, City, State, ZIP) _____

Campus _____ Department _____ Non-SUNY Email _____

AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ _____

Signature _____ Date _____

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Dilan Gilluly	Secretary		
Jennifer Guthrie	Membership Development Officer	-	
Zachary Barbis	Affirmative Action Chair	-	
Alexandra Hoffman	Officer for Contingents	-	
Gary Moore	Officer for Retirees		
Earl Packard	Delegate	-	
Ray Gleason	Delegate	-	
Regina Pollard	Delegate	-	
Mark D'Arcy	Delegate		
Patrick Domaratz	Labor Relations Specialist		

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

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