

The Alfred Advocate

A L F R E D S T A T E C O L L E G E

SPECIAL POINTS OF INTEREST:

- Value of Union
- Legislative Advocacy
- Emergency Closings
- UUP 2011 Elections
- DSI Position
- Appointment Types

PRESIDENT'S CORNER:

V A L U E O F U N I O N



The current news is filled with accusations that the unions are breaking the states' budget. Cutbacks and givebacks by the unions have become the magic bullets to save the states from their many years of political corruption and fiscal waste. And, of course, the most evil culprit has become collective bargaining. Why, might you ask, is collective bargaining such an important issue to today's politicians? On the other hand, what is the value of collective bargaining to an honest hardworking state employee? Let me, please, explain the way I see it through my fifty-eight years of observation.

Yes, I can read, and do read... history, all kinds of it, and I grew up listening to old timers—you know, those stogy old people who had long since retired, who sat hunched up in an old rocker, chewing tobacco or puffing an old pipe. Oh my, that must have been a long time ago, when people didn't care if you smoked or not. Anyway, those old timers told me stories of what labor life was like before unions. You recall, child labor, twelve-hours workdays, no sick or vacation days, no health insurance, and cronyism in the workplace if you wanted to keep your job... That kind of stuff.

During the Golden age of industry, at the height of the pre WWII industrial revolution, men and women who were tiring of the abuses the industrialists were heaping upon them decided to join forces with their fellow workers to improve their lot in life. It was common in those days for ten year olds to work twelve hours a day sorting coal. If you got hurt on the job, and were lucky enough to go to the hospital, you didn't get paid because you were missing work... and you paid the hospital bill. Remember, no one went to jail for the Triangle Shirt Fire debacle, even though dozens upon dozens of children and young women died horrible deaths for needless reasons.

Continued on Page 3.

P R O M O T I O N S , S A L A R Y I N C R E A S E S , A N D T H E C O L L E G E R E V I E W P A N E L
B I L L S C H U L T Z E

A workshop will be held on April 4, 2011 to educate members about the process for requesting salary increases or promotions for professional staff. You are encouraged to apply for salary increase or promotion if you have had a permanent and significant increase in the scope and complexity of your employment. The role of the College Review Panel will also be discussed. Not only can the CRP "pre-screen" your request and offer suggestions, but the CRP is in place to handle appeals should you be denied your request for salary increase or promotion. While there is



no specific timeline for applying (you can apply at any time of the year), the college has indicated that requests received at this time of the year can get recognized at the celebratory lunch in May. *Supervisors of UUP professionals have as much to gain from this knowledge, so we encourage your participation.*

A T T E N T I O N A L L N E W (E R) A S C E M P L O Y E E S
B I L L S C H U L T Z E



Several benefits are available to you as a UUP member, but you may not realize that membership is not automatic. On your check stub, it will be noted whether the dues you pay are as a UUP member, or simply as a "fee payer." Active membership in the union is important on many levels, and gives UUP the strength the organization needs to advocate and

negotiate on your behalf. Union involvement is more than a free lunch once in a while - it is the very strength of your employment benefits at SUNY, and part of the lifeblood of SUNY's mission. If you are a newer employee or know of one, we would especially like to reach out to you. Contact any executive board member if you have questions about the benefits available from UUP.



LEGISLATIVE ADVOCACY

We feel that UUP on the chapter and statewide levels have the power to advocate for the interests of our members and of SUNY and its original mission. In fact, UUP works directly with the legislature and the governor's office to educate and advocate for laws that help SUNY thrive. In doing so, UUP also helps its members thrive.

Advocacy can take many forms—but meeting with lawmakers in Albany and in their local offices is of primary importance. While any time of year is suitable for advocacy, our campaign is highly effective from January to April, during which time members are encouraged to visit legislators in Albany on Tuesdays, and in their local offices on Thursday and Fridays. Please contact our union executive board for information on participating in advocacy. All the help you need is available—travel arrangements, scheduling appointments, material

and handouts, talking points, etc. You will not have to “go it alone,” all you'll need is to “go do it.”

Letters and e-mails sent to legislators are also very effective! The websites below have links to send letters via e-mail directly to your local legislators on numerous issues pertaining to SUNY's health. Look for the “Take Action” sections on the websites, and just enter your zip code to get your local legislators.

<http://www.SAVESUNY.org> (Dedicated to preserving SUNY's public mission)

<http://www.UUPINFO.org> (United University Professions)

<http://www.NYSUT.org> (New York State United Teachers, our state-wide affiliate)

The future of your career at SUNY is partly in your hands.

March 23 -

*Ballots due back in
Albany*

March 23- 26 -

Ballots counted

2011 OFFICER ELECTIONS FOR UUP AT ALFRED STATE

Elections for our chapter offices are underway. All chapter members were mailed nomination forms and ballots, to be used for running for and voting for open positions. We encourage active involvement in the union, whether you hold an officer position or

not. The union is you - your voice, your opinions, your officer - only the willingness to serve and to help make good things happen for you, your co-workers, for Alfred State, and all of SUNY.

UUP ALFRED'S POSITION ON DSI

The Alfred Chapter of UUP executive board routinely states our position on DSI to management. We recommend that the pool of DSI funds be disbursed in an equal amount to all eligible employees, prorated for part-time employees.

While this has been a long-standing position regarding DSI on our campus, we encourage continued discourse on how DSI is viewed at Alfred State. (In fact, we invite continued discourse on ANY issues!) If you have any views that you would like heard, feel free to have the executive board add them to the agenda. Note that executive board meetings are open to all members unless otherwise noted. Contact Rachel Bryant, Chapter Assistant, or any executive board member if there is an issue you would like to examine.

DSI RESOLUTION:

This resolution was recently adopted by the Alfred Chapter UUP Executive Board that will be presented to management at the upcoming Labor Management meeting stating our position on DSI.

Whereas: The State of New York is in a financial crisis and has been slashing funding in most publically supported areas. SUNY has sustained major cuts in funding from NYS over the past two years and is forecasted to see another major cut for the 2011-2012 academic year.

Whereas: The current UUP Contract expires July 1, 2011. Given the economic climate it is likely that Contract negotiations will be protracted and a new Contract may not be in place in the near future. The 2010-2011 DSI allocation could be the last raise available to the members of the Alfred UUP bargaining unit for the next several years.

Be it resolved: The Executive Board of the Alfred Chapter of UUP recommends that the administration of the College should allocate the 2010-2011 DSI in an equal amount to all bargaining unit members (prorated for part-time members).

APPOINTMENT TYPES

Prior to receiving tenure (continuing or permanent appointment) UUP employees can be appointed as either temporary or term employees. The two are VERY different. Temporary appointments can be terminated at any time. Term appointees (even part-time) must be given notice if they are going to be let go.

The length of the notice varies depending upon how long you have been employed. Your appointment letter must indicate whether you hold a temporary or term appointment. If you do not have a copy of your appointment letter, contact human resources, who can provide you with one.

VALUE OF UNION:
CONTINUED FROM PAGE 1

These men and women who desired better pay and working conditions were seeking the opportunity to be able to come home alive and with a little spending money in their pockets. Problem was that the owners and bosses would not listen to one person complaining about working conditions. It's easy to fire one person, so... "Shut your mouth and get back to work! You should consider yourself lucky to have a job at all!" From time immemorial men and nations have established values for types of work done and the duration of the workday. But these industrialists' scattered breadcrumbs out to the workers, paying them whatever they desired to offer... Company towns, banks, schools, even company money became commonplace in these United States.

You can imagine the anger that erupted from these same industrialists when a collective body of labor came to them demanding fair wages for a fair day's work. Ruffian gangs, corrupt police and judges, jail time, maiming and murder became the tools of the bosses. Well, you know the history. Those laborers refused the give up and collectively, ended up bargaining better pay and safer working conditions.

Enter the teachers' unions. I had two grandmothers who were schoolteachers, both starting in those little one-room places... you know, with first grade through eighth—and no kindergarten. I was told what it was like in those days. The Principal was God, he coming around unannounced, dictating what was taught, what books were to be used, and a whole list of other things that suited his fancy. Oh yes, he hired and fired as per his mood. This practice did not change for the teachers all the way up through the nineteen sixties. That is, until Al Shanker, a sixth-grade teacher in New York State, decided to collect his fellows together to build a union.

Through collective bargaining the teachers of NY City, and eventually NY State gained freedom from the cronyism created by bosses with absolute

power over their lives. Eventually many Higher-Ed employees came in under the umbrella of union collective bargaining.

Collective bargaining created a set of rules that all parties are expected to play by. Salaries and benefits are only part of the collective bargaining package, and not the most important. One of the greatest gains made was that now the individual had a voice. Summery dismissals and tyrannical work environments were drastically curtailed. The worker now had someone he or she could cry out to for help when they became a victim of such actions.

Yes, it was, and it is the Collective Bargaining of the Union that protects the individual from abuses. Remember, Laws, Federal and State for the most part followed the advent of unions. Government felt no reason to protect its citizens until the unions shed light on the atrocities often committed against people who had no voice. How long do you really believe that those same laws will remain on the books should the unions go away, or lose collective bargaining rights? Will your grandchildren have decent working conditions after the new power brokers persuade government officials that those laws are hurting the economy, or their political interests?

Here's a little understood fact. Every state job, every employee, who is not in a union serves at the behest of a boss able to fire and replace the person on a whim. Favoritism and cronyism are rife in our state run system that finds itself outside the unions. Unions help to keep the jobs of people who may fall out of grace with their managers, bosses, and leaders. There are even some people on this campus who work here today because they were UUP Union members during the darker days of past management. Without that union protection they too would have been only footnotes in the history of Alfred College.

We never know when the winds of

change may come. Today we trust in the system... maybe we're young and excited about our new career, or possibly we have an important position, or maybe we have an 'in' with someone. The power of collective bargaining helps shelter its members from possible disasters when those winds hit. Collectively we can weather coming storms.

As a representative body for its members, your UUP Union Chapter officers work with Alfred College's Administrators for the greater good of the College and all of us working to achieve its success. Collective bargaining has given us that voice.

As a final note: There are only two kinds of bargaining... Ever!

One is individual bargaining. Usually is done thusly... "Here's what I offer. Take it or leave it." It is usually one sided, with the prospective employee taking the terms offered. Oh yes, and there's the, "You're fired!" No discussion. Enough said.

The other is Collective Bargaining. It's not for everyone, but most find it quite acceptable. There are expectations and standards, usually designed to create a more fair way of providing pay and benefits for those hired. And the "You're fired!" requires a little more effort be put into the action than just being done on a whim.

Unions are important! Collective bargaining is absolutely necessary! it is very important in this period of history to not allow ourselves to be dissuaded by the news media and other naysayers into believing that the unions have over reached and have now become evil, nor should we be ashamed to tell others that we are union members.

Nothing is perfect; unions don't have a perfect track record. Ah... oh yes... I almost forgot. I don't believe that the political powers, industrialists, power brokers, news media, or any other group or organization has one that's better.

Ray Gleason, Chapter President

*There are
only two
kinds of
bargaining
ever...
Individual
bargaining
and
Collective
bargaining...*

SERVICE AWARD NOMINATIONS



UUP is now accepting nominations for three service awards for 2011: the Outstanding Retiree Award; the Nina Mitchell Award for Distinguished Service; and the Faye Samuel Part-timer Member Award for Courageous Service. All nominations are due by April 15, 2011.

To make a nomination or for additional information please contact the UUP Office at 4186 or more specifically Rachel Bryant, Chapter Assistant, by email bryantrl@alfredstate.edu.

HTTP://UUPHOST.ORG/ALFRED/



UPCOMING UUP OFFICE CLOSINGS	
Monday, May	30
Monday, July	4

United University Professions (UUP) is the union representing more than 31,000 academic and professional faculty on 29 State University of New York campuses, plus System Administration, Empire State College, and the New York State Theatre Institute. UUP is affiliate with the New York State United Teachers and the American Federation of Teachers, AFL-CIO.

UUP represents SUNY Faculty and other professionals at the bargaining table and works to protect their interests by:

- Providing funding for professional growth and development through leaves, awards, conferences and other grant programs.
- Achieving improvements in salary, fringe benefits, working conditions and retirement programs.
- Obtaining state resources for the state university through effective legislative and political action.
- Seeking to enhance and preserve the quality of the university.

EMERGENCY CLOSINGS



If the campus closes before the work day starts, due to weather, or other emergency conditions, employees who would otherwise have to come to work must charge their accruals (other than sick leave) if they want to be paid for the day. Faculty who have no on-campus obligation, can always perform their professional obligation from anywhere. If classes are cancelled, and assuming that faculty are still working, they do not have to charge accruals. *** NOTE*** UUP members accrue their sick and personal time in 1/4 day increments, thus they charge their time out in 1/4 day increments.

UUP ALFRED CHAPTER WEBSITE

UUP Alfred Chapter has been constantly updating their website. <http://uuphost.org/alfred/> We have all of our past, current, and future events listed, a list of UUP officers, DSI information, any forms you may need, and meeting documentation from Executive Board and Labor Management meetings. In order to read the minutes or notes posted online, you must use the following password in all lowercase: alfred01. Please feel free to send any comments or suggestions to Rachel Bryant, Chapter Assistant, about what you like and what you would like to see put on the website.

UUP ALFRED CHAPTER CONTACTS

UUP Alfred Chapter Contact: Rachel Bryant, bryantrl@alfredstate.edu, 4186

President: Ray Gleason, gleasord@alfredstate.edu, 4658

VP for Academics: Bob Rees, reesre@alfredstate.edu, 4671

VP for Professionals and Grievance Officer: Bill Schultze, schultwh@alfredstate.edu, 4033

VP for Wellsville Campus: Roger Drumm, drummra@alfredstate.edu, 3162

Membership Development Officer: Laura Giglio, giglioll@alfredstate.edu, 4123



Bill Schultze



Roger Drumm