

# The Alfred Advocate

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

P R E S I D E N T S  
C O R N E R

W H A T T H E F U T U R E H O L D S . . .

## SPECIAL POINTS OF INTEREST:

- Union Membership
- UUP College Scholarship
- UUP Website
- Chapter Contacts
- Contingent Employees
- UP8s and Workload

Welcome to 2012, the year of controversy, question, and wonder. What this year portends for the world I have no guess, but I do know some facts regarding certain things that will affect all of us in UUP and SUNY in 2012. The governor of the state will be looking for more ways to cut the growing budget deficit. So be prepared to hear of the need for us to tighten our belts. Shared Services will continue to evolve across the SUNY campuses. So look for coming changes in the way SUNY Colleges do business. Also, UUP and the State will likely conclude and ratify a new contract.

To add to this, Governor Chomo has put furloughs on the contract negotiations table. This is regardless that no one has figured how to manage furloughs in a higher Ed academic setting. How this turns out is yet to be seen. The Governor is determined to carry out this one. We will see what happens.

Why should any of these things be important to us? The answer is simple... the quality of our jobs, the quality of our lives, the quality of our children's lives, the very quality of our existence as a successful SUNY institution may well hinge on these above outcomes.

The world is changing. In the past the unions were praised for raising the standards of living for their members, thus enlarging the middle class and creating income that offered workers the opportunity to send their children on to college and/or settle into a comfortable retirement. Now, government and media have turned on the unions, accusing them for the difficult economic times we live in. They have helped turn the public against the unions, encouraging the people to pull down the wages and benefits of union workers to their level instead of raising them up to the union level. Oh yes, jealousy and envy only destroy.

This does not bode well. Remember this; the wages, benefits, vacations, holidays, and even tenure and permanent appointment are a result of your union fighting for you. Without your union, job security would be at the whim of the supervisor and benefits decided by committee. Check out private institutions of Higher Ed, or study the sad history of educators before unions came to their aid.

Now is the time to become involved in your union. UUP provides opportunities for its members to reach out to local and state politicians so that we can educate them regarding our needs. Advocacy Days are scheduled throughout the year so that we can sit down with our lawmakers and explain why SUNY must be permitted enough monies to operate effectively, so that it can continue providing the excellent educational services it is recognized for.

Please, make a little time to help UUP, help yourselves, and help SUNY. If you are unable to visit a politician to advocate in person, please go to our chapter website, and the state UUP website, to find out how you can assist in sending a message to our political leaders. Help them understand that the union and SUNY are both necessary for NYS growth and for a reasonable standard of living for the state's residents.





## UP8'S AND WORKLOAD



What is a UP8, how does it work, and why is it important to you?

A UP8 is a signed extra service agreement between Alfred College and a UUP professional or academic. UP8s are offered/requested for extra temporary duties that are considered to be above and beyond normal workload responsibilities. It is assumed that anyone in a full time position already is working a full load. So any extra duties requested of the employee should be subject for a UP8.

UP8s are important because they help confirm the workload that is expected from each employee and/or department. It is important to use a UP8 to help prevent workload creep. UP8s are also voluntary, the employee choosing to accept the extra work.

The amount of pay given for a UP8 is flexible, the college deciding the amount to offer for the work done. That is why it is so important to have your signed UP8 agreement in your hands before starting your extra work assignment. Be proactive regarding this. If you have heard nothing regarding your UP8, and the time is coming close for doing the extra duties, check on its status. This may save future disappointment if monetary expectations are not realized.

If you have any questions concerning UP8s, please contact the UUP office. We will be happy to provide any assistance you may need.

## CONTINGENT EMPLOYEES

United University Professions (UUP), took significant steps to amend its Constitution and highlight the growing number of contingent employees in its ranks at the Fall, 2011 Delegate Assembly through the endorsement of constitutional amendments regarding contingent employees, who are defined as those academic and professional faculty members appointed to any position which does not prescribe eligibility for continuing or permanent appointment. The amendments to the UUP Constitution included:

- The provision of membership protection for contingent members who go on and off payroll during the membership year;
- The establishment of an elected Officer for Contingents at each UUP chapter;
- The reconstitution of the statewide Part-Time Concerns Committee as the Contingent Employment Committee;
- The requirement of the statewide UUP Executive Board to have "no fewer than one contingent member."

These Constitutional amendments evolved from the recommendations of UUP's Task Force on Contingent Employees Report (<http://www.uupinfo.org/reports/TFCE%20Report.pdf>) published in February 2010.

The UUP chapters at Albany, Cortland, New Paltz and Oneonta drafted the proposed Constitutional amendments and submitted them to the statewide Executive Board over the summer.

The Executive Board further modified the proposed Constitutional changes before recommending their adoption at this weekend's Delegate Assembly.

New Paltz Chapter President Peter Brown, remarked, "I am deeply grateful to UUP President Phil Smith and the other statewide officers for their invaluable support of our proposals. These Constitutional changes represent a significant organizational acknowledgment of historical developments. Over the past three decades, contingent academic labor has grown here as elsewhere, currently comprising some 40% of all those represented by UUP throughout the State University of New York. For the first time in the history of our union, contingent employees are inclusively recognized as such, and not inaccurately labeled as 'part-timers.' Many contingents at SUNY New Paltz and around the country actually work full-time. Some teach more classes than 'full-timers' and have been doing so for more than a decade. Now that contingency has been openly acknowledged in our Constitution, we are in a better position to deal with the serious educational issues resulting from marginal job security, compensation and academic freedom."

The Constitutional amendments adopted by the Delegate Assembly go into effect immediately.

(Adapted with permission from a press release from the New Paltz UUP Chapter).

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



UPCOMING UUP OFFICE CLOSINGS	
Monday, February President's Day	20
Monday, May Memorial Day	20

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

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.

**What would you like to see on UUP Alfred State College's Chapter Website?**

**Email Rachel Bryant, Chapter Assistant, with any suggestions/comments**

## U U P A L F R E D C H A P T E R C O N T A C T S

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