

## CAMPUS EQUITY NOW!

Those interested in Campus Equity Week may point to: <http://www.campusequityweek.org/2013/>

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## Negotiations Team Meeting — Allegany Room, October 19

There will be a meeting with leaders of the Contract Negotiations Team on Monday, October 19 from 4 to 6 PM in the Allegany Room of CDH. This meeting will be open to all UUP members.

The meeting will be conducted by Chief Negotiator Philippe Abraham (pictured at right). Abraham will lead UUP's 18-member Negotiations Team, which will represent the union in negotiations with the state of New York for a new contract. UUP's 2011-2016 contract runs from July 2, 2011 to July 1, 2016.

Abraham, who has served as statewide Vice-President for Professionals since 2011, was a member of UUP's Negotiations Team for the 2007-2011 contract.

UUP members will be kept informed as the negotiations process unfolds.

Additional Contract Negotiations Team members expected to be at Alfred are:

- Pamela Malone (ESC)
- F. Jason Torre (SUNY Stony Brook)
- Ray Dannenhoffer (Buffalo HSC)
- Jen Drake (SUNY Cortland)



- Idalia Torres (SUNY Fredonia)
- Anne Wiegard (Cortland)

NYSUT Labor Relations Specialist Pat Domaratz will also be in attendance, as will Alfred UUP Chapter officers.

A Negotiations Update is on page 2 of this newsletter, and sample member suggestion forms are on page 8.

The local UUP Chapter is working through ACES to provide pizza and soft drinks for the event.

# Negotiations

August 2015



United University Professions: The nation's largest higher education union

## 2015: Negotiations at a glance

### UUP Negotiations Structure

The UUP model for negotiations involves three distinct but interrelated groups of volunteers: the Negotiations Team, the Negotiations Committee and the *Ad Hoc* Advisory Committee. Article X of the UUP Constitution establishes the Negotiations Committee and the *Ad Hoc* Advisory Committee. UUP is committed to a vigorous process that provides many and varied opportunities for members to express their needs and concerns. The negotiations process reflects UUP's commitment to openness and member participation.

The Negotiations Team, appointed by and responsible to President Fred Kowal, represents UUP at the bargaining table and is responsible for negotiating the contract with the State of New York. The chief negotiator, UUP Vice President for Professionals J. Philippe Abraham, is the leader and spokesperson for the Team. He will be assisted by the associate/deputy chief negotiator Michael Smiles, and by Assistant Chief Negotiators Pamela Malone and Jason Torre. The Negotiations Team consists of the chief negotiator and 17 UUP activists. The Team will meet Aug. 18-20, 2015, to begin preparations for the negotiations process.

The Negotiations Committee's constitutional charge is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. Each chapter has a member on the Negotiations Committee. Each chapter nominates two additional representatives—one professional employee and one

academic employee—for the *Ad Hoc* Advisory Committee. These two chapter representatives are charged with compiling and presenting the concerns of the membership at their chapter for consideration as potential UUP proposals. On Dec. 16, 2015, each chapter's representatives on the *Ad Hoc* Advisory Committee will meet as part of a 100-plus-person work group to present member issues to the Negotiations Committee and Negotiations Team.

### Negotiations Process Begins

Negotiations Committee and Team members will hold an initial meeting at the 2015 Fall DA in Buffalo, Sept. 30, 2015, to prepare for the negotiations process. The first phase of the process will proceed through the 2015 fall semester and consists of a member survey, collection of Member Suggestion Forms, an open hearing at the Fall Delegate Assembly, and chapter visits by Negotiations Team members.

### Member Survey

The Negotiations Survey is conducted by the UUP Research Department. Through the survey, individual UUP members have an opportunity to provide information for potential negotiations issues. The survey will be available online at [www.uupinfo.org](http://www.uupinfo.org).

### Member Suggestion Forms

UUP provides Member Suggestion Forms to allow individuals the opportunity to offer detailed comments and suggestions on employment issues. State negotiators require details about the specific needs or problems addressed by UUP's proposals. The most convincing explanations are often anecdotal reports that document members' needs and experiences.

### Delegate Assembly Open Hearings

The Negotiations Team will meet with delegates at UUP Delegate Assemblies, starting with the 2015 Fall DA.

In addition to open hearings, Committee and Team members consult with delegates in numerous other informal ways. Committee and Team members wear name badges with special ribbons at DAs to facilitate identification and interaction with delegates.

### Negotiations Team Chapter Visits

The Negotiations Team will hold an open meeting at each chapter during the 2015 fall semester. Chief Negotiator J. Philippe Abraham and other members of the Team listen directly to members' concerns. More than 30 chapter meetings have been scheduled from August through October. Chapter members are invited to participate and share their concerns in person with the Team. Contact your chapter office or visit [www.uupinfo.org](http://www.uupinfo.org) for information about the Team's visit to your chapter.

### Preparation of Contract Proposals

The Negotiations Team and Negotiations Committee will convene Jan. 19-21, 2016, to review the tabulated results of the Negotiations Survey, as well as member comments from the survey, member suggestion forms, and other communications. They will also consider member input from the negotiations chapter visits and open hearings. They will then begin the process of analyzing member input to create a package of negotiations proposals.

### Bargaining Expected to Begin

UUP's Negotiations Team and the NYS Team are expected to exchange proposals for negotiations in spring 2016. The NYS Team includes representatives from the Governor's Office of Employee Relations, SUNY System Administration, the state Division of the Budget, and the state Department of Civil Service. Regular meetings occur throughout the ensuing months to negotiate a successor collective bargaining agreement. The current contract expires July 1, 2016. All contract articles continue until a successor contract is concluded unless specific contract provisions expire by explicit sunset dates.

### Member Approval of Tentative Pact

At the conclusion of the negotiations, the Negotiations Team presents a tentative agreement to the UUP Negotiations Committee. The Committee then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all UUP members. Members vote to ratify the tentative agreement. Ratification is conducted by a neutral third party, often the American Arbitration Association.

### About UUP ...

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VP/Academics Jamie F. Dangler  
Secretary Eileen Landy  
Treasurer Rowena J. Blackman-Stroud  
Membership Dev. Officer Arthur M. Shertzer

Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

# Introduction to Collective Bargaining

As we move into contract negotiations with the State of New York, members may be interested in the collective bargaining process. One way to learn about the process is through the Leadership Education Action Development Institute (LEAD), which is offering a series of online workshops for UUP leaders, prospective leaders and members interested in getting more involved with the union.

The most recent LEAD Institute offering is: "Introduction to Collective Bargaining."

The link for "Introduction to Collective Bargaining" and other archived webinars is available: <https://www.uuphost.org/leadinstitute/> Click on the link at the "How Do I Sign Up?" area., or directly at: <https://uuphost.org/leadinstitute/RegFormArchive.php>.

Other LEAD webinars include:

- Performance Programs: How to Use Them to your Advantage



- Dealing Effectively With Difficult People
- Permanent Appointment: Freedom after 7 Years of Indentured Solitude
- Motivating Members to Action
- Performance Programs: How to Use Them to your Advantage
- Grievance Investigation, Filing and Presentation

You can learn about promotions, job protections, continuing and permanent appointment, the grievance process and much more.

The courses are free, are less than an hour long and you can decide when and where you want to access them.

**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 \_\_\_\_\_



## Identity theft protection available for NYSUT members



# TRUE IDENTITY PROTECTION™

*NYSUT Member Benefits is excited to announce that its newest endorsed program – ID Watchdog – is now available to all NYSUT members & their families looking for protection against the growing threat of identity and credit theft.*

### What Do I Get When I Sign Up for ID Watchdog?

- Credit & Cyber Monitoring
- Monthly Credit Score Tracker
- Credit Reports & Scores
- High Risk Monitoring
- Individual, Individual/Spouse or Family Coverage Available

According to Javelin Strategy & Research, an estimated 13.1 million Americans fall victim to identity theft each year. These individuals are hit with approximately \$7,000 in fraudulent charges per person and spend about 330 hours each trying to recover from the effects of identity theft.

ID Watchdog (founded in 2005 as a theft protection service) uses proprietary monitoring technology that alerts members as soon as new or updated information associated with their identity is detected -- allowing them to catch fraudulent activity immediately.

**To learn more about ID Watchdog, call toll-free 866-513-0823  
or visit [memberbenefits.nysut.org](http://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.

Sept/Oct. '15

# A Message to Governor Cuomo

## Keep Your Promise to SUNY

*"Coupled with the NYSUNY 2020 commitment to provide a consistent level of State General Fund support, the rational tuition policy makes it possible for the public university systems to add faculty, reduce class size, expand program offerings and improve academic performance."*

— Gov. Andrew Cuomo, 2015 Opportunity Agenda

State support for SUNY state-operated campuses has plummeted from \$1.32 billion in 2007 to \$950 million this year. In that time, revenue from student tuition and fees has skyrocketed from \$915 million to \$1.71 billion.

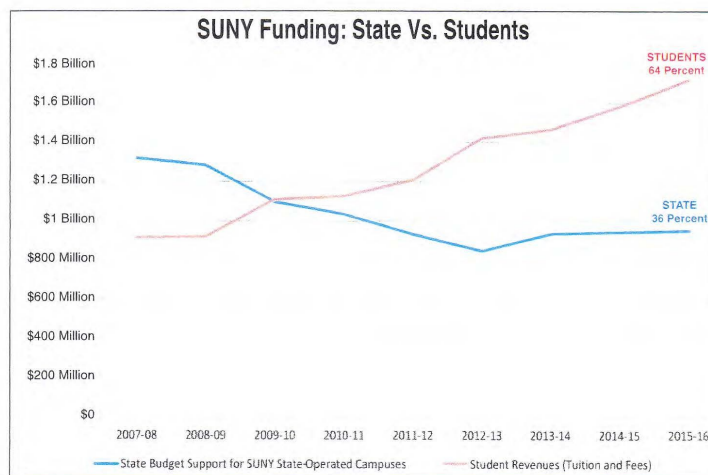
It's troubling that students pay 64 percent of the cost of running SUNY, while the state pays only 36 percent. But it gets worse.

The promise of the NYSUNY 2020 legislation—to use rational tuition increases to enhance educational programs—hasn't been kept. Instead, tuition has been used to offset shortfalls in state funding, most notably to pay for the mandatory, day-to-day operating costs of campuses, such as utilities, building maintenance, and collective bargaining.

The Legislature took appropriate action in June when both Houses overwhelmingly passed the bipartisan Maintenance of Effort bill (S.281-A/A.5370-A), which would guarantee that New York state would increase funding for SUNY to cover mandatory, inflationary cost increases.

Now it's time for the governor to take the final step in delivering on his Opportunity Agenda. We urge him to sign the MOE bill and strengthen SUNY's role as the nation's premier public higher education system.

Passage of this legislation will keep the promise of NYSUNY 2020: to enhance academic programs; improve student services; address the disparate full-time to part-time faculty ratio; and reduce class size. Without it, students would be forced to pay more for less. They deserve better.



**Do What's Right for Students.  
Keep the Promise.  
Sign the Bill.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
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Chapter Officers			
Joseph Petrick	Chapter President	<a href="mailto:petricja@alfredstate.edu">petricja@alfredstate.edu</a>	587-4311
Elaine Burns	Chapter Assistant	<a href="mailto:alfreduup@alfredstate.edu">alfreduup@alfredstate.edu</a>	587-4186
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Linda Panter	VP for Academics	<a href="mailto:panterlk@alfredstate.edu">panterlk@alfredstate.edu</a>	587-3212
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Trish Herritt	Delegate	<a href="mailto:herrittl@alfredstate.edu">herrittl@alfredstate.edu</a>	

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

### Status Update: Performance-Based Funding at SUNY

New York's 2015-2016 budget established an \$18 million "SUNY Investment and Performance Fund." SUNY has expanded its Investment and Performance Fund to \$100 million, derived from 6 new and existing funding sources. Programs formerly funded by the existing sources are put at risk if campuses do not successfully compete against other institutions. Campuses must complete a Performance Improvement Plan to apply for Investment and Performance Funding. Chancellor Nancy Zimpher has taken on the authority to approve Campus Performance Improvement Plans.

#### Have You Heard?

- System-wide, more than **200 White Paper Proposals** were submitted, requesting approximately **\$447.5 million**. (*Only \$100 million total across the six funding categories is available.*)
- Some of the campus proposals that have been approved by SUNY for Second Phase submission include: Cobleskill, Oswego, Albany and Stony Brook.
- **UUP has requested more information from SUNY, but we need your help!**



## CONTRACT NEGOTIATIONS

### 2015 Needs Assessment and Member Input

#### INDIVIDUAL MEMBER SUGGESTIONS

UUP's current contract will expire on July 1, 2016. When we make demands at the negotiations table we are frequently asked to provide examples and details to support our positions. The most convincing arguments often come from our members' anecdotal stories. Please describe the details of a need or problem you feel could be addressed through contract negotiations. Careful review of members' suggestions will be a critical component of UUP's needs assessment and information gathering process leading up to contract negotiations.

**Need/Problem:** \_\_\_\_\_

**Comments/Suggestions/Background Story:** (Please Use Additional Sheets if Needed)

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Please fill out the following so that we can contact you if we need more information.

**ALL INFORMATION YOU PROVIDE WILL BE KEPT CONFIDENTIAL.**

Name: _____ Chapter: _____
Department: _____ Phone: _____ E-mail Address: _____

May UUP use the information you've written during negotiations? Yes ☐ No ☐

If needed, may UUP use your name, department, & chapter during negotiations? Yes ☐ No ☐

Member Suggestion Forms brought to or filled out during the Fall 2015 Negotiations Team visits to each chapter will be collected by the visiting Team members. These forms can also be returned to J. Philippe Abraham, Chief Negotiator, at UUP, P.O. Box 15143, Albany, N.Y., 12212-4206. Feel free to e-mail Philippe at [pabraham@uupmail.org](mailto:pabraham@uupmail.org) with any additional thoughts and suggestions. All comments from members will be reviewed by the UUP Negotiations Committee and Negotiations Team.

**Copies of this form will be available at the October 19, 2015 Negotiations Meeting in the Allegany Room.**



# Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE			
Advice # 123456789				Pay Start Date 07/13/2009			
Advice Date 07/12/2009				Pay End Date 07/27/009			
Department ID 1234				Pay Rate 78,910.11			
EARNINGS				TAX DATA			
	Current	YTD					
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC
Regular Pay Salary Employee							
Location Pay	3456.78	45,678.90	678.90	678.90	4	4	0
	56.78				2	0	
				TAXES			
				Current			
				YTD			
				Fed Withholding			
				Medicare			
				Social Security			
				NY Withholding			
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS			
Current				Current			
YTD				YTD			
Regular Before Tax Health				34,567.89			
Supplemental Ret. Annuity Prog.				45,678.90			
TIAA Retirement Before Tax				678.90			
				1,234.56			
				34,567.89			
				45,678.90			
				678.90			
				1,234.56			

## CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are **not** a member of the union.

## UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Alfred UUP Chapter Office  
EJ Brown Hall  
Alfred State College  
Alfred, NY 14802

