

The Official Newsletter of
United University Professions
Buffalo Center Chapter
at the University at Buffalo.

UUP NOW!



Buffalo Center Chapter members marching in solidarity at the 2016 AFL-CIO Labor Day Parade.



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ISSUE 4
FALL
2016

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ABOUT UUP

United University Professions (UUP), a state-wide local of New York State United Teachers (NYSUT), is the bargaining unit for faculty and professional staff members employed by the State University of New York (SUNY) at all of its campuses and health sciences centers. In this capacity, UUP negotiates the employment contract between those members and the State of New York and represents those members and their interests throughout the life of the contract.

The contract describes the terms and conditions of members' employment, including salaries, performance programs and evaluation processes, conditions governing disciplinary actions, minimum and maximum salaries for each salary level (SL), health benefits, grievance procedures and a wide range of other rights, including parking at a minimum fee, tuition-free courses, and Individual Development Awards.

The UUP Benefit Fund also FUNDS and monitors dental insurance and vision care programs, which are administered by the state. The union studies many aspects of our working life and recommends improvements, attempts to correct problems, address injustices, and assure that all members receive rights and due process guaranteed by the contract and by the Taylor Law. It also support a broad range of political actions through members' voluntary contributions to Vote COPE, the NYSUT Political Action Committee, which funds lobbying efforts on behalf of public education at all levels.

The union also sponsors many projects here at UB, such as voter registration drives, Take Our Daughters to Work Day, career development workshops, and scholarships for SUNY students.



Buffalo Center Chapter

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UB Commons, Suite 108
Amherst, NY 14228

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STAY CONNECTED

Sign up here to receive the latest political action information

Please provide your NON-EDU email

Subscribe to our mailing list

* indicates required

Email Address *

First Name

Last Name

[View previous campaigns.](#)

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UUP Buffalo Center Chapter listserv

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LIST@LISTSERV.BUFFALO.EDU

BUFFALO CENTER LEADERSHIP

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TOM TUCKER

VP for Academics

EZRA ZUBROW

VP for Professionals

MAUREEN KANALEY

Grievance Chair for Academics

PAUL ZAREMBKA

Grievance Chair for Professionals

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Political Outreach Coordinator

TIM TRYJANKOWSKI

Negotiations Chair for Academics

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Negotiations Chair for Professionals

MIKE FORMATO

Contingents Officer

PHIL RYAN

Affirmative Action Officer

SUSAN PEARLES

Labor Relations Specialist (NYSUT)

TARA SINGER-BLUMBERG

Buffalo Center Chapter Board at the September board meeting.



PRESIDENT'S UPDATE

BY: TOM TUCKER

Dear Colleagues,

Just an update on the member activities offered by the Buffalo Center Chapter recently, and a few that are forthcoming.

We had two ice cream socials – in June and September – at which members prepared and consumed sundaes while chapter officers made informal presentations.

Our family picnic was held September 7 in the commons and it was well attended. Grilled meats, watermelon, desserts, drinks and our first annual corn hole tournament!

The Grand Opening of the UUP Café in 108 Commons will take place Tuesday, October 25. The first 20 visitors will receive a free UUP hot mug. Stay tuned for more details.

The UUP Fall Delegate Assembly will take place in Albany September 30 – October 3. It looks like our chapter will have an impressive attendance.

On October 12, Voya will be doing a Social Security Training in the chapter office (108 Commons). If you are interested in attending, please contact Molly Pecoraro at 716.626.3928.

WELCOME BACK!

Sincerely,

Tom Tucker, president
UUP Buffalo Center Chapter



ARE YOU READY TO VOTE?

BY: KEN KERN



Are YOU Ready To Vote?

Clinton vs. Trump? Relax! We are not referring to the upcoming Presidential Election. We are referring to

YOUR PROPOSED UNION CONTRACT!

As you know, our labor contract expired on July 1st. Your UUP Negotiations Team is working very hard with the State of New York for a new contract. As of this writing, these negotiations continue. Once an agreement is reached, the proposed contract will be presented to the membership for its review and vote.

If you are a Member, you will be asked to review the proposed contract, discuss it with your colleagues, and then vote as to whether or not YOU want to accept it.


You will have this opportunity **ONLY if you are a member of UUP.**

If you are an agency fee payer, you **will not** have the opportunity to vote on this contract

How do I know if I am an agency fee payer or a member?

Check your paycheck stub. In the "After Tax Deduction" section you will see "UUP Member" or "UUP Agency Fee". We ask all agency fee payers to reconsider your UUP status and become members. There is no additional cost. Membership cards can be obtained in the UUP office, or you can sign up on line at: <http://www.uupinfo.org/>





Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Current YTD		3406.79 1234.56		45,678.90 34,567.89	
Advice # 123456789		Pay Start Date 09/18/2015		Net Pay 1,234.56					
Advice Date 09/18/2015		Pay End Date 09/24/2015							
Department ID 1234		Pay Rate 56,789.10							
EARNINGS									
	Current	YTD							
Regular Pay Salary Employee	3406.79	45,678.90							
Location Pay	56.79	578.90							
TAXES									
	Current	YTD							
Fed Withholding	3,406.79	1,234.56							
Medicare	45,678.90	34,567.89							
Social Security	3,406.79	1,234.56							
FCR Withholding	45,678.90	34,567.89							
BEFORE TAX DEDUCTIONS									
	Current	YTD							
Regular Before Tax Health	456.79	1,234.56							
Supplemental Ret. Annuity Prog.	578.90	5,678.90							
Other Retirement Before Tax	56.79	1,234.56							
AFTER TAX DEDUCTIONS									
	Current	YTD							
UUP Member 26P	34.06	456.79							

CHECK PAY STUB TO MAKE SURE

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

UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership application.

CIVIL BEHAVIOR: A WORKPLACE GUIDE

BY: MAUREEN KANALEY



Pat Domaratz and Ed Giblin, NYSUT labor relations specialists for UUP, presented this topic on June 14, 2016 at UB's Center for the Arts at an event sponsored by the state UUP Vice President for Professionals. Every year a topic is chosen by UUP professional staff members statewide and a related workshop is presented at various locations across the state.

Civility is an issue of prevalent concern in our society today. Civility's definition is "polite, reasonable and respectful behavior" to others. Uncivil behavior in the workplace is marked by backstabbing, gossiping, passive aggressive behavior, personal attacks and most frequently bullying.

Bullying is defined as "repeated mistreatment of one employee who is targeted by one or more employees with a malicious mix of humiliation, intimidation, and sabotage of performance. It is most often intentional." It can be one-on-one abuse or an attack by a group to one person or many. It is often motivated by, jealousy or insecurity in the person doing the bullying and targets the "weakest link." Often if a person does not "follow the crowd" or is deemed "different," then that person becomes the target of cruel behavior either verbally or in writing and now, through social media.

Bullying is a big issue at K-12 schools and colleges and universities but is not limited to schools. It is happening all

over, in work situations, in any setting where a group of individuals is involved.

Incivility can come from your manager, supervisor, students, parents and spouses of students, and from the general public. It can cross generations at work when one generation does not understand or accept the values and perspectives of another. It can occur due to stress, inflexibility, hurt feelings and intolerance. Emails often convey a different meaning than what is intended and either represent bullying or a response to assumed bullying.

a power point presentation is available on our buffalo center website and lists some examples of workplace bullying and suggests ways to address workplace bullying and the steps to take to report it. The presentation also offers ways you can cope with bullying behaviors and discuss how to promote civility in general.

[Click here for PowerPoint presentation](#)



Members engaged in discussion at the WNY Conference for Professionals.

few months back, the Buffalo chapter sent out a survey monkey asking what topics you would like to see in a workshop format at UB. We are hoping to try to present over the coming semester, workshops on the top two subjects the professional staff consider are the most important to discuss. More information will be forthcoming.



Pictured left to right: Jude Jayatilleke (MDO from Buffalo State), Philippe Abraham (VP Professionals/Chief Negotiator) and Buffalo Center Chapter President, Tom Tucker at the WNY Conference for Professionals.



Buffalo Center Chapter Officers, Karen Dunn (communications) and Maureen Kanaley (vp for professionals) at the WNY Conference for Professionals.

POLITICAL OUTREACH

BY: TIM TRYJANKOWSKI

September 2016 Buffalo, NY – PHASE 1 completed, steady as we go. On to PHASE 2 and Victory! This line from a WWII movie, could be a comment by the commander of a submarine. But here, I use it to offer a summary of where we are in navigating the 2016 elections.

In January there were meetings, panels and discussions about who might be running for what office and which candidates we could rely on to support education, labor and unions.

Through exhaustive research that weeded out who was giving lip service and who really understood and would champion our causes on the local, state and federal level. UUP and NYSUT endorsed candidates in many elections that New York State will vote on. Saying we endorse a candidate is really nice but we are UUP, we are NYSUT, we are “Stronger Together” and **with our endorsement comes support.** UUP and NYSUT, “together” worked hard to get our candidates elected-Phase 1, if you will.

We have been asking our Buffalo Center UUP members (your non-edu email address) so you can help make phone calls from the NYSUT office off Sheridan Drive, (always with free pizza- it’s been a blast.) to walk on Saturdays and conduct literature drops in neighborhoods, attend a rally and/or fundraisers on behalf of our endorsed candidates. Our effort has been small but strong. I think 10 UB UUP members have shown for the various call center nights, parades, or lit drops. That pales in comparison to the hundreds of NYSUT teachers, local labor leaders and even other local UUP chapters. **WE REALLY NEED YOU FOR PHASE 2.** UB-UUP was noticeably weak in our turnouts.

By the way, we can contact you for political action **ONLY** through your non-UB email, so please sign up on our homepage if you are interested.

Phase 1 resulted in every endorsed NYSUT/UUP candidate winning their primary election.

We have an endorsed candidate, supportive of education and our unions, now campaigning for her general election. November 8, 2016 will be the culmination of our hard work. We have many rivers to cross until then.

Can UUP count on **you**? Can you and your family count on **you**? It seems extreme, but **you are in the fight of a lifetime for your job.** The Supreme Court will or will not eliminate unions, charter schools at every level, health care, fair labor contracts or reduced wages and zero job protections. This is your watershed moment. Your colleagues are going to do what must be done to support our candidates and secure our future on the work and education front. The stakes are that high. I hope we can count on YOU to deliver on Phase 2, which is an organized and well thought out effort to get people elected to office who will champion our causes in the years to come. We are supporting candidates for president, congress, state level offices and county and town races.

Please call the office at 645-2013 and ask to have your name and personal e-mail added to the political action list. We will send emails to you that pertain to events and activities that you need to attend in order to complete our mission. We posted probably ten events in August and September that were opportunities to make a difference. I made it to four of them, others more, some less. If we all went to just one event and worked for one hour, well, there are 3,000 of us on campus so we would BE the difference.

PLEASE BE THE DIFFERENCE!

I hope we count on you to deliver.

-Tim Tryjankowski

Buffalo Center Chapter/regional coordinator of UUP political outreach, please contact Tim at tatbuffalo@gmail.com to learn more about this important outreach...if you think your job depends on these activities—you’re right!



Tom Tucker, Monica Wallace and Tim Tryjankowski pose for a photo at NYSUT’s Labor Breakfast for Monica back in August.



UUPers-Tom Tucker, Monica Wallace, Rick Stempniak and Fred Floss supporting Monica in her campaign for NYS Assembly 143 District

**ARE YOU
REGISTERED TO
VOTE?**

**Click here for a NYS
Voter Registration
Form**

WHITE HOUSE UNITED STATE OF WOMEN SUMMIT IN DC

BY: DARLENE MERCADO



UUP Member/Delegate, Darlene Mercado was nominated to participate in the inaugural White House Summit on the United State of Women in Washington D.C. on June 13-15, 2016.

President Obama created the White House Council on Women and Girls with a simple charge: to empower women's voices so that our priorities are considered. The summit celebrated the progress we have made, and collectively we began to focus on the future and what we need to do to reach gender equality.

Presenters and attendees were strategically chosen to initiate the conversation on shaping the future for our children. The attendees were activists, academics, journalists, public officials, and business leaders from every state. These change makers are individuals dedicated to building a better world.

There was a star-studded list of presenters: President Barack Obama, First Lady Michelle Obama, Vice President Joseph R. Biden, US Representative Nancy Pelosi, US Treasurer Rosie Rios, Oprah Winfrey, Mariska Hargitay, Matt McGorry, Joanne Smith, Connie Britton, Grecia Magdaleno, JoAnn Jenkins, Darren Walker, Valerie B.

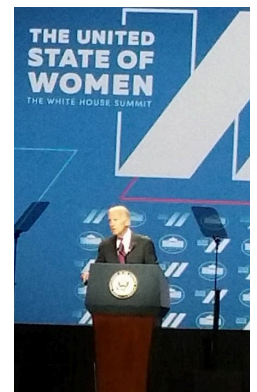
Jarrett, actress Patricia Arquette, Mary Kay Henry, equal pay activist Lilly Ledbetter, SEIU rep. Betzaida Ventura, Executive Director of NECA/IBEW Local Union #26 Kevin Burton, Charmaine Davis, director, Atlanta Chapter, 9to5, Tory Burch, actress Kerry Washington, TV Producer, Shonda Rhimes, Amy Poehler, Elizabeth Shuler, Warren Buffett and many more.

Mercado, a member of the UB professional staff, is an educator and longtime advocate for women and girls. At the White House Summit she had the opportunity to meet and engage with a wide range of experts in the field of gender equality.

"I am charged with empowering others to achieve success and can honestly say that this becomes a reality for women when they are supported and given equal status."



President Barack Obama and Vice President Joe Biden addressing the crowd at the Summit in June



NOTICE AND OFFICIAL PERSONNEL FILE

BY: TARA SINGER-BLUMBERG

Dear Colleagues,

I am often asked if an employee who decides to leave UB has to give two weeks notice. In fact, article 32.2 of the contract requires you to give 30 calendar day's notice.

Employees only have one official personnel file (OPF). It is maintained by Human Resources. Article 31.2a of the Contract gives employees the right to review their OPF at any time. If you can't find a copy of an appointment letter, evaluation, or performance program, or just want to see if a document exists, you can email Joan Brant brant@buffalo.edu and ask her to send you copies out of your OPF.

Tara

REVIEW OF ACADEMIC SURVEY

BY: PAUL ZAREMBKA

In the bulletin last December, I presented the results for the 202 persons who answered our negotiations survey for academics by December 13. Shortly after, I also presented the results at the Ad Hoc Negotiations Committee meeting in Albany.

We left the survey open. Rather to my surprise, 127 additional responses have come in. The total survey is included, with the response rate now up to a **quite respectable 23.2%**. Comparing the final results to the earlier report, some interesting changes can be found.

1. First, where the earlier report had 65.3% of the respondents being 'tenured', it drops to 58.4% tenured. The other two categories 'tenure track/non-tenured' and 'non-tenure track' increased rather equally. This suggests that those in insecure positions had less time on their hands and delayed in getting to the survey.

2. Where the earlier result had as first preference "greater percentage increases of salary" at 35.6% and then "discretionary salary increases going on base" at 24.6%, those results drop to 34.0% and 22.8%, respectively. There

is an increase in interest in "stronger protections against arbitrary non-renewals of the non-tenured, including adjuncts", which is now at 12.9%. Keeping in mind that adjuncts have much higher rates of non-membership in UUP while the survey went out to **only** the 1416 UUP academic members (not fee payers or retirees), we can infer that **"stronger protections against arbitrary non-renewals" are more important to bargaining unit members than the survey response would suggest.**

3. While "paid family leave" and "pay equity" are not the strongest first choices, they do jump up as the strongest third. They matter.

4. In addition to the above, respondents provided individual desires not covered by the five categories explicitly mentioned in the survey. These are available from the chapter office.

Just for background, what is your status?		
Answer Options	Response Percent	Response Count
tenured	58.4%	191
tenure track/non tenured	19.3%	63
non-tenure track	22.3%	73
answered question		327
skipped question		2

Regarding the upcoming contract, please rank up to 6 of the following options in order of importance to you, whether or not you would be personally affected:								
Answer Options	1	2	3	4	5	6	Rating Average	Response Count
Discretionary salary increases going on base	69	69	55	32	36	11	2.74	272
Paid family leave	32	37	69	50	52	13	3.36	253
Stronger protections against arbitrary non-renewals of the non-tenured, including adjuncts	39	29	38	68	63	21	3.58	258
Greater percentage increases of salary	103	93	34	28	15	7	2.21	280
Pay equity	37	48	57	50	45	14	3.24	251
Other - which you will be asked to describe on the next screen	16	9	15	11	12	64	4.46	127
answered question								303
skipped question								26

MEMO

NYS/UUP Professional Development Committee INDIVIDUAL DEVELOPMENT AWARDS

NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS

Joint Labor-Management Committees

2 Empire State Plaza, 13th Floor Albany, New York 12223

(518) 486-4666 (518) 486-9220 (Fax)

nysuuplmc@goer.ny.gov

Governor's Office of Employee Relations

United University Professions

August 22, 2016

TO: Campus Presidents

UUP Chapter Presidents Campus Fiscal Officers Directors

Of Human Resources

FROM: Tina B. Kaplan, Executive Director

This serves to inform you that the NYS/UUP Joint Labor-Management Committees' funds, totaling \$78,474 are being allocated to Buffalo Center for the Individual Development Awards (IDA) Program for the period July 2, 2016 through March 31, 2017. Please note that, pursuant to the 2011-2016 Agreement between the State and UUP, this nine-month funding extension ends on March 31, 2017 and all activities funded by the Program must be completed by that date.

Although the campus accounts may not be available until the beginning of September, you may start the process of appointing the Campus Professional Development Committee and announcing the program now. The campus fiscal offices will be notified as soon as the funds are available to them.

The IDA Program is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills. Funding may not be awarded to purchase equipment or supplies or to support activities that are not related to their SUNY profession. Additional information pertaining to the Individual Development Awards Program including guidelines and a copy of the application may be accessed at the NYS/UUP Joint Labor-Management

Committees website at www.nysuup.lmc.ny.gov.

The deadline for processing applications is to be determined by the Campus Professional Development Committee. Employees should be reminded that applications are to be submitted to your Campus Professional Development Committee and not to the NYS/UUP JLMC staff.

2. As you implement the IDA Program on your campus, please note that the Campus Professional Development Committee must initially dedicate a minimum of 15 percent of its allocation for awards to part-time employees. If applications from part-time employees do not amount to 15 percent of the total allocation, then the remainder of such funds may be reallocated to awards for full-time employees.

All expenses for activities that occur July 2, 2016 through March 31, 2017 must be incurred before March 31, 2017. Awardees have 30 days after completion of their project/activity or notification of the award, whichever is later, to submit receipts and other documentation to the Campus Fiscal Officer for payment. For your information, I am attaching a copy of the Summary Report that must be submitted to the NYS/UUP JLMC office by April 30, 2017 or after all awards have been made for the 2016-2017 award period whichever is sooner. If you have any questions, please contact Shari Carr or me. We can be reached at (518) 486-4666 or you can email us at nysuuplmc@goer.ny.gov.

UB/UUP CAMPUS PROFESSIONAL DEVELOPMENT COMMITTEE

CHAIR: MICHELE RENO

(PHONE) 645.4464

(EMAIL) mreno@buffalo.edu

EVENT BULLETIN



September 30 – October 1, 2016
UUP FALL DELEGATE ASSEMBLY
Desmond Hotel – Albany, NY

VOYA FINANCIAL ADVISORS

You are invited to attend
an educational workshop

**Savvy Social Security Planning: What Baby
Boomers need to know to Maximize
Retirement Income**

Wednesday, October 12, 2016

12:00 – 1:30 pm



UUP Buffalo Center Office
UB Commons – Suite 108

RSVP: Molly Pecoraro .

716-626-3928 . Molly@TeamIFS.com

Presented by: Gary L. Witten, CFP®, ChFC® &
George Dougherty



UB Professional Staff Senate
in partnership with **Slow Roll Buffalo** presents a
BIKE STAMPEDE & PEDAL PARTY

October 1, 2016, 10a.m.–2p.m.
from South Campus to North Campus
& back again for an after-party.

Presented with the support of:
United University Professions
UB Parking & Transportation • UB Sustainability
UB Office of Special Events • UBPD • Town of Amherst
For more details, visit buffalo.edu/pss



Making Strides of Buffalo
Presented by MassMutual Buffalo

Saturday, October 15, 2016

Registration: 8:30 AM

5K: 9 AM

Walk: 10 AM

@ Canalside - 44 Prime St, Buffalo, NY

If you are interested in joining our chapter
team please email Membership
Development Officer Ken Kern at
khkern@buffalo.edu

UUP Buffalo Center

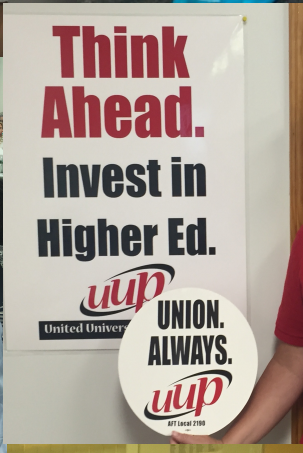
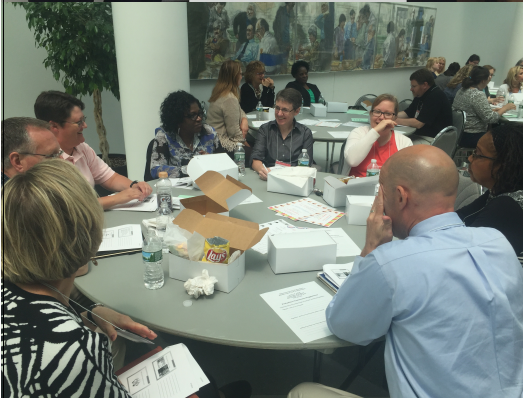
UUP CAFÉ

Grand Opening

TUESDAY – OCTOBER 25th

Stop by the chapter office and get
your free cup of coffee!

WE ARE UUP



UNITED FOR A FAIR CONTRACT



SETH'S BLOG:

Function (and the dysfunctional organization)

By: Seth Godin

Here's how you end up with a bully in a position of authority in an organization:

Someone points out that the bully is a real problem. And the boss says, "I know he's a bully, but he's really productive and we can't afford to replace him."

And here's how you end up with a naysayer, or a toxic co-worker:

Someone points out that people are afraid to work with this person. And the boss says, "I know, but we really need her expertise."

And, person by person, trait by trait, we build a broken organization because we believe that function trumps cooperation, inspiration and care.

Until it doesn't, and then, all we've got left is a mess.

The negative people who do nothing functional are an easy decision. It's the little compromises around people who seem to add value that corrupt what we seek to create.

Build a team of people who work together, who care and who learn and you'll end up with the organization you deserve. Build the opposite and you also get what you deserve.

Function is never an excuse for a dysfunctional organization, because we get the organization we compromise for.

Seth's Blog: <http://sethgodin.typepad.com/>



Join Here **TODAY**
Express Membership

Mini Branch
Open on Mondays
10:30am-2:00pm

Mondays in our
Chapter Office
(108 Commons)

Checking & Savings
VISA Credit & Debit
Payroll Deduction
Competitive Loan Rates
Two UB Branches

Apply online!
www.mortonlanedirect.com

THE HUFFINGTON POST

Why The Decline Of Unions Has Lowered Pay For All Workers

Where unions are strong, they raise standards across an industry, according to a new study.

08/30/2016

05:00 am ET | **Updated** Aug 30, 2016

Daniel Marans Reporter, Huffington Post

Click to
read
article by
Huffingt
on Post

H



As a member of UUP,
you're eligible for a special
discount on auto insurance
from Liberty Mutual

**FALL SPECIAL FOR UUP MEMBERS & THEIR FAMILY
TO ATTEND A DEFENSIVE DRIVING CLASS.**

Cost of the course to given at a discounted rate of
\$22 per person (*normally the course costs \$35-\$45*)

Receive a 10% discount each year for 3 years

Remove up to four points from their driving record

For more information on class times and location
please call or email:

Valerie DiRienzo, CLU CHFC
400 Essjay Road Williamsville, NY
716.374.2278
valerie.dirienzo@libertymutual.com

theatre of youth

2016-2017 Season

Theatre of Youth Company provides quality, professional theatre that gives space to and respects children's feelings and needs. Our theatre experiences engage young minds, spark imaginations, promote self-confidence, and help young people imagine a world without boundaries. Not only that, research shows that children who experience cultural events like those at Theatre of Youth have higher test scores and aptitude levels, go further with their education, and are more likely to remain active in communities as adults.

Give the gift of TOY to the young people in your life. Come experience TOY with these special deals, exclusively for UUP members!

10% OFF SINGLE TICKETS

Promo code: UUP10
unlimited use for 2016-17 season, expires 6/3/2017

\$20 OFF TICKET ORDERS OF \$100+

Promo code: UUP20
limited use, expires 10/23/2016

discounts cannot be applied to previous ticket orders

716.884.4400 | theatreofyouth.org

**CLICK HERE
FOR A BJ'S APPLICATION**



SPECIAL SAVINGS JUST FOR EMPLOYEES OF

UUP - Univ of Buffalo

**Two Great
Membership Offers!**

BJ's INNER CIRCLE® MEMBERSHIP — Just \$35*
Save \$15 off the \$50 annual Membership fee —
PLUS get 1 bonus month FREE

or

BJ's PERKS REWARDS™ MEMBERSHIP — Just \$75*
Earn 2% back on most BJ's purchases
Save \$25 off the \$100 annual Membership fee —
PLUS get 1 bonus month FREE

Plus, every BJ's Primary Member receives a Second Card for a household member at no additional charge.

Negotiations



August 2016

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

UUP, state contract negotiations under way

UUP's Negotiations Team exchanged conceptual contract proposals with state negotiators July 15. The two sides also agreed on ground rules for negotiations.

This initial meeting marked the start of the formal bargaining process. A schedule of meeting dates from August through November was agreed to, setting the course for continued contract talks.

Who UUP Negotiates With

UUP's 18-member Negotiations Team, headed by Chief Negotiator Philippe Abraham, negotiates with representatives from the Governor's Office of Employee Relations (GOER). The state's chief negotiator, Joseph Bress, was appointed by Gov. Andrew Cuomo. Other state team members include Michael Volforte, GOER's interim director; SUNY representatives, led by Liesl Zwicklbauer, SUNY's assistant vice chancellor for employee relations; and representatives from the NYS Division of the Budget and the Department of Civil Service.



DONALD FELOSTEIN

UUP CHIEF NEGOTIATOR PHILIPPE ABRAHAM AND JOE BRESS, THE STATE'S CHIEF NEGOTIATOR, SIGN A JOINT AGREEMENT LAYING OUT GROUND RULES FOR NEGOTIATIONS AT THE FIRST MEETING BETWEEN THE TWO SIDES JULY 15 AT THE DESMOND IN ALBANY. UUP PRESIDENT FRED KOWAL IS SEATED AT LEFT; MICHAEL VOLFORTE, INTERIM DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IS SEATED AT RIGHT. LIESL ZWICKLBAUER, SUNY'S ASSISTANT VICE CHANCELLOR FOR EMPLOYEE RELATIONS, IS AT VOLFORTE'S LEFT. UUP NEGOTIATIONS TEAM MEMBERS ARE STANDING BEHIND THEM.

Implications of Working Under an Expired Contract

UUP's contract expired July 1, 2016, but under the Triborough amendment to the Public Employees Fair Employment Act ("Taylor Law"), all contract articles continue until a successor agreement is ratified unless they contain specific expiration or "sunset" dates.

While across-the-board salary increases are date-specific and certain other provisions of the 2011-16 contract expressly sunset, most contract protections and benefits, including medical, vision, and dental benefits, remain in place while negotiations continue.

Other NYS Employee Bargaining Units Also at the Table

UUP's bargaining with New York State typically occurs concurrently with

other state employee union negotiations, and this round is no different. The two largest state employee unions—the Civil Service Employees Association (CSEA) and the Public Employee Federation (PEF)—in addition to other smaller bargaining units, are currently in negotiations with the state.

Need for Fairness and Equity for All UUP Members

Our union is a diverse group. UUP represents 35,000 Professionals and Academics working full-time and part-time at SUNY's state-operated teaching hospitals, university centers, comprehensive colleges, technical colleges, and specialized institutions. UUP is advocating for a contract that, to the extent possible, addresses the concerns

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About UUP ...

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Secretary Eileen Landy
Treasurer Rowena J. Blackman-Stroud
Membership Dev. Officer Thomas C. Hoey

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.

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of our membership and is fair and equitable in its application to all of our members.

Role of UUP Members in Contract Ratification

When negotiations conclude, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee, which consists of one representative from each of UUP's 32 chapters plus an additional part-time professional and part-time academic.

The Committee then makes a recommendation to the UUP membership regarding ratification, and members of the union have an opportunity to vote on the tentative agreement. A neutral third party, typically the American Arbitration Association, oversees the ratification vote and certifies the result.

Team Needs Your Support

Negotiations Team members are UUP-represented SUNY employees who come from all corners of the state. They will spend countless hours representing UUP's 35,000 bargaining unit members at the negotiations table. Every hour at the table requires many additional hours of preparation for negotiations. Team members are volunteers and receive no payment for this effort. Every hour they spend in Albany results in work they need to make up and time away from their families.

Your support of the Team's work is appreciated and crucial to our advocacy for a fair and equitable contract. Please participate in UUP's contract advocacy activities. Attending chapter meetings, wearing a sticker or posting a sign on your office door, and participating in informational

actions or demonstrations that may be called by the UUP President will send a strong message to SUNY and the governor that **UUP Needs a Fair and Equitable Contract.**

Stay Informed

We are committed to communicating with the membership to the extent possible as negotiations proceed. We have created a new "Members Only" portal on the UUP website to facilitate this communication. The Members Only site is password-protected; use the last five digits of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID." The web portal can be accessed at <http://uupinfo.org/negotiations/index.php>

We will keep you informed through regular postings on the website at www.uupinfo.org (look for the red "UUP Negotiations Information" box on the top right of the home page) and articles in our print publication *The Voice* and its online companion *The Echo*. (*The Voice* is mailed five times during the academic year to members' addresses of record. *The Echo* is available online between print issues. Look for *The Echo* icon in the middle of the home page at www.uupinfo.org; current issues can be found at <http://uupinfo.org/ImageFlow/echo.php>)

Periodic updates and information will also be sent to chapter presidents for distribution at the chapter level. This is your contract, and we want members to be informed, involved and active at every stage of the process.

Finally, feel free to contact UUP Chief Negotiator and statewide Vice President for Professionals Philippe Abraham at contract@uupmail.org for information or to submit questions or comments.

Your Negotiations Team



Chief Negotiator

J. Philippe Abraham, Albany
contract@uupmail.org



**Associate/Deputy
Chief Negotiator**

Michael C. Smiles
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Assistant Chief Negotiator

Pamela J. Malone
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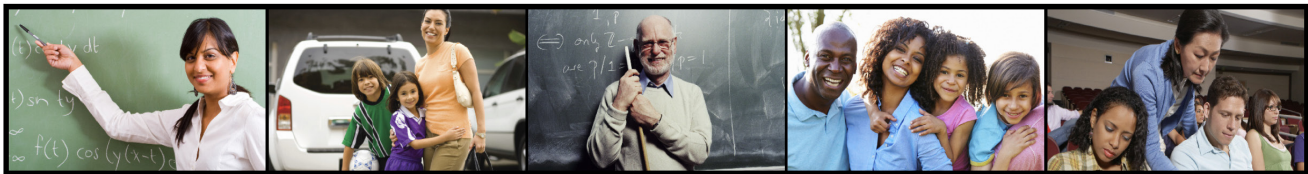
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Beth E. Wilson, New Paltz
Ezra Zubrow, Buffalo Center

Counsel to the President

Elizabeth Hough



Save with **NYSUT Member Benefits**

We salute our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the hard-working UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Life Insurance
- Vision Plan
- Financial Counseling Program
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.
- American Solar Partners



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. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.