



# Alfred UUP News

Volume 6, Issue 3

April—May 2019

CAMPUS  
EQUITY  
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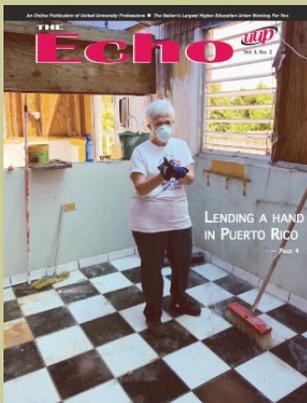
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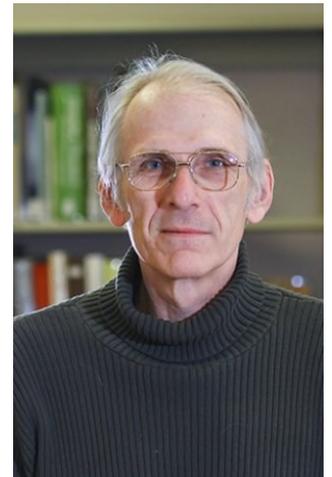
Read the *Echo* linked from <http://uupinfo.org>



## Chapter Election Results

United University Professions has conducted elections on behalf of chapters. The election results of the Alfred Chapter of UUP are as follows:

- Chapter President — Joseph Petrick
- Vice-President for Academics — Linda Panter
- Vice-President for Professionals — William Schultze
- Vice-President for Wellsville — Karen Young
- Treasurer — James Buell
- Membership Development Officer — Jennifer Guthrie
- Officer for Contingents — Alexandra Hoffman
- Officer for Retirees — Gary Moore



Joe Petrick

All of the above officers were reelected for two year terms. Vav Vavrek was elected as Affirmative Action Officer.

The following were elected (or reelected) as academic delegates:

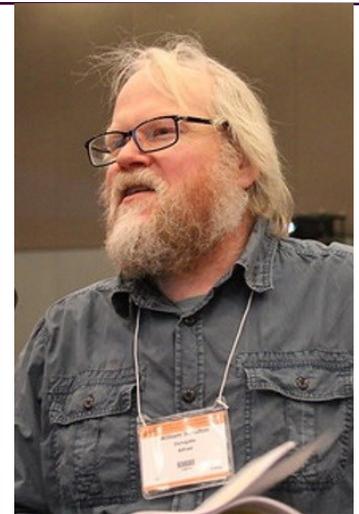
- Earl Packard; Mark D’Arcy; Laurie Dunn. (*continued on page 3*)



Linda Panter



Karen Young



Bill Schultze

## Update on UUP-NYS Negotiations Over Distribution of Salary Compression Adjustments (Equity DSI)

The 2016-2022 State/UUP Agreement earmarks one-half of the discretionary salary pools (or 0.5% of total UUP bargaining unit basic annual salaries at each campus) in 2019, 2020, 2021, and 2022 for distribution to address salary compression and inversion. The first of these distributions must occur by December 31, 2019. (Article 20.8, 20.10, 20.12 and 20.13)

Appendix A-41 to the 2016-22 Agreement provides that the guidelines and methodology for analyzing the extent of salary compression and inversion at each campus will be developed in executive-level discussions between UUP, SUNY and the Governor's Office of Employee Relations (GOER). The results of these analyses will be utilized in distributing these funds to address identified compression and inversion.

Since October 2018, UUP has met steadily with SUNY and GOER to develop these guidelines and methodologies. We have made significant progress, but more work remains to be done.

To assure that campuses will not be overwhelmed by the work necessary to complete the salary analyses, SUNY officials recently met with HR representatives from all campuses to brief them on some of the data that must be collected to prepare for the analyses. Campuses were directed to begin collecting this data. If you hear about these efforts at your campus, please understand that this data collection effort is the beginning, not the end, of the process, and that statewide executive-level discussions continue.

We will inform the UUP membership when we reach final agreement on the guidelines and methodology for the salary analyses. We expect work to continue through the spring and summer months, with more details available at the start of the fall 2019 semester.

Salary compression occurs when there is little or no difference in pay – but significant differences in skill level, responsibility, qualifications, or seniority. Salary inversion occurs when salary compression, left unadjusted, results in new hires and less senior employees receiving salaries that are greater than more senior co-workers. Salary compression arises generally from a combination of factors including market forces disproportionately impacting starting salaries and insufficient pay increases tied to promotion and years of service.

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Chapter Elections (continued from page 1)

- The following were elected (or reelected) as professional delegates: Ray Gleason; Jennifer Guthrie; Vav Vavrek; Brent Barnes; Zac Barbis.
- Linda Panter and William Schultze were elected as delegates, but represent the Alfred Chapter at Delegate Assemblies by dint of their position as officers.

Other Alfred Chapter members were accepted as delegates to the American Federation of Teachers Convention and the New York State United Teachers Representative Assembly. More information can be found at <http://uupinfo.org/elections/results/chapter/Alfred/19/Results.pdf>

*Pictured below — Delegate Ray Gleason advocates for SUNY as Delegates Earl Packard and Alexandra Hoffman look on.*



## Labor Relations Specialist Update

UUP Labor Relations Specialist Pat Domaratz has been offered and has accepted the position of Director of New York State United Teachers Field Staff, and he will be in charge of UUP Labor Relations Specialists.

Pat Domaratz has served as the Labor Relations Specialist to UUP's Alfred, Brockport, Geneseo and Morrisville chapters for many years, and will provide continuity until a new LRS is hired by NYSUT.

Interviews are being conducted for the position of Labor Relations Specialist, and after a discussion with UUP President Fred Kowal, the interviewing committee will make a recommendation to NYSUT President Andy Palotta who will in turn present the name of the successful candidate to the NYSUT Board of Directors for approval. It is anticipated that there will be a replacement LRS some time in May.

## Your UUP Dues Dollars at Work

Dues support the work we do every day to protect our terms and conditions of employment and address member concerns and needs. UUP members—like people in many community organizations, business affiliations and professional associations—pay dues to be in their union. UUP uses members' dues to represent, protect and advocate for nearly 40,000 members.

### Union dues are tax-deductible

New York state allows state taxpayers (who itemize deductions) to deduct full union dues from their state taxes.

### UUP dues cover:

- Negotiations, enforcement and implementation of UUP's contract with NY state, which covers:
  - Salary increases and other compensation for members.
  - State-funded medical benefits: UUP Benefits staff advocate for members when they have difficulties with medical and insurance providers.
  - State-funded vision and dental benefits, fully administered by UUP. Benefits staff continually negotiates with vendors to enhance benefits at reasonable cost.
  - Other Benefit Trust Fund programs, e.g., the newly negotiated Dependent Scholarship Program, fully administered by UUP.
  - Grant programs such as Individual Development Awards, Drescher Awards, and Campus Grants: UUP works with SUNY and the Governor's Office of Employee Relations to implement and administer these programs.
  - Leave benefits, such as sick and vacation leave, family leave, holiday leave, sabbatical leave, and leave donation program.



- Implementation of contract provisions such as state-level labor-management committees to address salary compression, librarians' concerns, professionals' job titles, online education, and other issues.
- Labor-management work to oversee Work-Life Services Programs: Health Care Spending Account, Dependent Care Advantage Account, NYS-Ride, child care center grants, Employee Assistance Program, pre-retirement seminars.
- Protecting our members in the workplace.
- Support for professional development through negotiated labor-management grant programs, and workshops such as getting to tenure/permanence, performance programs, appointment and evaluation procedures, know your contract, problem-solving, and many others.
- Organizing through training and staffing to help connect members, inform them of their benefits and contract protections, and provide them with the means to become involved in chapter, statewide and community activities that strengthen the links between our campuses/hospitals and our communities.

over



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- NYSUT legal staff, to provide counsel and file legal actions on behalf of members. Most recent examples: Legal action to protect members' intellectual property from companies that buy and sell pirated course materials and to challenge a previous retiree health insurance premium share increase.
- Labor relations specialists, provided by New York State United Teachers (NYSUT) to assist members and chapters in labor-management discussions, contract grievances, and problem-solving.
- Protection of due process rights and representation in disciplinary procedures.
- Support for chapter offices to assist members: chapter administrative assistants, equipment and supplies.
- Administrative, accounting, benefits, clerical, information technology, and research staff to coordinate and facilitate the operations of the union and the services provided to members.
- Communications, to convey crucial information to members, the community and the media through online and print membership magazines, chapter newsletters, websites, and direct mailings.
- Meetings to bring members together for campus and state-level work, using UUP committees to gather information and develop advocacy agendas.
- UUP representation at meetings across the state with SUNY, the Governor's Office of Employee Relations, legislators, and policymakers whose decisions impact SUNY institutions and the work UUP members do.
- Advocacy work by UUP and its affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association) for policy and legislation at the state and national levels. Year after year, UUP consistently advocates to fully fund SUNY and support:
  - public education;
  - professions our members work in;
  - health care and public hospitals;
  - worker protections;
  - student access to public higher education and student debt reform;
  - public employee pensions;
  - retiree health insurance;
  - access to information through the Freedom of Information Law;
  - anti-discrimination protections, and many others.
- The Delegate Assembly (UUP's policymaking body), to bring together chapter leadership from across the state to set union policy, identify priorities and goals of the membership, and develop action plans.
- Working with students and other coalitions to support public education and issues of importance to the membership.

#### **UUP member dues do *not* support political candidates or campaigns**

UUP dues are not and have never been used for candidate support or campaign committees. Expenditures for candidates and campaign committees that are pro-education and pro-labor are funded through voluntary contributions to the political fund-raising program called VOTE-COPE (operated by UUP's affiliate, New York State United Teachers).

## Programs to Assist Members with Education, Professional Development and Training

**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/2U8jbby>

**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 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/2U8jby>

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

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
William Schultze	VP for Professionals	<a href="mailto:schultwh@alfredstate.edu">schultwh@alfredstate.edu</a>	587-4033
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James Buell	Treasurer		
Dilan Gilluly	Secretary		
Jennifer Guthrie	Membership Development Officer	-	
Zachary Barbis	Affirmative Action Chair	-	
Alexandra Hoffman	Officer for Contingents	-	
Gary Moore	Officer for Retirees		
Earl Packard	Delegate	-	
Ray Gleason	Delegate	-	
Regina Pollard	Delegate	-	
Mark D'Arcy	Delegate		
Patrick Domaratz	Labor Relations Specialist		

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

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