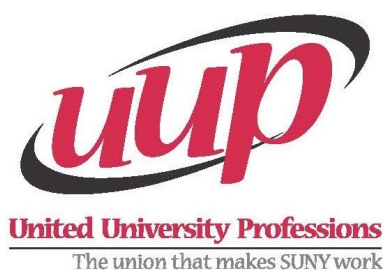


Alfred UUP News

Volume 2, Issue 1

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Voice Online

The 2014 summer issue of *The Voice* is an "online only" issue accessible on the UUP home page (www.uupinfo.org).

UUP's Communications Department is working on an new online format for *The Voice*. In the coming months we will publish additional "online only" editions in a new format to supplement the hard copy issues that are mailed to members' homes. We are moving toward a mix of hard copy and online issues in order to cut costs and accommodate member suggestions for more easily readable and accessible online editions.

We appreciate your suggestions as we transition to a mix of new communications tools.

Please don't forget to check out the UUP website on a regular basis. Postings are updated throughout the week.



\$108 Million Loss at LICH

Over the course of the last year SUNY has reported losing money from the Long Island College Hospital (LICH), which was taken over by Brooklyn Downstate in May 2011. SUNY has repeatedly claimed that it has been operating at a deficit of \$10 million per month from the hospital and had to sell it. The sale was a point of contention among Cobble Hill neighborhood activists, and Bill Di Blasio successfully ran for New York City Mayor on a promise of keeping LICH open. Now, according to Mary Frost of the Brooklyn *Daily Eagle* of August 5, 2014, SUNY lost over \$108 million not because there were few patients in the hospital -- a claim often made by SUNY -- but because of mismanagement. Public filings, testimony and documents obtained by the *Daily Eagle* indicated that LICH treated patients at no cost for almost two years. After the purchase of the hospital it was required that the doctors practicing in the hospital had to be credentialed by insurance companies, and SUNY was slow in applying for the credentials.

Mary Frost reported, "According to hospital administrators and billing companies, carrying out the credentialing process with insurance companies is one of the most basic steps to running any medical practice." Insurance companies allow reimbursement only if doctors are properly credentialed, and the credentials did not carry over from the previous owner of Long Island College Hospital, Beth Israel/Continuum Health Partners. SUNY



had been paying Continuum around \$1.7 million per month in part to make insurance payments for LICH. Overall, \$58 million was paid to Continuum regardless of insurance reimbursements.

Four other outside agencies billing for LICH saw massive reductions in reimbursements after the purchase by SUNY. According to a billing agency source quoted in the *Daily Eagle* story, "The revenue dropped drastically after SUNY took over 'not because the number of patients dropped,' but because SUNY never properly completed the doctors' paperwork."

SUNY has admitted that the credentialing of LICH's doctors "took longer than expected" and "interfered with billing." A SUNY spokesman said that the credentialing of physicians needed to be completed by the doctors, and took a long period of time that interfered with billing and collection. Although a six-month lag for a change in credentialing is not unusual, the *Daily Eagle* reported that an 18 month wait is "unprecedented."

The article from the Brooklyn *Daily Eagle* goes on to describe the situation at LICH, as follows:

(continued on next page)

New York State / United University Professions Joint Labor-Management Individual Development Awards

The JLMC IDA awards are a part of the negotiated contract between UUP and New York State. The awards for the 2013-2014 cycle are listed below.

- * Jason Bernagozzi: Biennial Symposium for Arts and Technology -- \$940
- * Elizabeth Bouknight: NYS Association for College Admission Counseling Conference -- \$425
- * Eugene Doorley: Coaching Clinic -- \$1,000
- * Jane Gilliland: Graduate coursework -- \$1,500
- * Barbara Greil: Camtasia online training -- \$599
- * Troy Morehouse: National Association of Campus Activities National Conference -- \$1,000
- * Mallory Norton: National Association of Campus Activities National Conference -- \$1,000
- * Mark Payne: CONEXPO -- \$1,000
- * Spencer Peavey: Student Affairs Administrators in Higher Education Conference -- \$920
- * Julie Rose: SUNY College Admissions Professionals Annual Conference -- \$425
- * Christina Seidel: Central Veterinary Conference -- \$1,000
- * Jeffrey Stevens: North American Board of Certified Energy Practitioners (NABCEP) Continuing Education Conference -- \$1,000
- * Edward Tezak: Conference for Industry and Education Collaboration Conference -- \$500

Information about the Individual Development Awards Program is available at <http://nysuup.lmc.ny.gov/development/individual.html>

Look for announcements calling for applications for the 2014-2015 cycle.

Dr. Nuala McGann Drescher Leave Program

The Dr. Nuala McGann Drescher Leave Program Application Deadlines are as follows:

October 8, 2014 for leaves in the Spring 2015 Semester

March 4, 2015 for leaves in the Fall 2015 Semester

October 7, 2015 for leaves in the Spring 2016 Semester

Applicants should read the program guidelines to check for updates. Chief among them is the requirement that applicants commit to returning to their campus after the leave in accordance with the SUNY Board of Trustees policy on sabbatical leaves. To access the program guidelines go to: <http://nysuup.lmc.ny.gov/diversity/drescher.html>.

LICH (continued from p. 1)

“Dr. Alice Garner, former chief of the Neonatal (newborn) Unit at LICH, told the *Eagle* in May, ‘If you don’t collect the money I bill, you don’t want a hospital. Last year I billed \$1.6 million in the Neonatal unit. They collected \$204,000. The year before I billed \$1.4 million. They collected \$200,000. Imagine that same pattern in every department.’”

“According to an email obtained by the *Eagle*, it was not until December 2012, that John Byrne, who was at the time the chief operating officer at LICH, was ‘charged to work on the issue of UHB/LICH practice physicians not enrolled/not on par with insurance plans that are critical to LICH operations.’”

“In an email blast to 27 department heads, managers and doctors, Byrne asked supervisors to let him know which doctors were not credentialed.

“Please add, correct, identify as necessary physicians whose practices are being badly impacted because they are not enrolled in the right insurance plans or enough insurance plans,’ it reads in part.

“Byrne said in the email that the effort would proceed along several tracks, including informing the appropriate Downstate managers of priorities and quantifying the financial opportunities associated with credentialing the physicians.

“We will track this as part of the LICH Recovery Plan,’ he wrote.

“One month after this email, in January 2013, SUNY submitted a plan

to the state Department of Health to close LICH, claiming financial difficulties.

“SUNY then took additional actions — withdrawing residents, closing units, turning away patients and halting ambulance deliveries — that would further cripple the hospital financially.”

There are any number of issues that complicate the situation at LICH, including billing practices at Brooklyn Downstate Medical, accounting practices of the State University of New York, and the subsequent sale of the hospital to private investors. The bottom line, however, was noted by one LICH doctor reported as saying, “You stand or fall by how good you are at collecting. If you’re not paying attention, you’re going to go broke in a hurry.”

Salary Increases and Discretionary Awards

The 2011-2016 Agreement between UUP and the State of New York provides for the following salary increases and discretionary awards in 2014.

UUP bargaining unit members will receive a 2% salary increase on July 1 (calendar year and college year employees) or September 1 (academic year employees).

An additional \$250 will be added to base salary (pro-rated for part time employees) through the Chancellor's Power of SUNY Award, to be paid no later than December 31, 2014. At this

time we do not know the exact date this payment will be made. It will be retroactive to July 1, 2014 or September 1, 2014, depending on the employee's professional obligation. Employees who worked at least one semester during the 12-month period commencing July 1, 2013 and whose employment expires prior to July 1, 2014 shall be eligible for the payment if they are reemployed and active on the payroll on the effective date of payment.

The Part-Time Employees Contract Fast Facts document at the following

link (<http://uupinfo.org/negotiations/pdf/PartTimeFastFacts.pdf>) provides information about the pro-rata formula for distribution of the \$250 base increase to part-time employees. 0.5% of payroll will be allocated to Discretionary Salary Awards (DSA), to be distributed at the discretion of campus presidents. DSA will not be added to base salary. It will be paid no later than December 31, 2014. On each campus a specific portion of the DSA pool will be earmarked for part-time employees.

UUP Picnic

The format of the UUP Picnic has been changed this semester, and there will be no picnic at the Lake Lodge. Although the chapter has held a fall picnic at the Lodge for more than fifteen years, the Executive Committee of the local UUP chapter decided to try having a picnic on campus during Professional Development Week to be more responsive to members, as well as having more of a campus presence. We hope to have seen you at the August 19 event outside of Central Dining Hall, adjacent to the Agricultural Science Building. The Executive Board apologizes for any inconvenience or misunderstanding that may have been caused by this change.

The Alfred Chapter also sponsored lunch for faculty and professional staff at the New Student Convocation on Thursday, August 21.

Those interested in commenting on the format of the UUP chapter picnic are welcome to contact Chapter Assistant Elaine Burns at alfreduup.alfredstate.edu, or chapter officers listed on the last page of this newsletter.



UB VP for Academics Ezra Zubrow makes a point at the 2014 Spring Delegate Assembly as Alfred Chapter President Earl Packard and others listen

Visit the Alfred Chapter UUP Website at <http://uuphost.org/alfred/> for announcements and other information!



Performance Programs, Evaluations, and Comp Time

As we begin the 2014-2015 academic year, professional staff should be reminded of performance programs, as well as other issues such as comp time.

What is a performance program?

The performance program is a written document that spells out the expectations of your work for the university. The letter of appointment from the college president must contain the name of your immediate supervisor, who will be responsible for establishing your performance program. The performance program is the result of discussions between you and your supervisor, and outlines your duties, responsibilities and objectives for the upcoming year.

The first written performance program should be provided to you within 45 calendar days of your initial date of employment. A new performance program should be provided yearly, whenever your duties and responsibilities change, or when you get a promotion.

If you are classified as Fair Labor Standards Act (FLSA) nonexempt, you are eligible to receive overtime when you work more than 40 hours in a work week and your performance program should include the normal hours or shifts you are expected to report for work. If you are classified as FLSA exempt, you are not entitled to overtime. You are entitled to compensatory time off for service provided above and beyond your normal professional obligation.

Your performance program and its evaluation are official records of your work and will be placed in your personnel file. It is important that it is accurate and up to date. Annual evaluations are based on the conduct of your performance program. The performance program can be very helpful when seeking a promotion or salary increase, as it can show an increase in duties and responsibilities from year to year, and from one performance program to another.

What is my professional obligation?

Your professional obligation is specified as the duties and responsibilities in your current performance program. It is what you are expected to do during the course of a normal work week.

What is an annual evaluation?

Your annual evaluation is based on the contents of your performance program as outlined the previous year. You and your immediate supervisor should discuss aspects of the evaluation.

What can I do if I disagree with my evaluation?

If you and your supervisor disagree about your evaluation and you believe you received an inaccurate assessment of your performance, there are a number of things you can do. Discussing your evaluation with your supervisor is very important. The evaluation may only include elements of duties and responsibilities contained in your current performance program. If any of the statements in your evaluation are unclear, ask for clarification. Sometimes the wording in the evaluation can be changed to give a more accurate picture of how you performed and you can and should make suggestions.

An evaluation should be used to help you excel and improve in your position. Criticism should be constructive, not harmful. If you believe you need more training or help, ask for it. If you are holding an event. You are entitled to ask for compensatory time off at a later date that is mutually agreeable to you and your supervisor. These employees would be classified as "exempt" and are not eligible to receive overtime under FLSA.

Sometimes the performance program you received the year before was unrealistic. It might be necessary to have a more realistic performance program put in place.

If agreement cannot be reached with your immediate supervisor, you may write a reply and submit it to your official personnel file and to your performance evaluation. If the evaluation is unsatisfactory, you can appeal to the

Committee at your UUP chapter. There is a 10-working-day time limit for requesting a review, so it is important to make the request as soon as you receive an unsatisfactory evaluation.

What is the difference between compensatory time and overtime?

Many professionals in SUNY normally work a professional obligation and are not tied to particular hours. These employees are entitled to compensatory time for service worked beyond their normal professional obligation as outlined in the contract (Appendix A-29). For example, you normally work Monday to Friday and are asked to work on Saturday because the college is holding an event. You are entitled to ask for compensatory time off at a later date that is mutually agreeable to you and your supervisor. These employees would be classified as "exempt" and are not eligible to receive overtime under FLSA.

There are many professionals who are not classified correctly and are not receiving what they should for additional service or hours worked. If you think you are incorrectly classified, you should contact your UUP chapter office. Be sure to bring your performance program with you.

My supervisor says there is no such thing as comp time. Is that true?

Not true. Compensatory time has been around for a long time and it is referenced in a memorandum in our contract (Appendix A-29).

For more information, see the *Guide to Professionals at SUNY* available at: <http://uupinfo.org/reports/guides/profguide.pdf>, or contact the UUP Office in E.J. Brown Hall for a paper copy or more information.



As NYSUT members, you work hard every day!
Shouldn't buying what you want be easy?

Well, now it can be... The Member Shopping Program powered by PayCheck Direct allows eligible NYSUT members to purchase what they want now and pay interest-free over 12 months. Choose from either 12 or 26 payments via automatic checking account withdrawals.

Through PayCheck Direct, all eligible NYSUT members have access to thousands of name-brand products such as appliances, computers & tablets, electronics, furniture, jewelry & watches, home & garden items, children's toys, and recreation & fitness items.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or finance charges; and toll-free customer service representatives located in the U.S.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card. Please note that PayCheck Direct will have access to certain information from NYSUT's membership files to verify levels of eligibility for those NYSUT members that choose to participate in this program.

**For more information about PayCheck Direct,
call toll-free 866-441-9160 or visit memberbenefits.nysut.org.**



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.

AFT Resolutions on Contingent Faculty

Two resolutions regarding contingent faculty were passed at the American Federation of Teachers convention in July 2014. The first was a statement about contingent academic labor, and the second a statement about public loan forgiveness for contingent faculty.

Under the Public Service Loan Forgiveness Program (PSFL) borrowers may qualify for forgiveness of the remaining balance of their Direct Loans after they have made 120 qualifying payments on those loans while employed full time by certain public service employers, but contingent faculty often find it impossible to be employed at least 30 hours every week for eight months to qualify.

The text of the PSFL resolution is available at http://www.aft.org/about/resolution_detail.cfm?articleid=19811

Resolution on Exploitation of Contingent Academic Labor

ENDING THE EXPLOITATION OF AND THE RELIANCE ON A CONTINGENT ACADEMIC LABOR SYSTEM IN HIGHER EDUCATION

WHEREAS, American colleges and universities have long been recognized as world leaders in higher education, both in instruction and in research; and

WHEREAS, access to and success in higher education are more important than ever to ensure that students reach their fullest potential and that the United States continues to develop as a just society, a vibrant democracy and an engine of opportunity; and

WHEREAS, frontline academic workers—college faculty—are central to the mission of providing a high-quality education to students; and

WHEREAS, this promise demands that students be taught and mentored by faculty and staff who are well-prepared, professionally supported and guaranteed a voice in academic decisions; and

WHEREAS, this reputation is being undermined by the systematic dismantling of the structures that contributed to the system's efficacy and quality; and

WHEREAS, the promise of higher education is under attack by those who demand and pursue austerity, polarization, privatization and deprofessionalization; and

WHEREAS, state appropriations for higher education per full-time enrollment have been cut to their lowest level in 25 years, an ongoing disinvestment that disproportionately impacts institutions serving those who have traditionally been excluded from higher education; and

WHEREAS, state disinvestment has also led to an instructional workforce in which more than 75 percent of available jobs are contingent; and

WHEREAS, the exclusion of three-quarters of faculty from permanence, shared governance and the full protection of academic freedom weakens the entire college or university, and the weakening of shared governance has contributed to the undermining of academic

quality as administrators attempt to seize control of the curriculum from faculty; and

WHEREAS, contingent faculty face precarious employment situations from term to term; uncertainty about their prospects for being rehired, despite rehiring being a repetitive process that occurs every term; uncertainty or late notifications about what courses they will be teaching when they are rehired, which affect their ability to prepare for these courses; and

WHEREAS, while contingent faculty are among the most talented and dedicated of educators, their working conditions affect student learning conditions: Contingent faculty's lack of access to equitable pay and benefits, lack of job security, lack of access to professional supports, and lack of access to a voice in their workplace and profession place constraints on the quality of the education they are providing; and

WHEREAS, polling data show that almost half of contingent faculty would prefer full-time, tenure-track positions; and

WHEREAS, the institutional practice of relying on a system of labor that exploits a large number of precarious faculty undermines the educational and civic missions of our colleges and universities; and

WHEREAS, if we are to reclaim the promise of higher education and provide a high-quality college experience for all students, we must begin with a fundamental reinvestment in the higher education instructional staff, and we must demand an end to the reliance on an underpaid and undersupported contingent workforce;

RESOLVED, that the American Federation of Teachers reaffirm its commitment to ending the practice of contingent employment as the normalized state of employment for faculty, as well as to improving the lives of contingent faculty by ending the rank exploitation of the majority of the higher education instructional workforce; and

RESOLVED, that the AFT will work with contingent faculty to organize local unions for the purpose of collective bargaining in order to improve their lives and working conditions; and

RESOLVED, that the AFT will conduct research on the impact of contingency on the lives of faculty, on academic institutions, on students and on the economy—where low wages not only prevent workers from contributing to economic growth, but also promote taxpayer subsidization for services that are accessible to those employed in stable jobs; and

RESOLVED, that the AFT will continue to work with its affiliates and promote their successes in collective bargaining to bring about the elimination of contingency within the instructional workforce by advocating for faculty currently in contingent positions and all new faculty entering the workforce to achieve:

Pay equity, including compensation for class preparation time and office hours;

Equitable access to employee benefits;

Access to and compensation for opportunities for professional development;

Meaningful job security, including job security comparable to tenure, long-term academic appointment contracts or certificates of continuing employment, which guarantee the presumption of rehiring;

Opportunities for career advancement, including conversion opportunities to full-time, tenure-track positions;

Enforceable standards for the timely notification of teaching appointments;

Protections for academic freedom, regardless of tenure status; and

Full inclusion in and compensation for participation in all institutional work, including service, research and governance; and

RESOLVED, that the AFT will continue to work with and mobilize its affiliates to increase funding for instruction and student support services and ensure that these funds are used to build a stable and profession-

al faculty corps and expand access for contingent faculty to healthcare, retirement and unemployment insurance; and

RESOLVED, that the AFT will continue to engage in collective action with our affiliates, our members, our students and our communities to build a movement that educates people about the impact of contingency on the lives of teachers and their students and on the quality of education and effectively advocates for high-quality, student-centered public colleges and universities that are grounded by a stable, professional instructional workforce; and

RESOLVED, that the AFT will work toward these ends in unity with students, parents, faculty, staff and the community to reclaim the promise of higher education.

http://www.aft.org/about/resolution_detail.cfm?articleid=19602



Alfred State VP for Professionals Bill Schultze listens as UUP Membership Development Officer Edison Bond speaks at the Spring 2014 Delegate Assembly.

Chapter Officers		
Earl Packard	Chapter President	607-587-4271
Joseph Petrick	VP for Academics	607-587-4313
William Schultze	VP for Professionals & Grievance Chair	607-587-4033
Karen Young	Wellsville Campus VP	607-587-3182
Dave Holmes	Secretary	607-587-3545
James Buell	Treasurer	607-587-3649
Linda Panter	Membership Development Officer	607-587-3212
Joseph Ogrodowski	Officer For Contingents	
Thomas Jamison	Vote-Cope Coordinator	607-698-2806
Elaine Burns	Chapter Assistant	607-587-4186
Patrick Domaratz	Labor Relations Specialist	

WHAT IS VOTE-COPE?

VOTE-COPE is the Voice of Teachers for Education - Committee on Political Education, the non-partisan political action arm of New York State United Teachers and its affiliates. Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor.

VOTE-COPE helps strengthen political action programs at all levels — national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Contributions to VOTE-COPE are not tax deductible.

Support our political action fund.
GIVE TO



For the name of your VOTE-COPE regional coordinator, call NYSUT's Legislative Department at 800-342-9810.

Support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution to VOTE-COPE helps ensure your voice will be heard on issues, large and small, that affect your life.



United University Professions

The union that makes SUNY work

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