

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

UUP

**NOW!**



## ISSUE 3 SPRING 2016

### INSIDE THIS ISSUE

Chapter Info	2
Calendar	3
President's Message	4/5
Membership Dev.	6
Political Outreach	7
Sick Time & FMLA	8
WNY Labor Briefs	10/11
Practice Activity	

Thank you for taking the time to read our new UUP Buffalo Center Chapter Newsletter, UUP NOW! The Communications Committee decided to start a seasonal newsletter for our members. We hope to provide you with important and useful information. If you are interested in submitting an article, or assisting in any fashion, we welcome your ideas or contributions.

- UUP Buffalo Center Chapter

# PROUD TO BE...UUP!



*Please note: For your convenience, Morton Lane Federal Credit Union will be at the UUP office (UB Commons, suite 108) every Monday, from 11:00 am – 3:00 pm. They will be here to answer your questions about the credit union, its products and services. If you're not already part of the credit union, you can join during your visit. They will also have loan applications, direct deposit forms and other materials, but no cash transactions.*

## **UUP BUFFALO CENTER LEADERSHIP**

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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, 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, career development workshops to name a few.

# CALENDAR OF EVENTS

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
MAY 2016	1	2	3	4	5	6	7
				9-10 am - Membership Comm. Mtg. <i>UUP Office</i>	1-2 pm - Mayday Fair Pay <i>UUP Office</i>		
	8	9	10	11	12	13	14
				9-10 am - Pol. Action Comm. Mtg. <i>UUP Office</i>		Spring Delegate Assembly <i>Saratoga Springs</i>	Spring Delegate Assembly <i>Saratoga Springs</i>
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
JUNE 2016	29	30	31	1	2	3	4
	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
			12-2 pm - WNY Professionals Conference <i>CFA - Atrium</i>	12-1 pm - New Member Lunch <i>UUP Office</i>			
	19	20	21	22	23	24	25
				1 pm - Ice Cream Social <i>UUP Office</i>			
	26	27	28	29	30		

## MESSAGE FROM THE PRESIDENT



Dear Members of the Buffalo Center Chapter of UUP:

Elsewhere in this newsletter, in the press and on our website, you will find details on the Supreme Court Case of Friedrichs vs. The California Teachers Association. In this landmark case, the plaintiff (Friedrichs) asked the court to stop the CTA teachers' union (and by extension, all public sector unions) from charging fee for the services provided to them by the union.

Fee payers are employees who receive certain union benefits but are not members because they have not signed a union card. Fee payers are entitled to all the rights of union representation (a negotiated contract including salaries and benefits, representation by a union labor relations specialist in cases of disciplinary action, etc.) but do not enjoy the privileges of membership. They may not vote for the union contract, make motions, sign petitions, debate or seek or hold any elected or appointed union position on the local or state level

In lieu of dues, they pay a "fee," in our case, it is the same percentage of their salaries as paid by union members – one percent. Therein lies the rub. Friedrichs et al., didn't want to pay anything for services and benefits received. Without the fees paid by the fee payers, union services would be limited. Although we, for instance, work as volunteers, the state office has a paid staff of benefits specialists, negotiators, communications personnel, etc., and run training and education programs in many fields for members throughout the state.

The Friedrichs case was *expected* to be decided by a 5-4 decision against the union position. This would essentially have decimated public sector unions, which was the actual goal of the plaintiffs and reduced all public sector jobs to right-to-work status. (To learn who was behind the plaintiffs in this case, see <http://prospect.org/article/whos-behind-friedrichs>)

However, the resulting 4-4 vote sent the case back to the lower federal court, whose decision had been in favor of the California Teachers Association.

So:

- We dodged a bullet with Friedrichs, but more such cases are in the pipeline, so we need to keep the momentum going by continuing our membership development efforts, increasing member activity through meetings, events, workshops, and training programs; having more members serve as department representatives, officers, state delegates and lobbyists, and educating our members about the anti-union environment in which we now live and how we are fighting it.
- In service to those goals, stay tuned for the opening of the **UUP Café** in 108 Commons, where members can meet privately with anyone they choose, including their friends, have a cup of coffee, have lunch, chat and get answers to their questions regarding workplace issues. (**hours to be posted**)
- Once more, remember that union dues are never used for any lobbying efforts whatsoever. In order to engage in political outreach we rely on member donations to VOTE-COPE, that usually come to us through voluntary payroll deductions.
- [Click here](#) for more information regarding VOTE-COPE.

If you would like to assist in this effort, contact our Regional Outreach Coordinator, Tim Tryjankowski at 645-7778 or [tat@buffalo.edu](mailto:tat@buffalo.edu). Tim can explain how to donate and how the money is used. We are grateful for any help you offer in this regard.



## MESSAGE FROM THE PRESIDENT

### Contract Negotiations

Contract negotiations continue, at this point in the process the UUP State Negotiations Committee has voted to accept the contract proposals put to them by the UUP State Negotiations Team. We will keep you posted on the procedural updates as they happen.

For updates on the process check UUP Central website: [uupinfo.org](http://uupinfo.org).  
Contract questions can be sent to [contract@uupmail.org](mailto:contract@uupmail.org).

Thank you for all your great work and support. I will keep you posted.

In solidarity,

Tom

Thomas J. Tucker, president  
Buffalo Center Chapter  
United University Professions

**PROUD TO BE...UUP!**



# TAKING THAT FIRST STEP

The Buffalo Center Chapter of UUP ensures that the terms and conditions of your negotiated employment contract employment with SUNY, and specifically the University at Buffalo, are being met. We are an organization of members, organized and run by members. Through the efforts of our members we have secured a new office location, improved our communications through newsletters such as this, and become more visible on campus through various roadshows and university events.

## **CAN YOU HELP?**

The Buffalo Chapter of UUP offers a variety of opportunities for you to share your ideas, participate in union activities and help make us stronger. Many of these opportunities do not require a large commitment of time. Please consider helping out by working in one of the following ways:

### **Serve as a Department Representative –**

Department Reps. are the first line contacts for members in a UB department. Department Reps meet with officers and our NYSUT labor relations representative once a semester & given updated information on the chapter's activities to share with members in their departments. The chapter relies on input from Department Reps regarding membership issues, suggestions and concerns.

### **Work on UUP Political Outreach –**

If your interests are political, consider joining our Outreach Committee. Members help to develop, support and promote the UUP Legislative Agenda by lobbying legislators, encouraging donations to VOTE-COPE and educating our members on issues important to UUP and the union movement in general.

### **Help to Resolve Adjunct Concerns –**

The Adjunct/Contingent Employee Committee monitors the issues and concerns relevant to part-time professional and academic members, whose grievances we represent. This group also works closely with the Buffalo Adjunct Movement to promote adjunct employment rights.

### **Affirmative Action Committee –**

The Affirmative Action Committee reviews the chapter policies and activities with respect to equal opportunities, participating in University and Chapter actions and activities designed to implement Affirmative Action goals.

### **Veterans Affairs Committee –**

This committee reaches out to UB military reservists and veterans and recognizes and assists military personnel with interests of concern.

### **Communication Committee –**

Develops and maintains chapter communications with the members, through such media as the chapter newsletter and web page.

### **Membership Committee –**

Develops programs and events designed to engage membership and increase member participation.

### **Community Outreach –**

Do you participate in organizations outside of the University (Ride for Roswell, SPCA, Scouting, Slow Roll Buffalo)? If you would like to have a Buffalo Center UUP "Team", we can help organize one for you.

**If you are interested in learning more about any of these committees or would like to join one or more of them, please contact:**

Ken Kern  
[khkern@buffalo.edu](mailto:khkern@buffalo.edu)  
645-5604



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“Volunteering is at the heart of the labor movement. Volunteers are also the voice of the union. They bring the union's message to legislators and the community, speaking out for fairness and to protect the rights of members on the job. The power of volunteering is undeniable. It is vital to the union, its members and its work.”

— Frederick E. Kowal, Ph.D.  
UUP President

”

## POLITICAL ACTION COMMITTEE UPDATE

It's been a fast and furious budget year. From the early January announcement of the Governor's proposed budget until it was finally passed, our committee has had its nose to the grindstone.

Once the governor's proposal was released, UUP considered which of its elements are good or bad for our members, for SUNY as a whole, and for students. We worked with our elected state officials to make improvements to the budget that will benefit our members. Lobbying days, letter-writing campaigns, television ads and phone banks are just some of the tools UUP uses to make sure our needs and interests are known and addressed. In a three-month window, a lot of blood, sweat and tears went into supporting UUP, the labor movement as it relates to higher education and the state budget. Sprinkle in the pending Friedrichs vs California Teachers Association Supreme Court Case, which has provoked an unprecedented need to bolster our membership and support contract negotiations, and you will understand why political outreach was the focus of so much of our chapter's attention this past winter. And let me mention the hotly contested presidential primary and the fact that the next president of The United States will shape the future of the Supreme Court and of the labor movement for generations to come. We've "come up for air" and are now preparing to dive right back into the fray: solidifying relationships and connections with our elected officials, looking at upcoming campaigns and in helping to support candidates for public office who will champion the needs of UUP members. ***I ask you to become involved.*** We need you to brainstorm ideas and strategies, to work a shift at a candidate phone bank, attend a chicken BBQ fundraiser (on our dime) to thank a local elected for supporting us at budget time. The list goes on and on. We are doing this on your behalf, taking time from work, family and other pursuits to insure that *your* job, *your* rights, *your* benefits are safe. The next meeting of the Outreach Committee will take place on May 11<sup>th</sup> at 9:00 am, in the UUP Chapter Office in the Commons. I hope you will consider assisting us in our political struggle on your behalf. Please contact [Kristen Rinker](#) to RSVP and we will, in turn, make sure we have enough food to satisfy your voracious appetite for snacks and coffee! At that time we can discuss the past few months of "politics" as they pertained to UUP and devise our plans going forward.

Working in a union environment is a huge benefit when it comes to political outreach and having our needs met. Please look over the recent articles below and then step back and ask yourself, "Am I better off being employed in a union-represented job?" I think I know that answer. Then ask yourself, "Can I continue to take the rights and benefits my union has secured for me for granted"? Remember that it has been through organization and commitment that we've realized our successes to date. Many hands make light work. Please join me on May 11<sup>th</sup> and help make UB a better place to work.

[An Attack on Tenure from a Democratic Administration](#)

### **Updated news**

As you no doubt know by now, the U.S. Supreme Court has -- by 4-4 vote -- upheld the 9th circuit court decision to uphold what is known as the "Abood precedent," which holds that public sector unions have the constitutional right to collect union dues from all members of our bargaining unit, including so-called "fee-payers," who have not signed a union card but benefit from union representation and the rights and benefits we negotiate on their behalf and that of our members. Although we have good cause to celebrate this victory, be aware that we face many challenges that require us to continue our organizing campaign. There are many other anti-union cases in the federal court pipeline that will reach the Supreme Court eventually. This, in turn, should motivate all of us to take an active role in this year's federal elections. We need to insure that we have friends in the White House and in Congress. WE MUST WORK TO ELECT THE BEST NEXT PRESIDENT OF THE UNITED STATES.

Articles mentioned above:

[Work at a regional public university? You'll earn more at a unionized, large urban institution, according to new analysis of faculty salaries.](#)

[Union effort scores big at state budget time](#)

*Yours in Solidarity,*

**Tim Tryjankowski**, member, chapter board

Chapter delegate, UUP Regional Outreach Coordinator

## DID YOU KNOW – SICK TIME AND FMLA

Dear Colleagues,

### Did you know:

- If you need to be absent due to illness, you do not need to request permission to use your sick day accruals. You should notify your supervisor if you will be out and also give him or her a head's up if you have upcoming a doctor's appointments or the like, but sick time cannot be denied. *If your supervisor has a problem with your use of sick time, he or she should contact Human Resources. If you run into any problem, call us. Gossip about the legitimacy of a member's sick leave by a supervisor or co-worker –or a divisional HR manager --also should be reported to us.*

- If your absence is going to be for an extended period of time, because of serious illness or injury, you will need to apply for Family Medical Leave (FMLA). Contact Claudia Samulski in Human Resources at 645-4487 or [samulski@buffalo.edu](mailto:samulski@buffalo.edu) to advise her of this need and she will help you through the process.

Your physician(s) or other medical professionals will be required to provide medical documentation of your illness or injury. That information should go only to Claudia Samulski. She will advise your supervisor that you have provided the necessary documentation, without revealing the details of what your illness is, or even what the medical field of the physician who provided the documentation.

- Under Art 23.4(f)(4) of the UUP Contract, you can request to use up to 30 days per contract year (July 1-June 30) for absences from work necessitated by a death or illness or injury to a member of your immediate family. If you wish to take advantage of this right, contact Claudia Samulski. You will get medical documentation and go on paid leave through long-term or intermittent FMLA. NB: Intermittent FMLA will permit you to take off time as you need it, a day, or even an afternoon at a time, without getting additional medical documentation. This reduces anxiety and makes the whole process run more smoothly for everyone.

- Please note that if you have a habit of Monday and Friday absences, even for perfectly legitimate reasons, you may be called on to provide some sort of documentation as evidence that you have a good reason for such absences. Call us with questions and we may be able to help you head off problems at the pass.

Should you have any questions about this, please contact UUP at 645-2013 or [krinker@buffalo.edu](mailto:krinker@buffalo.edu)



# UUP IN THE COMMUNITY!



**Buffalo Adjunct Movement**



**UNITED UNIVERSITY PROFESSIONS**  
Buffalo Center Chapter

# **MAYDAY FAIR PAY!**

## **for Adjunct Faculty**

**Walk with UB adjuncts  
to show your support!**

**Thursday, May 5th**

**1:00 pm - 2:00 pm**

**Buffalo Center UUP Office**

**UB Commons, Suite 108**



## WESTERN NEW YORK LABOR BRIEFS

*UUP is a statewide chapter of New York State United Teachers (NYSUT) and the Buffalo Center Chapter is a member of the Buffalo Central Labor Council and the WNY Area Labor Federation (ALF), AFL-CIO*

### **REPORT ON THE BUFFALO CENTRAL LABOR COUNCIL MEETING**

**Tuesday, March 8, SIEU Local 1199, 2421 Main St., Buffalo.**

- Elected representatives of member unions (including UUP) discussed the Workers Memorial event (above), Friedrichs vs. the California Teachers Association, of immediate concern to public sector unions (but a warning to all unions), now before the Supreme Court.
- A report was presented on the Council's work and lobbying efforts with the WNY Coalition for Economic Justice.
- Members of CLUW, the Coalition of Labor Union Women, made a detailed presentation on the history of women in unions.
- Council members of Local 1133, Communication Workers of America (CWA) whose members are part of the WNY Catholic Health System, presented a report on the council's organizing campaign and public information efforts.
  - a) The local's work includes demands for safe staffing, support for the NYS Safe Staffing for Quality Care Act, and an end to: the nullification of employee grievance procedures, frozen pay scales, elimination of worker benefits, unfair daily overtime and a variety of other issues covered in the WNY press. These include a demand for support for area not-for-profits that serve the poor and sick (CHS has a very poor track record here).
  - b) CWA reports that, having changed its employment and safety practices, the Catholic Health System now has hundreds of millions of dollars on hand. The CWA will continue to conduct information leafleting outside many local entertainment and business venues. Although shooed away from the recent Bruce Springsteen concert by security staff, The Boss gave the union effort a thumbs up.
  - c) Consider the CHS story in conjunction with Les Leopold's writing on economic financialization (below) and you will see what is going here.
  - d) [Click here](#) to see the local's newsletter, Vital Signs, for details:

### **REPORT ON THE 2016 ANNUAL MEETING OF THE WNY AREA LABOR FEDERATION, AFL-CIO**

**Saturday, March 12, UAW Region 9, 35 George Karl Blvd., Amherst**

**New Progressive Era is on our doorstep; coalition sends  
17+ tons of water to residents of Flint, Michigan**

In addition to other agenda items, the coalition hosted guest speaker Les Leopold, executive director of the Labor Institute and Public Health Institute in New York, and author of [\*The Looting of America: How Wall Street's Game of Fantasy Finance Destroyed Our Jobs, Pensions, and Prosperity—and What We Can Do About It\*](#) (Chelsea Green, 2009), and most recently, "Runaway Inequality: An Activist's Guide to Economic Justice,."

Leopold's balanced but alarming presentation addressed the "strip mining" of the American economy through the process of "financialization." That's the post-1970 massive deregulation of Wall Street financial firms, including banks, which has provoked enormous changes in the economic system, turning it upside down and creating gross and deliberate economic class inequalities in almost every industry – including the educational industry.

## WESTERN NEW YORK LABOR BRIEFS CONTINUED

Financialization, in a process by which financial leverage overrides capital (equity), and financial markets dominate the traditional industrial economy and agricultural economics. To protect the cash flow to those who “really” matter, it is marked by attacks on unions, reduction in benefits, loss of historic worker protections, wholesale firings, staff reductions and the limiting of worker salaries, so as to protect the ability of a very few to rake in the cash. Now everything is “corporate.” **Enjoy!** He also discussed the inevitable emergence of a new American Progressive Movement, like the one that evolved in the 1890-1920s in response to widespread U.S. political corruption and monopolistic corporate practices.

Sniff the air. Smell familiar? See [https://en.wikipedia.org/wiki/Progressive\\_Era](https://en.wikipedia.org/wiki/Progressive_Era)

The meeting ended by sending off a **trailer truck (provided by Tops Markets) with more than 17 tons of water donated by members of the WNY Area Labor Coalition (including UUP) sent off to Flint, Michigan.**

Teamster volunteers drove the trailer, and smaller trucks, packed with hundreds of additional cases of water and driven by union members, were also dispatched to Flint. The clean up and reconstruction of the Flint water system (currently underway by volunteer members of plumber and pipefitter unions from across the U.S.) is expected to take at least two years. The water drive will continue as long as necessary. If you want to contribute time, money or water, let us know.

*Pat Donovan, Buffalo Center Chapter UUP, ret.*



# UNION PROUD



## MEMBERS AT WORK



**Members of the Buffalo Adjunct Movement, working hard to prepare for MAYDAY FAIR PAY!**

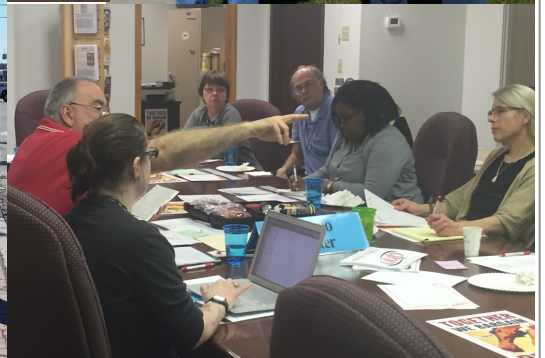
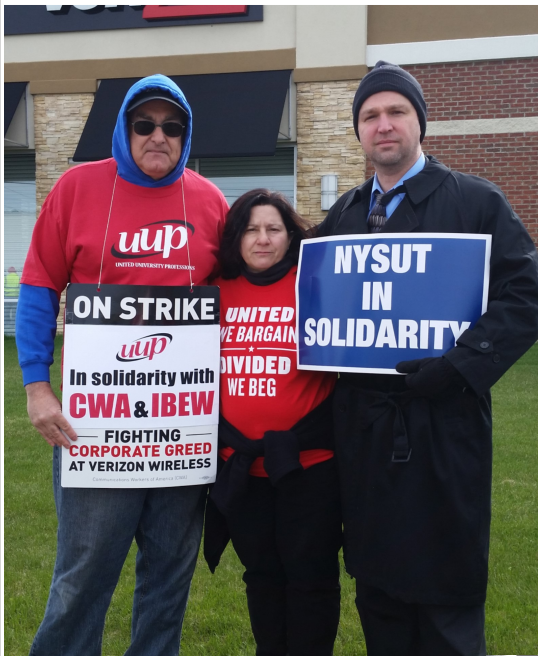


**Thank you to everyone who participated in our "MARCH WITH UUP" contest and CONGRATULATIONS to all of our winners!!**





TOGETHER WE BARGAIN DIVIDED WE BEG!







## Save with **NYSUT Member Benefits**

The NYSUT membership is made up of a variety of diverse professionals within the education and health care industries -- joining together in support of those who depend on them. We salute these men and women for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And we are proud to offer you -- the hard-working NYSUT 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 auto, homeowners, life, disability, or long-term care insurance. 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 NYSUT members & their families:

- Homeowners Insurance
- Auto Insurance
- Legal Service Plan
- Financial Counseling Program
- Life Insurance
- Vision Plan
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.



To learn more about Member Benefits-endorsed programs & services, visit **[memberbenefits.nysut.org](http://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.