

Alfred UUP News

Volume 4, Issue 2

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United for
a FAIR
Contract

Inside this issue:

DSA/DSI Survey 2

Professional Development Funding 4

New Voluntary Benefits 5

LEAD Institute 6

Negotiations Bulletin 7

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BE AN EDUCATION VOTER!

Who we elect in 2016 matters.

Our elected leaders will have an impact on
our state university, our students, our patients
and our SUNY colleagues.

What's at stake for public higher education in New York state:

- ✓ Funding for SUNY campuses
- ✓ Vital state hospitals and medical education
- ✓ Funding for student Opportunity Programs
- ✓ Access to quality higher education
- ✓ Support for academic programs
- ✓ Student loan refinancing
- ✓ Loan forgiveness for SUNY adjuncts
- ✓ Income security for state retirees

What's at stake for public higher education at the federal level:

- ✓ College affordability
- ✓ Student debt
- ✓ Private, for-profit companies taking over public education
- ✓ Common Core
- ✓ Teacher tenure/academic freedom
- ✓ Federal funding and regulation of education initiatives
- ✓ High-stakes testing

YOUR VOTE MATTERS!



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.
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Discretionary Salary Award Survey

Discretionary salary awards (DSA — formerly discretionary salary increases, or DSI) have long been a point of contention for faculty and professional staff at Alfred State College. The awards, in previous contracts an increase added to base pay, have been an item that the Governor's Office of Employee Relations (GOER) have repeatedly bargained in contracts. The position of UUP at Alfred and a number of other chapters has been that the awards should be made across-the-board. We are not aware that members of the bargaining unit have ever been asked their opinion about DSA/DSI in any systematic way, however.

Before the current round of awards the Alfred Chapter of UUP conducted a survey on discretionary awards. The results of the survey are inconclusive, with respondents offering varying opinions.

There was a total of 121 respondents in the following categories:

Faculty = 54%, Professionals = 46%

Length of service at Alfred State College:

- New 3%
- 1-5 years 26%
- 6-10 years 18%
- 11-20 years 33%
- 21+ years 20%

Responses to the survey were 60% in favor of across-the-board awards, and 40% in favor of merit raises. There were a number of comments regarding disbursement of awards both in favor of across-the-board and merit awards, and many of these are reported below.

Another question regarding DSA was whether half the available money should be used for across-the-board increases, and half for merit.

DSA/DSI General Comments

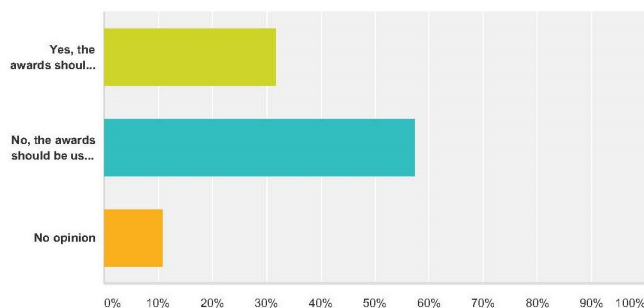
- If our union would/could negotiate contractual raises that exceed the inflation rate of 3%-4% then DSA awards would not be such an issue. Do away with DSA completely and just get us a REAL RAISE!
- Since it is not added to the base anymore, what is the point?
- We must get discretionary increases back on the base salary. If this does not happen, we will continue to have faculty leave both campuses.
- It sucks that it is no longer added to our base salary. That was one of the only ways, other than the paltry negotiated

raises in our contract, that we could increase our pay.

- The awards need to be added to the salary base, as it was in the past. I know i speak for several when i say that the way the awards are handed out now, (not added to base salary) gives minimal interest to going above and beyond for just a once a year "bonus check", if you will. If these bonus awards are added to salary bases, the college would have a better reception to the "going the above and beyond". The only way for us to increase our salaries is to rely on the contract raises.
- We need to get discretionary increases to go back on the base salary or we will continue to have great faculty leave, and we will certainly not be able to find new. This is already happening in certain departments.
- Not having the DSI awards added to salary bases, gives no incentive for the workforce.. For the newly hired faculty, its the only opportunity for us to increase our incomes without having to work a second job as many of us new hires have to do now.
- We are losing quality, seasoned, productive faculty due to deteriorating conditions of faculty being able to strengthen their salaries (to their base) through the DSA/DSI allocation reductions and changes. I desire disbursement to go back to the way it was in the mid 2000 years. That is what I found to be the greatest incentive personally to work hard and 'go the extra mile'
- Cannot say it enough...DSA across the board is a slap in the face to those who go above and beyond. Also, DSI is the only way in which our last tier (lowest pay scale) SUNY Tech School, can be compensated legitimately. We can't compete with other schools to keep skilled faculty and administrators. We're losing excellent faculty and administrators to entry level

Q2 Would you like to see a combination of across-the-board and merit, such that half of the campus allocation be used for across-the-board awards, and the other half used for merit awards?

Answered: 120 Skipped: 3



Answer Choices	Responses
Yes, the awards should be split for BOTH across-the board and merit awards	31.67% 38
No, the awards should be used for EITHER across-the-board or merit awards	57.50% 69
No opinion	10.83% 13
Total	120

positions at other campuses...because the salary there is higher.

- Prioritize getting DSI back!
- Inequity should also be considered.

Across the Board Awards

- While I think Merit is a good idea, some of us have bosses that do not appreciate the amount of work we do.
- Our negotiated raises from our last few contracts have literally been less than the inflation rates, resulting in no real gains to members, in terms of disposable income.
- There are too many variables anymore with the current administration to ensure fair "merit" determinations.
- I don't think DSA should be a tool for supervisors to reward their favorites. It should be awarded across the board so that all contributions are recognized. We are all asked to go above and beyond our assigned duties.
- Unless you do it across the board there will always be problems with it.
- Is so minimal should be across the board!!!
- Awarding DSA based on merit is a great deal of work for all involved resulting in a very small amount of money for the awardees. It is a waste of faculty, staff, and administration time and resources.

Merit Awards

- The discretionary salary needs to be based on merit, otherwise it is not discretionary in nature.
- It is not fair for those that do a lot of additional work to receive the same DSA as those who barely complete the minimum requirements.
- This is the only way to award employees who go the extra mile and put in extra time and effort.
- I have the strong opinion that many people go above and beyond and many do not. I was extremely upset last year when across the boards were distributed.
- Across the board increases remove all monetary incentives to do anything other than the minimum required.
- Selective DSA disbursement encourages employees to go the extra mile. I know that it helps motivate me. No one gets into this field for the money, but a bonus certainly helps.
- It is concerning that the awards are not larger for those who put forth the effort. When everyone receives the same award, there is no incentive to work hard. There are too many faculty who do not even spend five hours a day on campus.
- DSA is the only way to be recognized for the extra effort employees put forth in doing things committee work, university service, or process improvement. I think it is important to recognize the individuals that do participate in these tasks to encourage them to continue to do so.
- Don't support across the board dead weights.
- Candidates should be awarded from a committee with unbiased views
- I suggest a third option - DSA Day. A rubric is used to create

a pool of top performers. Then, on DSA Day, all UUP members join for a pizza party where 5 names are drawn from that pool who each split a fifth of the remaining money. Big prizes and everyone gets a party.

Nomination Process

Another question concerning DSA/DSI was that of how nominations should be made. The question was, "Those receiving DSA/DSI have nominated themselves for the award. Should candidates continue to nominate themselves, or should they be nominated by others, such as supervisors?"

- The administration should do the work. They have documents that we fill out each year for our activities, and they now have the pie. Department Chairs have enough to do already without having this as yet another "duty as assigned."
- Everyone should get and across the board raise... no nominations necessary.
- I would not want supervisors to nominate as they are not always aware of all the things that candidates do.
- Candidates should nominate themselves. Supervisors may not be aware of everything a faculty member is doing.
- Some faculty work a lot less than others (course preparation, serving on committees, attend department and school meetings, etc.) therefore salary awards should be based on work and participation. Candidates should nominate themselves for DSA because many supervisors, chairs, and deans do not know what their faculty are doing nor the amount of work they do.
- The union should work towards real salary increases. DSAs are a distraction from the real issue.
- There should also be a reassessment of salary compared to those offered to new hires. Many of the faculty were hired at a lower starting salary doing the same job as the new hires. These yearly increases do not make-up for the difference in salary.
- Funds are spread too thin. They should be given out to fewer and at an amount that would be a true recognition of a job well done.
- I have given up on future promotions/increases based on the fact that I have to beg to get something the institution should acknowledge based on the level of work done, and duties performed. Not based on who writes the best request...
- PLEASE DO NOT do the Deficit reduction plan EVER again.

The survey contained other questions not related to DSA/DSI, and those issues will be discussed at a later date. The numerical survey data was provided to ASC administration in advance of the fall DSA application process.

We wish to thank all who responded to the survey, and look forward to future participation in surveys conducted by the Alfred UUP Chapter.

Professional Development Funding Available

Although the NYS/UUP Agreement has expired, we are pleased to announce that funding for the NYS/UUP Joint Labor-Management Committees (JLMC) has been extended until March 31, 2017. Funding is currently available for all previously announced JLMC programs with the exception of new applications for the Dr. Nuala McGann Drescher Leave program. (Drescher awards have already been made for the Fall 2016 semester.) The program descriptions, guidelines, and application form may be accessed at www.nysuup.lmc.ny.gov. Please note that, as funding for these programs will terminate on March 31, 2017, all projects and activities funded under these programs must be completed by that date.

The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period. The types of support available include:

- Registration fees for conferences or workshops.
- Travel and related expenses (includes lodging and meals).
- Research-related supplies.
- Tuition at the maximum allowable SUNY rate at the time of application.
- Projects or activities must fall within the following categories:
- Basic, applied, or historical research.
- Curriculum or instructional material development.
- Workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition
- Assistance or SUNY tuition waiver.
- Conference participation or attendance.

- Preparation of material for publication.
- Grant proposal development.
- Artistic or creative endeavors.
- Other work-related professional development projects or activities.

Examples of the types of expenditures that are NOT appropriate for IDA funding are:

- Purchase of equipment, books or software
- Dues to professional organizations
- Cost of licensing, certification or examinations to obtain licensing or certification.

Part-time employees, including adjunct faculty, are welcome to apply for the Individual Development Awards.

The committee members are Jim Buell, Craig Clark, Laurie Dunn, Joe Greenthal, Joe Petrick, and Marilyn Robin. Please submit your completed application with required attachments to Joe Petrick petricja@alfredstate.edu, or at the Hinkle Library by Friday, Nov. 18, 2016, at 4 p.m. Please note, the committee would appreciate applications being submitted by scan as a pdf, and please note applications do NOT need to be signed by President Sullivan before submission to the committee.

Please refer to the nysuup website <http://nysuup.lmc.ny.gov/development/individual.html> for complete eligibility information, the application and additional information.

New Professional Development Grant Program

The Professional Development Grant Program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Eligibility is similar to the Individual Development Awards Programs. Priority will be given to projects or activity that entail a cost of more than \$1,000 per employee. Awards may not exceed \$2,500 per employee and a total of \$15,000 per application. A 40% campus contribution is required for this Program. Eligibility:

- Full-time and part-time employees in a professional obligation.
- Full-time employees must be in the bargaining unit at the time of the award and during the dates of the project or activity.
- Part-time employees who meet the eligibility tests for 26 weeks coverage for health benefits, and are eligible for health benefits during the summer, will also be eligible for funding for a project or activity that occurs during the summer whether or not they are on the payroll.
- A commitment of a campus financial contribution of a minimum of 40% of the total cost of the project or activity. Joint Labor-Management Committees' funds that have been awarded to the campus should not be included as part of the campus contribution.
- The proposed project or activity must enable the applicant to

meet one or more of the criteria specified in Title B. Promotion of Professional Employees of Article XII Evaluation and Promotion of Academic and Professional Employees, of the Policies of the SUNY Board of Trustees.

Projects or activities must fall within the established JLMC categories:

- Basic, applied, or historical research;
- Curriculum or instructional material development;
- Workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition Assistance or SUNY tuition waiver;
- Conference participation or attendance;
- Preparation of material for publication;
- Grant proposal development;
- Artistic or creative endeavors;
- Professional reading or independent study;
- Other work-related professional development projects or activities.

The application for the grant program is available at: <http://www.nysuup.lmc.ny.gov/development/professional.html>

New Voluntary Dental, Vision, Insurance Benefits for UUPers

UUP's Member Services Trust is offering new voluntary life insurance and legal plans and has expanded dental and vision insurance offerings for members and their families.

Only UUP members—those who have signed and submitted a UUP membership application—are eligible to take part in these programs, **which start Jan. 1, 2017.**

To be eligible to join UUP, you must be an employee of the State University of New York and belong to the Professional Services Negotiating Unit (PSNU, also called the '08 Bargaining Unit). Contact the chapter office at 587-4186 if you are not a UUP member, but want to become one.

Life insurance, legal help

UUP is offering a new Group Life Insurance plan through MetLife that would provide members with \$25,000 minimum coverage and supplemental coverage up to \$1.2 million. A member's spouse or domestic partner would receive \$10,000 minimum coverage, while a dependent would get up to \$10,000 in coverage.

Members would also have the option of contributing after-tax dollars to the policy, which would offer a competitive interest rate guaranteed not to be fall below a certain minimum. The account earns tax-deferred interest. There is a fee to take part in this plan.

A new legal plan, offered by Hyatt Group Legal Services, would provide UUP members with access to attorneys (more than 14,000 nationwide) that can help with everything from criminal matters and bankruptcy to adoption, mortgages and wills. Members would pay \$15.75 per month (or \$21.75 per month for a plan that includes their parents/in-laws), which can be deducted from payroll.

Expanded dental, vision coverage

UUP will expand its voluntary dental and vision coverage to include surviving spouses and domestic partners of UUP members. Dependents of UUP members who are too old to be covered under a UUP member's dental and vision insurance can receive coverage through this plan until they reach age 29.

UUP members can choose from two plans—the Delta Dental PPO plan or the Delta Dental DHMO plan. Both are offered on a national level.

There is an added cost to take part in these programs, which are only open to UUP members and their families.

For more information on any of the plans, please contact UUP Member Services Trust at 1-800-887-3863.

<http://www.uupinfo.org/benefits/pdf/2016GULBrochure.pdf>
<http://www.uupinfo.org/benefits/pdf/2016GULPlanSummary.pdf>
<http://www.uupinfo.org/benefits/pdf/2016UUPlaw.pdf>
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Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>

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LEAD INSTITUTE

Leadership ➡ Education ➡ Action ➡ Development

The most recent Leadership Education Action Development Institute (LEAD) Institute offering is: "FLSA Overtime Rules." This is a presentation on the changes to the Fair Labor Standards Act that go into effect December 1, 2016, and which affect qualification for overtime pay.

As we continue with 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 LEAD, which is offering online workshops for UUP leaders, prospective leaders and members interested in getting more involved with the union.

The links for "FLSA Overtime rules" and other archived webinars are available at the Links menu item at <http://uupinfo.org>, or at: <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:

- Introduction to Collective Bargaining
- 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 _____

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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 _____

Negotiations

September 2016



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

Working under an expired contract:

What is and isn't protected by Triborough

The 2011-2016 collective bargaining agreement between New York state and UUP expired July 1, 2016. But under the Triborough Amendment of the Public Employees Fair Employment Act (the "Taylor Law"), almost all benefits provided by the expired contract continue until a successor agreement is ratified.

The exceptions are those benefits that expire on specific "sunset" dates. Generally, this means that while certain specific benefits have ended until a new contract is negotiated, most contract benefits, including such things as current compensation; health benefits and leave provisions; grievance and due-process provisions; appointment, evaluation and promotion procedures; and notice of nonrenewal and retrenchment protections continue.

Where We Stand on Specific Contract Items—Highlights

The following highlights the status of major contract issues of significance to UUP members.

SALARY PROVISIONS—ARTICLE 20

Across-the-Board Salary Increases

Members will continue to receive their current salaries. There will be no across-the-board salary increases until they are provided for in a new contract.

Discretionary Salary Awards

Under the terms of the 2011-2016 agreement, one more round of Discretionary Salary Awards will be distributed by Dec. 31, 2016.



KAREN L. MATTISON

NEGOTIATIONS TEAM MEMBERS IDALIA TORRES OF FREDONIA, LEFT, JASON TORRE OF STONY BROOK AND PAMELA MALONE OF EMPIRE STATE LISTEN AS BILL TUSANG OF COBLESKILL, FORE, MAKES A POINT AT A RECENT MEETING.

Salary Provisions that Continue under Triborough

- Location Stipend (Downstate & Mid-Hudson Adjustment)
- Inconvenience Pay
- On-Call/Recall Pay
- Service Awards:
 - For full-time employees: A one-time \$500 payment shall be added to basic annual salary at:
 - Continuing appointment
 - Permanent appointment
 - Second five-year term Appendix A appointment
 - Completion of seven years in Lecturer, Appendix C (Fundraising), and Appendix B-4 Division III Sports titles.
 - For part-time employees: A \$500 lump-sum bonus payment (not added to basic annual salary) after eight years of consecutive service at the campus at which they are currently employed, and every eight years thereafter.

MEDICAL, VISION, DENTAL, LIFE INSURANCE BENEFITS—ARTICLES 39 & 40

All New York state health benefits provisions and all programs administered by the UUP Benefit Trust Fund (vision, dental and life insurance) continue.

CONTINUED ON BACK

About UUP ...

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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.

CONTINUED FROM FRONT

Productivity Enhancement Program—Appendix A-26

2016 was the last available year for the “PEP” program. This program allowed employees who accrue vacation leave to exchange two or three days of vacation time for a credit toward the cost of their health insurance premium. PEP will not be available again unless negotiated in a successor contract.

**JOINT LABOR-MANAGEMENT COMMITTEE
GRANT PROGRAMS—ARTICLES 42-45**

Programs such as Individual Development Awards, Drescher Leaves, Calendar Year Employee Leaves, and Campus Grants will have no additional funding after expiration of the contract.

However, under the 2011-2016 agreement, UUP and the state agreed to an allocation of money for these programs during the 2016-2017 academic year. Grant application processes are in place for the fall 2016 semester.

**WORK-LIFE SERVICES PROGRAMS
(FAMILY BENEFITS & EAP)—ARTICLES 46 & 47**

The following NYS Employee Work-Life Services programs continue:

- Employee Assistance Program (EAP)
- Grants and technical assistance for worksite child care centers
- Pre-retirement planning information
- Pre-Tax Savings Programs: NYS-Ride, Health Care Spending Account, Dependent Care Advantage Account

DCAA Employer Contribution

The \$300-\$800 annual employer contribution to Dependent Care Advantage Accounts expires with the 2011-2016 agreement, even though the DCAA pre-tax savings program will continue.

DEFICIT REDUCTION PROGRAM—ARTICLE 53

The state’s Deficit Reduction Program for NYS employees has ended. Deductions from UUP employees’ paychecks, which occurred over two academic years (2013-2014 and 2014-2015), are now being repaid. Repayment of seven days’ pay began in July 2016 and will continue over a total of 39 pay periods.

LEAVE DONATION PROGRAM—APPENDIX A-45

This program continues, allowing UUP members who accrue vacation leave to donate leave credits to any UUP bargaining unit member (or other state bargaining unit or M/C employee) who has exhausted leave benefits and is in need of leave due to illness.

**VOLUNTARY REDUCTION IN WORK SCHEDULE
PROGRAM—APPENDIX A-46**

This program continues, allowing employees to voluntarily trade income for time off. It provides a way for UUP members to bank leave credits for use at a later time and can help with planned family care or other events that would otherwise require an unpaid leave, thereby protecting health insurance coverage.

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