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Alfred UUP News

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December 4th Open Forum

The Alfred Chapter of United University Professions will be hosting an open forum from noon to 1 PM on December 4, 2020. The purpose of the open forum is to hear the concerns of members concerning spring 2021 semester scheduling, accommodation requests, COVID testing, and other issues of interest to those in the bargaining unit.

To RSVP for this event please email alfreduup@alfredstate.edu or call extension 4186 and leave a message. Login information will be provided to members upon request.

NY Renews

Over the past several years, UUP has been involved in the work of NY Renews -- a coalition of groups and unions committed to dealing with the climate crisis. NY Renews has shared a few opportunities for UUP members to be involved in their ongoing advocacy efforts. Members are encouraged to participate, as the work is vital to our collective goals as part of the progressive movement and since many of our members are engaged in environmental actions in their personal lives.

NY Renews is hosting a **mass call this Friday, Nov. 20 at 12 pm** aimed at folks who are new to NY Renews or need a refresher on their big plans for 2021. During the call, NY Renews will be sharing opportunities to join their organizing efforts going forward. Register for the call [here](#).

NY Renews is launching a new lobbying effort for the first half of December. In the next week, they need to lock in lobby leads, the most important piece to making this a success. **If you are interested in leading or joining the lobby event, please fill out [this form](#).**

Thanks for doing this. Every step we can take to improve our lives must be taken during these difficult times!



Labor-Management Meeting Notes, November 18, 2020

UUP Members Present: Joe Petrick, Bill Schultze, Linda Panter, Jamie Guilian (LRS).

Members of Administration Present: Skip Sullivan, Kristin Poppo, Greg Sammons, Joe Greenthal, Wendy Dresser-Recktenwald.

The Alfred Chapter of United University Professions presented several questions to campus administration, as follows.

1). Is there anything to add to the announcement concerning the schedule for the spring 2021 semester?

- *Classes initially meeting 1X per week were broken into two or more sessions and provided a 3rd hour for synchronous online instruction, if needed.*
- *When possible, classes meeting 2X per week were changed to a 3X per week schedule.*
- *Classes initially meeting 2X per week were provided a supplemental time for synchronous online instruction if 55 minute lecture restriction remains*
- *Laboratory and studio times were not changed.*
- *Instructional start times range from 8 a.m. to 8 p.m. We implemented evening and weekend scheduling only if absolutely necessary.*

The supplemental time for online synchronous instruction will only be utilized if the college needs to limit class time to 55 minutes; the college is in ongoing conversations with DOH regarding this issue. If classes that meet two times per week are able to meet for the full time period, the additional scheduled time can be eliminated.

It is understood that the reason for the changes in schedule result from the requirement of the Allegany County Board of Health that meetings not last more than 55 minutes. A question arose, how many faculty members were scheduled to work after five or six PM? Administration did not have the answer, and the number would be determined from the course schedule. Management acknowledged that the UUP chapter would pursue an improper practice charge about the change in terms and conditions of employment resulting from faculty having to teach after college hours.

2) Does administration have an update on COVID testing and contact tracing?

No testing will be offered or scheduled the week of 11/23. Students are no required to leave campus; the Allegany County Department of Health prohibits airplane or train travel and travel for students who live more than two hours away. There are currently 42 students and three faculty in quarantine.

It is expected that three thousand students will have been tested by the end of day (November 18) and wastewater testing continues as students prepare to leave campus. Around fifty students will continue to be on campus over the break.

For the week of Nov. 30, employees are strongly encouraged to receive testing before leaving campus for the semester break. Testing will be available for faculty and staff at no charge on the Alfred campus at T. J. Parish Hall.

3) Is there an update on faculty/staff accommodation requests?

There is a SUNY expectation that there will be an increase across the System in the number of face-to-face classes being taught.

Until the College has better insight as to what the spring semester may look like, accommodations for remote work due to COVID-19 are being withheld. That is not to say that accommodations will not be approved with or without modification, but rather, until it is determined if further guidance will come forth from SUNY and we have a better understanding of the state of our community as we get closer to the Spring semester, the interactive process cannot be completed accurately, and decisions on accommodations for remote work due to COVID-19 will not be made.

4) Statewide UUP has informed chapters that there may be allocation of Individual Development Award funds, and that joint labor-management committees should be empanelled to review the awards. Similarly, there is an expectation on the part of statewide UUP that Discretionary Salary Awards will be made, including awards made on the basis of analysis of compression. Is the campus preparing for IDA and DSI?

The campus has not been hearing anything from SUNY System Administration about either IDA or DSI, though it is anticipated that there will soon be a discussion of these awards. If DSI is allocated, it will be in across-the-board distribution, as the campus had previously agreed that there would be such distribution in alternate years.

In regards to employee benefits, there has been a concerted effort on the part of ASC administration to identify and notify employees who have accrued over 40 vacation days because those days will be lost to affected employees after December 31.

Bill Schultze remarked that vacation days may be donated to union members (including those in other New York State public service bargaining units) with health problems who have exhausted their sick days. Administration responded that it had been cooperating with UUP in the donation process.

Near the conclusion of the meeting Provost Poppo noted that there would be a change to faculty obligation as Martin Luther King Day and Labor Day will now be observed. This will result in the selection of two other days of obligation in observation of honors convocation and graduation.

Pre-Retirement Workshops

UUP will hold a series of virtual pre-retirement workshops starting Nov. 30.

The two-part webinars will cover health care and Medicare, followed by union benefits such as dental and vision coverage.

The schedule of workshop sessions is as follows:

Nov. 30: Health care and Medicare, 7 p.m.
Dec. 2: Union benefits, 7 p.m.

Dec. 14: Health care and Medicare, noon;
Dec. 16: Union benefits, noon

Jan. 26, 2021: Health care and Medicare, noon
Jan. 28, 2021: Union benefits, noon.

Please contact Joe Petrick at petricja@alfredstate.edu or extension 4311 for registration information.



Coalition to Albany: Reinstate the Stock Transfer Tax!

A coalition of unions, state legislators and community groups came together in a virtual rally Nov. 10 to send a strong message to state legislators about the state's Stock Transfer Tax: Keep the money!

Organized by United University Professions, the rally drew thousands of supporters from labor, health care and community organizations that called for the Legislature to return to Albany and approve a measure to reinstate the Stock Transfer Tax.

The tax, which is a sales tax on stock trades, is assessed, collected and rebated to the brokers who paid it. The tax has been levied on stock trades since 1905, but only since 1981 has the tax been fully rebated to Wall Street.

"The coronavirus pandemic has wreaked havoc with the state's finances and has widened a projected budget deficit upwards of \$30 billion," said UUP President Fred Kowal. "Massive cuts will be made to public education, health care and vital governmental services unless other revenue streams are found to bridge the budget gap. Reinstating the Stock Transfer Tax would go far in mitigating that impact."

"The Stock Transfer Tax is one important measure to raise revenue vital to our survival, said Judy Sheridan-Gonzalez, RN, president of the New York State Nurses Association. "During the pandemic, New York hospitals had grossly inadequate PPE for caregivers and insufficient life-saving equipment for patients. Nurse staffing was dangerously below what was needed for critical—and even basic—care. It is clear additional resources that are needed that cannot be provided without fundamental changes. New York billionaires made \$77 billion during the last surge. This tax—just as another surge remains a very real threat—will save thousands of lives."

Assembly Member Phil Steck, who has sponsored a bill with Sen. James Sanders Jr. to reinstate the tax, said the state would have raised between \$12 billion and \$19 billion in 2020 if the state kept the revenue from the tax.

"The Stock Transfer Tax is the most painless way to close the budget hole and restore faith in state government," Steck said. "This is a sales tax of 1/4 of 1 percent that is in use all over the world (including London since 1700) and was in use from 1905 to 1981 in New York state. When adopted, it never caused one ounce of harm anywhere in the world, including New York."

"It will also solve a problem often highlighted by Governor Cuomo," Steck said. "New York exports tax revenue to other states. Since this tax will mostly be paid by non-New Yorkers and foreign nationals, it will bring that lost revenue back to New York, just as New Yorkers pay excise taxes to oil-producing states."

Sanders echoed Steck's statement. "This one tax alone would cover most of the deficit, without hurting the wealthy," he said. "This little tax would allow the rich to join the sacrifice that working people have been undergoing due to COVID-19."

Speakers at the virtual rally also included Sen. Robert Jackson, Assembly members Pamela Hunter and Ron Kim, Black Nurses Coalition Chief Executive Officer Brenda Robinson and SUNY Student Assembly President Bradley Hershenson.

Five state legislators—Assembly members Marianne Buttenschon, Jeffrey Dinowitz, Donna A. Lupardo and N. Nick Perry—also joined the rally.

UUP encourages you to visit the website at <https://uupinfo.org/resources/raisingrevenue/> to see how you can take action.

To print and send a postcard: <https://uupinfo.org/resources/raisingrevenue/pdf/750postcard.pdf>

Be sure to follow these instructions:

<https://uupinfo.org/resources/raisingrevenue/pdf/PostcardInstructions.pdf>

Also, utilize our social media tool-kit:

<https://uupinfo.org/resources/raisingrevenue/pdf/RevenueRaisersSocialMediaToolkit.pdf>

You can also send digital letters-

To contact Governor Cuomo:

<https://actionnetwork.org/letters/reinstate-the-states-stock-transfer-tax>

To contact your state legislators:

<https://actionnetwork.org/letters/reinstate-the-stock-transfer-tax-uup/>

To contact Assembly Speaker Heastie and Majority Leader Stewart-Cousins:

<https://actionnetwork.org/letters/reinstate-the-stock-transfer-tax-uup-2/>

We need the state legislature to return to Albany to pass substantive revenue raisers and we need to push Governor Cuomo to act! Join us in this fight and we can make New York more fair, more just, and more prosperous for all its residents.

TAX NEW YORK'S WEALTHIEST

The New York State Senate and Assembly must return to Albany and pass comprehensive revenue raisers. It's time for millionaires and billionaires to pay their fair share.

Learn more at:
<http://bit.ly/revraisers>



Let's work together against workload creep

Jamie Dangler, UUP Vice President for Academics
Tom Tucker, UUP Vice President for Professionals

The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms.

As we attempt to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees' definition of *Professional Obligation* is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department or unit's full professional obligation is exceeded. Here's how it works:

According to the SUNY Board of Trustees Policies, "The professional obligation of an employee consistent with the employee's academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2).

The specific content of the employee's professional obligation is set at the time of hire. It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can take to combat workload creep:

- **Extra work and volunteer work should not become part of regular workload**

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary because it is beyond the employee's full professional obligation. It should be clearly identified as either **extra service** (with the appropriate paperwork completed prior to the commencement of the assignment) or as **voluntary**. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

- **Document your workload and workload increases**

It's very important to keep a log of work done in areas of your professional obligation that are subject to workload creep. For example, are you and your colleagues being asked to do more in specific arenas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years.

Professionals should have the additional work documented in their performance programs. If the supervisor will not include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York state-UUP contract.

- **Ask your UUP chapter officers for assistance**

If a member comes to their UUP leaders with a workload problem, the first course of action is to review the specific content of that person's professional obligation. If there has been an increase, chapter officers, in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action.

When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.

- **Hold a chapter workload workshop to explore problems and consider solutions**

If there are pervasive workload issues at a chapter, the UUP labor relations specialist assigned to the chapter can conduct a workload workshop to review the basics and provide members with the tools they need to address their individual circumstances and work with the chapter to develop strategies to confront collective workload problems.

- **Reject the "guilt trip defense" of workload creep**

While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be mindful that "helping out" should not lead to permanent increases in our workload, and uncompensated

work that will jeopardize our health, professional well-being, and the quality of our service to our students and our campuses.

- **Bottom Line**

If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

If a UUP academic's workload is increased by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes increase substantially or if new administrative duties are required of an academic department, it's possible for UUP to engage in "impact bargaining" with the campus administration to seek adjustments or additional compensation.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues.

Chapter Officers		
Joseph Petrick	Chapter President	587-4311
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Jennifer Guthrie	Membership Development Officer	
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Alexandra Hoffman	Officer for Contingents	
Gary Moore	Officer for Retirees	
Earl Packard	Delegate	
Ray Gleason	Delegate	
Laurie Dunn	Delegate	
Jamie Guilian	Labor Relations Specialist	

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

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