

## CAMPUS EQUITY NOW!

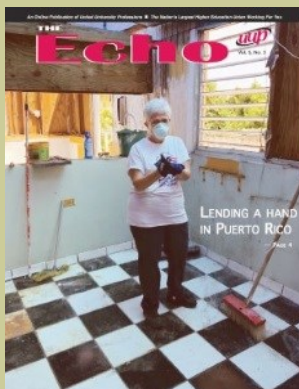
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[http://  
uupinfo.org](http://uupinfo.org)



## Membership Meeting — March 6

There will be a meeting of the Alfred Chapter UUP membership on March 6, 2019 beginning at 3:30 in the Allegany Room of the Central Dining Hall, with the program beginning at 4. Statewide officers Jamie Dangler and Jeri O'Bryan-Losee will address members on items such as contract implementation (including negotiations for equity in discretionary distributions), as well as the union's legislative agenda. Danielle Judge, UUP Organizer for the Western New York Region, will also be attending. Pizza and light refreshments will be available.

### Presenter Biographies

- Jamie Dangler of Cortland, NY, an associate professor of sociology at SUNY Cortland, began serving as the statewide Vice President for Academics of United University Professions in June 2012. Dangler has served UUP in a variety of leadership roles for almost 20 years, including as president of UUP's Cortland chapter—an office she held from 2009-12. She has also been an elected member of the statewide Executive Board since 2008. She heads UUP's Task Force on Teacher Education and serves as the officer liaison for UUP's Technology Issues Committee and Appendix A-48 Advisory Committee on Librarian Issues. Dangler was the chief negotiator for UUP's 2011-2016 contract with New York State and served on the Negotiations Team during bargaining talks that produced the 2007-2011 contract. She also served as UUP's chief negotiator during its contract negotiations with the union's CWA staff in 2009. Dangler's state-level UUP service began with her effort to augment family leave options for members. She started the Family Leave Committee in 2001 and chaired it from its inception to 2010. She continues to represent the union on the state's multi-union Labor/Management Work-Life Services Advisory Board. In 2009, Dangler co-authored an extensive research report for UUP on gender and salary inequity. She also compiled the Family Leave/Work

Life Services Guide for UUP Members.

- Jeri O'Bryan-Losee, Director of Science Technology Entry Programs at Morrisville State College, joined UUP's officer ranks in June 2017. At the Morrisville Chapter, O'Bryan-Losee served as vice-president for professionals and chapter treasurer. At the statewide level she served as an Executive Board member and was the liaison to the Disability Rights and Concerns Committee and Task Force on Retirees. Most recently, she has served as co-chair of the Finance Committee, a member of the Audit Committee and Chapter Vice Presidents for Professionals Committee.

We hope you will join us on March 6 for discussions of contract implementation and other issues of interest to members!



**UUP Vice-President for Academics  
Jamie Dangler**

## UUP's Legislative Agenda

Frederick E. Kowal, Ph.D., president of United University Professions, urged the state Legislature to make a strong commitment to SUNY by budgeting \$30 million to hire more full-time, tenure-track professors, a move he said would push the governor's proposal to increase SUNY faculty diversity.

Kowal, who testified today at a public hearing conducted by the Legislature's joint fiscal committees, also asked lawmakers to restore the \$87 million subsidy to SUNY's public teaching hospitals and more than \$12 million for SUNY's successful opportunity programs cut from the Executive Budget.

The president of America's largest public higher education union also called on legislators to add \$25 million to the state budget to help SUNY state-operated campuses cover the so-called "TAP gap"—the portion of SUNY tuition that campuses must waive for TAP awardees.

In addition, Kowal told legislators that UUP strongly supports heavily increased oversight and transparency of college campus foundations and affiliated non-profit corporations—such as Fort Schuyler Management Corp., which was at the center of the "Buffalo Billion" bid-rigging scandal.

Kowal welcomed the governor's plan to hire 1,000 new full-time, tenure-track SUNY faculty over the next 10 years—a proposal unfunded in the Executive Budget. Adding \$30 million to hire new full-time faculty would be a "good first step" toward the governor's goal of increasing diversity among SUNY faculty.

"This glaring shortage of full-time, tenure-track faculty from diverse racial and ethnic communities at SUNY must be rectified," said Kowal.

The need for more full-time SUNY faculty will increase as the Excelsior Scholarship becomes available to more students; the program's income threshold moves from \$110,000 per year to \$125,000 per year in 2019. The newly approved DREAM Act is also expected to contribute to growing SUNY campus enrollments, the union president said.

Kowal said closing the TAP gap—about \$62 million annually—will free up funding for cash-strapped campuses, allowing them more flexibility to expand course offerings and provide important student services. A number of campuses, including SUNY Fredonia, Stony Brook University, Binghamton University, SUNY Plattsburgh, Buffalo State College, and

SUNY New Paltz, are struggling to cover budget gaps.

"This TAP gap is equivalent to the annual salaries of over 500 new full-time, tenure-track faculty," Kowal said. "These additional hires could increase advising, counseling, tutoring, and course offerings needed to help ensure that students complete their education, and complete on time."

The maximum TAP grant of \$5,165 only covers 75 percent of SUNY undergraduate tuition. TAP covered 100 percent of SUNY tuition at state-operated campuses from 1974 through 2009-10; the state's percentage has declined since then, expanding the TAP funding gap. More than 40 percent of TAP students attend SUNY schools; over a third of SUNY students at state-operated campuses receive TAP aid.

Kowal said the union is "pleased" with the governor's plan to budget \$60 million in federal Disproportionate Share Program entitlements for SUNY's three public teaching hospitals in Brooklyn, Stony Brook and Syracuse. These funds, a state match to the federal funding, are reimbursements for care the hospitals have already provided.

But the hospitals will face daunting fiscal challenges without a state subsidy—eliminated from the budget last year and replaced by one-time funding through the federal Care Restructuring Enhancement Pilot program. The nonprofit hospitals rely on the subsidy for crucial operating support.

These teaching hospitals turn no one away, regardless of their ability to pay for care. They also fund their medical schools, and cover employee fringe benefits and debt service.

"Our teaching hospitals do not turn a profit and shouldn't be expected to do so," Kowal said. "The care, treatment and safety of the hundreds of thousands of patients served by these facilities is a direct state responsibility."

Kowal also requested that lawmakers:

- Restore \$5.3 million eliminated from the governor's Executive Budget proposal for the Educational Opportunity Program and \$7 million for the Educational Opportunity Centers and ATTAIN Labs; and
- Pass legislation to require campus foundations and affiliated corporation to submit annual budgets to SUNY for approval, and to restore the state Comptroller's authority to audit these entities

## Programs to Assist Members with Education, Professional Development

**Tuition Assistance for UUP Members “Space Available” Program**—This negotiated benefit allows full-time and part-time employees in the UUP bargaining unit to take one course each semester and special session (e.g., summer session and intercession) from a UUP-represented state-operated SUNY campus tuition free, as long as space is available in the course. Fees other than tuition are paid by the employee. Those interested in applying should contact Human Resources at the institution they will be attending. UUP chapter offices can also provide information about the process and address member questions. (Contract Article 49)

**EKB eLearning Program Empire Knowledgebank (EKB) eLearning Program**—This program allows UUP-represented employees access to eLearning products provided by Enterprise Training Solutions Inc. through the EKB license. Employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee. Program details and eligibility information are available at <https://on.ny.gov/2Mo823y>

### Grant Programs

Joint Labor-Management Programs are contractually negotiated and jointly administered by state-level committees composed of representatives from UUP, SUNY, and the Governor's Office of Employee Relations. These programs address mutually identified needs and goals of UUP and New York state. Some programs, such as the Individual Development Award program, are administered at the campus level by joint committees consisting of representatives from UUP and the campus administration. The following programs are exclusive to UUP bargaining unit members and focus on individual employee development:

**Individual Development Awards (IDAs)**—IDAs are designed to support a variety of professional development projects or activities, assisting eligible employees in developing their full professional potential and to prepare for advancement. Campus Professional Development Committees, comprised of UUP members and management representatives, are formed to review applications and award funding. Funding is available to full-time and part-time bargaining unit members. Maximum award amount is \$1,000 per employee per award period. Interested employees should reach out to their UUP chapter office for specific award timelines. Program details and eligibility information are available at <https://on.ny.gov/2MvHzBn>

**Campus Grants Program**—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or

enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000. Program details and eligibility information are available at <https://on.ny.gov/2U8jbb>

**Dr. Herbert N. Wright Memorial Safety and Health Training Award Program**—This program provides an opportunity for employees with safety and health and environmental responsibilities to update and refine the skills and knowledge needed to recognize, control and correct potential hazards in the workplace and to ensure compliance with applicable laws and regulations. Funds are available for educational, training, and skill-building activities at local or remote sites. The maximum individual award under this program is \$3,000. An individual may apply for more than one award within the current contract period. Program details and eligibility information are available at <https://on.ny.gov/2FHeP88>

**Dr. Nuala McGann Drescher Leave Program**—This program, open to full-time term employees, seeks to promote a broad diversity of award recipients with preference given to minorities, women, employees with disabilities, or employees with military status who are preparing for permanent or continuing appointment. Types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification. Program details and eligibility information are available at <https://on.ny.gov/2WafiQk>

**Employment Coaching and Placement Program**— This program provides financial support for employment coaching, placement fees and related expenses to employees whose employment has been terminated due to retrenchment, or who have been notified of retrenchment, or who are perceived to be at high risk of retrenchment. A maximum of \$3,500 may be awarded for a one-year period, depending on the employee's plan and availability of funds. Program details and eligibility information are available at <https://goer.ny.gov/grant-opportunities>

**Grants for Employees with Disabilities Program**— This program establishes a fund for full-time or part-time employees with disabilities, as defined by the Americans with Disabilities Act (ADA). The funds cover out-of-pocket expenses incurred for a work-related project or activity where such assistance is not provided by the ADA. They are not intended for accommodations that the campus must provide under the ADA. The maximum individual award is \$5,000 for each application. Program details and eligibility information are available at <https://on.ny.gov/2AZ3YSM>

**Leave for Calendar Year Employees**—This program for full-time employees with a calendar-year (12 month) appointment is

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## UUP: Focused On Families

UUP is family strong.

From negotiating fair wages and protections that safeguard employees on the job, and excellent medical, vision and dental care for members and their families, your union family supports you and your loved ones.

In its 2016-2022 contract agreement with the state, UUP negotiated across-the-board raises in each year of the pact, including retroactive pay. There's also funding for on-base salary inequity/compression adjustments, Discretionary Salary Increases, and a new minimum salary for part-time faculty.

UUP is the first union to negotiate New York State Paid Family Leave (PFL) coverage, which begins January 2019. It provides members with up to 10 weeks of partially paid family leave per year for events such as bonding with a newborn, adoption or foster care placement, caring for family members with serious health issues, or assisting family members in the military stationed overseas. PFL coverage can be added to paid time off through use of contractual accruals for sick and vacation leave to extend time for family care.

Here are other ways UUP helps families through negotiated benefits:

- ◆ UUP's new contract provides mandatory "tenure clock stoppage" for academics and professionals, if requested by the employee, following child birth, adoption or foster care placement.
- ◆ Pre-tax savings programs: Health Care Spending Account, Dependent Care Advantage Account, Adoption Advantage Account, NYS-Ride. The DCAAccount includes a state contribution to individual accounts of up to \$800 each year.
- ◆ Dependent Scholarship Program: Negotiated into UUP's contract, the program provides a scholarship each semester for eligible children of UUP-represented employees enrolled at SUNY state-operated campuses.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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- ◆ **Employee Assistance Program:** A program providing confidential support, information, problem assessment, and referral services to address life needs, including family and marital issues, drug problems, stress, financial services, child care and elder care.
- ◆ **Pre-Retirement Planning:** Available online and at seminars for employees at least 50 years old and able to retire in five years.
- ◆ **Tuition Assistance for UUP Members:** Members may take one tuition-free course per semester and special session at any SUNY state-operated campus on a space-available basis.
- ◆ **Worksite Child Care Centers:** Infant and toddler care, preschool and summer day camp programs are some of the opportunities offered. Money UUP negotiates provides grants and technical assistance to campus day care centers.
- ◆ **Flexible Work Schedules:** Options to change work schedules or to move from full-time to part-time work to meet family care needs can be arranged at the discretion of the campus administration. UUP can help members develop flex schedule requests.

Also available are union member services and discount programs. UUP members have access to member benefit and social services programs provided by UUP and our affiliates—New York State United Teachers, the American Federation of Teachers, and the National Education Association.

**Go to these websites for more information:**

<http://uupinfo.org/benefits/index.php>

<http://memberbenefits.nysut.org/>

<https://www.aft.org/>

<https://www.neamb.com/>





## Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

### **The following is just a sample of the endorsed programs available to NYSUT members:**

**Bose** -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

**Orlando Employee Discounts** -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

**Grand Circle Travel** -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

### **Member Appreciation Month is back!**

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

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### Professional Development (continued from page 3)

intended to provide release time and salary replacement to assist eligible employees in developing their full professional potential and in preparing for advancement. Only expenses for salary for a replacement for a period of at least five days will be considered for funding. All other expenses that might be required to conduct the project or activity must be provided by other sources. Employees who accrue annual leave are not required to charge those credits for any project or activity funded by this program. A maximum of \$4,000 for salary replacement may be awarded to eligible employees once in each award period. Program details and eligibility information are available at <https://on.ny.gov/2HrAtip>

**Retraining Fellowship Program**—This program provides financial support to employees who have been terminated due to retrenchment, who have been notified of retrenchment or perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Funding is provided for employees to pursue an organized course of study to attain other employment opportunities or to maintain their current employment. If course work is pursued at an accredited institution other than a SUNY institution, the maximum amount reimbursed for tuition is at the SUNY rate in effect at the time. Program details and eligibility information are available at <https://on.ny.gov/2sGvtfC>. The following programs are exclusive to UUP bargaining unit members and focus on group and campus development: Enrollment Enhancement Program—Open to a campus committee, group or individual in an academic department or

program. The program is designed to assist those who have experienced a significant decline in student enrollment over the past year. Program details and eligibility information are available at <https://on.ny.gov/2RjtOEG>

**Campus Grants Program**—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000. Program details and eligibility information are available at <https://on.ny.gov/2U8jbbv>

**Professional Development Grant Program**—This 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. Open to both full-time and part-time employees, eligibility is similar to that of the Individual Development Awards Program. Priority will be given to a project or activity that entails 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 minimum 40 percent campus contribution is required for this program. Program details and eligibility information are available at <https://on.ny.gov/2T85Nnx>

### Give to VOTE/COPE

Money from union dues cannot be used for political purposes. In order to fund legislative advocacy, UUP depends on voluntary contributions made to VOTE/COPE. Your one-time or recurring contribution will enable UUP to continue to advocate for the State University of New York. Please consider clipping and submitting the contribution form below!

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

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Patrick Domaratz	Labor Relations Specialist		

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

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