

The Alfred Advocate

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

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

SPECIAL
POINTS OF
INTEREST:

- Did You Know?
- PHEEIA
- UUP 2011 Elections
- Employee Personnel File
- Volunteering for Work?
- Continuing/Permanent Appointment



Have you noticed all the new faces on campus? Most of these new hires, including adjuncts and part time employees, are eligible for membership in UUP. Unfortunately, not everyone is aware that they can become a union member.

Please take a look around your department and discuss the benefits of union membership with all non members. Please check our website at www.uupinfo.org for a complete list of current benefits.

It is important to stress that it does not cost extra to join UUP. Non members are charged an agency fee that is equivalent to the amount paid for union dues. Since the payroll deduction is the same whether you are a member or not, why not join the union and take advantage of all the opportunities it has to offer?

For additional information and to download a membership application, please visit www.uupinfo.org
Not sure if you're a union member?

Contact the union office at 4186 or talk to:

Ray Gleason
UUP President

Rachel Bryant
UUP Chapter Assistant
x4186
Pioneer Center

Laura Giglio
UUP Membership Chair
x4123

M E S S A G E F R O M C H A P T E R P R E S I D E N T ,
R A Y G L E A S O N

This has truly been a year of change. As we move toward 2011 the Alfred Chapter of the UUP faces many new challenges. New York State will soon have a new governor, our contract will soon be up and a new one will need to be negotiated, SUNY has been hammered with budget cuts, and the role of higher education in the Country is being reexamined. These things are all challenges, but may also offer us opportunities.

Our State UUP Leadership has been busy with preparations for the upcoming contract negotiations. This has required a great deal of cooperation across the entire union body, state and local. The Negotiation Team has been busy collecting data from our members and has already visited our campus. The Negotiation Committee, consisting of the UUP Chapter Presidents, provides support to the Negotiation Team and meets on a regular basis with it for updates and shared information. Additionally, there is an ad hoc committee on each campus that consults with the chapter members concerning contract negotiations. Roger Drumm and Trisha Herritt are our representatives for our campuses

Although we are ready, it may take some time for New York State and SUNY to prepare. It will be the responsibility of the new governor to set up his negotiating team that will sit down with the various unions to work out new contracts. Because Governor Elect Cuomo does not take office until after the beginning of 2011 it may be some time before he has his team in place. We will have to watch and see. The SUNY Chancellor Zimpher will also have to set up her team members and have them ready for negotiations.

The New York State budget woes aren't going away. Governor Patterson has made another budget cut against SUNY for \$23.5 million. It looks like a tough several months ahead for SUNY and its employees. UUP State leadership continues to be busy reaching out to the Governor's Office and SUNY leadership to help resolve the issues of impact to our members. The ways we can all help are to be active with your local UUP chapter, contact your local political leaders by sending messages through various communication sources and of course in person at upcoming meetings and rallies. There are other ways you can also be active on the state level. If you are interested simply come to your chapter office in the Basement of the Pioneer Center or contact Rachel Bryant, chapter assistant, at 4186 or bryantr1@alfredstate.edu.

We also want to educate our communities as to the importance of four year college programs in the long term economic picture. There are forces at work in this country who would redefine what it means to get a college education. Three year baccalaureate programs are just one example of some of the possible changes being looked at. We need to show to our communities, and local political leaders, that a well rounded program in the education system is in the best interest of the students and their future employers. Big Business is only interested in the bottom line, and students, their future employees, are just another tool in their corporate tool box. It is our responsibility to prove that the "human factor" transcends the work place, and that "quality of life" is of greater importance than just being able to do a job.

Yes, it will be an interesting new year for all of us. So let's all prepare to roll up our sleeves and do our part to help UUP so that our students will continue to get a great education, our members will continue to receive fair wages for work well done, and our College will continue to be a great place to work.



PUBLIC EDUCATION EMPOWERMENT AND INNOVATION

The Empowerment Proposal presented to NY Legislators was as follows:

- Provide SUNY unilateral authority to set undergraduate tuition. (Remove legislative approvals.)
- Authorize SUNY to impose differential tuition by campus or program
- Not withstand statutes requiring annual appropriation of tuition revenues
- Not withstand statutes requiring State Treasurer to be custodian of tuition revenues
- Permits state operated campuses to enter into public/private partnerships—other than through research foundations or by submission or specific project-related legislation.
- Permit state operated campuses to lease state-owned campus property for up to 50 years.
- Permits SUNY to sell state owned campus properties to not-for-profit or private entities.
- Authorizes the state university construction fund to use alternative design techniques and eases bond and bidding requirements.
- Exempts purchase of goods from approvals of State Comptroller
- Exempts contracts for services from approvals of State Comptroller and Attorney General.
- Requires SUNY to report on revenues and expenditures
- Increases SUNY's master planning cycle with the Board of Regents from 4 to 8 years.
- Indemnity for students who are enrolled in required clinical or other programs.

UUP'S Position on PHEEIA:

While UUP supports PHEEIA's proposals for elimination of preapproval of goods and increases in operational efficiencies through changes in procurement policies, it opposes the overarching intent of the legislation, which is to further privatize and divide our state University System.

"...allows employees to bank some of their current pay, to be used to cover future time off work..."

DID YOU KNOW? - "VOLUNTARY REDUCTION IN WORK SCHEDULE"

In the last round of negotiations, UUP negotiated a new benefit "Voluntary Reduction in Work Schedule." All the details have now been worked out, and employees will be able to avail themselves of it. It is a program which effectively allows employees to bank some of their current pay, to be used to cover future time off work

(e.g. you work 5 days a week, but only get paid for 4, and the 5th day's pay is banked for when you go out on maternity leave).



More information is available in your local UUP office detailing the program. Before you initiate this type of benefit, we strongly encourage you to speak with one of your union representatives, as well as Human Resources.

EMPLOYEE PERSONNEL FILE - TARA SINGER-BLUMBERG, LABOR RELATIONS SPECIALIST



The campus maintains one official personnel file (OPF) for each employee. It is housed in HR. No documents (other than payroll processing forms) should be added to an employee's OPF without notice to the employee.

If you have not reviewed your OPF in a while (years), you should make an appointment to review it, just to see what is in it. You are entitled to copies of anything in your OPF.

MESSAGE FROM: VP FOR PROFESSIONALS

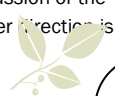
NYSUT Conference on Endorsements

I attended the bi-annual NYSUT conference on Endorsements, held the beginning of August in Albany, where discussions and decisions took place on which political candidates to endorse for office. NYSUT endorsement is coveted by most candidates because they realize the 600,000+ members of NYSUT, of which UUP is an affiliate, voting with a unified voice can make or break their careers. The conference involved some heated debate on whether to endorse certain candidates previously considered "friends of NYSUT" and our UUP representatives did an effective job of educating the attendees that any legislator in favor of PHEEIA are not beneficial to UUP and SUNY, or in the long-run, to public education of any kind. This resulted in a surprisingly low number of candidates receiving a NYSUT endorsement.

Discussions delved into the intricacies of candidates' overall political views and campaign platforms, with varying weights being given to their individual votes on educational and social justice issues. Higher weight was given to votes on some issues over others in order to come up with a final decision regarding endorsement.

Contract and Disciplinary Grievances: Seeking Resolutions

Our contract, admittedly lengthy and full of "legalese" contains numerous provisions that are binding, and sometimes disagreements arise between what our contract allows and what employees are afforded. Article 7 covers contractual grievances (alleged violations of the UUP bargaining agreement, other than discipline) and Article 19 covers disciplinary grievances (alleged violations of the disciplinary process). The ability to file a grievance and the potential for the beneficial outcome vary depending on the situation encountered. We have done a commendable job working with administration to resolve situations before they reach a formal grievance level, resulting in improved relations and a smoother running workplace. If you find yourself in a negative situation and are wondering what our bargaining agreement offers you, or you simply have questions, you are encouraged to contact our UUP office or our Labor Relations Specialist, Tara Singer-Blumberg, for consultation. Any contact is confidential and would include discussion of the appropriate options and assistance with proceeding in whatever direction is recommended.



DID YOU KNOW—UUP PROFESSIONALS ARE ELIGIBLE FOR AND ENTITLED TO COMP TIME?

Some of our members are covered by the Fair Labor Standards Act (FLSA). Other are FLSA exempt. Every employee should know which category they fall in to. If you do not know, you should contact HR and inquire.

If you are covered by the FLSA (non-exempt), you must be paid time and one-half for every hour you work over 40 hours in a week. (Note—the first 160 hours are earned at the above rate.) You should be filling out a special time sheet. If you are not covered by FLSA (exempt),

the Contract DOES specifically contemplate comp time (in Appendix A-29) and you should request it. Comp time is for when you work beyond your professional obligation. Remember that comp time need not be given on a 1 hr = 1 hr. basis. Departments differ in the way they handle these requests, but the contract says to request the time before you put in the extra hours so that you receive approval from your supervisor in advance. This prevents misunderstandings about just how many hours you are working and whether or not these hours extend be-

“No supervisor should ever tell an employee that there is no such thing as compensatory time.”

yond your professional obligation. (HR has asked the supervisors also notify HR when they are granting comp time.) No supervisor should ever tell an employee that there is no such thing as comp time. if you are told this please contact us right away. (Bill Schultze, grievance officer at schultwh@alfredstate.edu)

Comp time should be taken as soon as possible, and is treated similarly to vacation. Requests to take accrued comp time should not be unreasonably withheld.

PERMANENT & CONTINUING APPOINTMENT / PART-TIME LONGEVITY INCREASE

Congratulations to all employees who have recently received their permanent or continuing appointment at Alfred State College, and to long-term part-time employees for their dedicated work contribution!

Our current contract allows for a salary increase of \$500 for those employees who receive their permanent or continuing appointment ON OR AFTER July 2, 2007. (This also applies to “Appendix A Titles” who receive a second 5-year term appointment.) In addition, part-time employees who have completed at least eight years of consecutive service at ASC ON OR BEFORE July 1, 2011, shall receive a lump-sum payment in the amount of \$500.



letter from the chancellor makes this official. This letter will contain the date on which permanent or continuing appointment became effective.

If you fall within this category, you are invited to check with Human Resources to determine if you received the salary increase or payment afforded by the contract.

See articles 20.3a and 20.3b on page 23 of the current contract for more detail on receiving these payments. These payments should not be “hidden” within a DSI award, an in-grade salary increase, or promotion. Feel free to contact our UUP office if you have any questions.

People in their 7th year of full-time employment at ASC are to be considered for permanent or continuing appointment, but only a signed

- Bill Schultze

VOLUNTEERING TO WORK?



Members, please remember that if a class, duty, or program is voluntary, you cannot be required or pressured to volunteer to do it. For example, extra service is voluntary. Other programs are being started, like infusing grant scholarship, and on-line adjunct/UP8 pricing pilot project. Both of these are voluntary programs, that are undertaken at the employee’s choice.

DID YOU KNOW? - YOU HAVE THE RIGHT TO A VACATION!

You have the right to a vacation and a right to a reply to your vacation request within a reasonable period?

Under article 23.2 of the Contract, employees have the right to take the vacation time they have earned. Requests to take vacation should be denied RARELY and only for a legitimate operational reason. Once approved, your time off cannot be rescinded.

Remember that there will always be “work to do,” so that is not a reason to skip your vacation or to have your vacation request denied. Everyone benefits from a little time off. it is not a gift from the university. You earned it!

Vacation requests are handled at the department level, and the request process varies by department. Some departments may ask for requests very far ahead, perhaps to plan for coverage needs, while others may be much more informal and flexible.

Regardless of the request process employed, every employee is entitled to receive an answer to his or her vacation request within a reasonable time—one to two weeks is reasonable.

In an age of discounted fares for advance registration for flights and hotels, everyone needs some lead time to plan. If you have made a request for vacation, expect

a reply within two weeks. If your department has a time window in which staff must submit requests, you will probably have to wait until that window closes, and then wait an additional week or two.

If you do not get a timely response from your supervisor, send an email for a response. If, within a week, you still do not hear, or if your request is denied and you think the denial is unjustified, please contact your union representative for assistance: Bill Schultze, Grievance chair and Vice President for Professionals at schultwh@alfredstate.edu.



[HTTP://UUPHOST.ORG/ALFRED/](http://uuphost.org/alfred/)



**UPCOMING
UUP OFFICE
CLOSINGS**

December	24-31
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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.

U U P C O N T R A C T

The UUP Contract ends July 2011. Currently UUP President Phil Smith has appointed a negotiations team and one member is our own Robert Rees. At this point, we are asking all our members to fill out the survey of what you would like to see in your next union contract. The surveys are available through the chapter UUP office. UUP local executive board members Roger Drumm and Tricia Herritt are also reaching out for your suggestions on the contract. Please contact either of them herrittl@alfredstate.edu or drummra@alfredstate.edu for more information and visit the UUP Website at www.uupinfo.org.

U U P A L F R E D C H A P T E R W E B S I T E

We have been in the process of updating our website. We are now located on UUP's hosting site. We've made available on the website officers information, office hours, information about UUP in general with benefits and such included, almost any form you may be looking for, and more to come!

Check out your local chapter online at:
<http://uuphost.org/alfred>

We encourage you to leave comments about information you'd like to see added and concerning articles posted already by the local chapter.

C H A P T E R E L E C T I O N S 2 0 1 0 - 2 0 1 1

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U U P A L F R E D C H A P T E R W E B S I T E

If you have received DSI and did not request it or if you were not granted DSI and did request it please notify the UUP office at your earliest convenience. Email: bryantrl@alfredstate.edu or Call: 4186