

FredUUP

February/March 2017
Volume 8, Issue 3



United University
Professions

Fredonia Chapter
Newsletter

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Events

March 6, 2017
Dept. Rep Meeting

April 3, 2017
Executive Board Meeting

May 1, 2017
Executive Board Meeting

May 4 - 5, 2017
Spring DA @
The Desmond



Ziya Arnavut, Chapter President
Melissa Sidor, Chapter Vice-President for Professionals
Cynthia Smith, Chapter Vice-President for Academics

President's Message

Greetings,

As the President of UUP Fredonia Chapter, it gives me great pleasure to write another article in our Newsletter.

First of all, our spring break is on the horizon, so I wish you a happy spring break.

While I wish happiness to all, like you, I am really disturbed and alarmed about the developments that have been taking place. We have been informed that student enrollment is down 5.8% between 2016 and 2017 spring semesters. The last few years, seems as if we are bleeding, non-stop! The situation is getting so bad that our colleagues' morale is falling lower and lower. The other day I was shocked when a colleague asked me "Do you think SUNY Fredonia will survive?" I shuddered, looked at her and thought for a few seconds what do I say? Once more this question made me realize how much our campus has been suffering since 2009! First, as part of the SUNY system, we were affected from the one-billion dollar cut that hit SUNY. While we were hoping we were recovering from the cuts, suddenly, we have been hit with the student enrollment problem! Our situation has gone on too long, unanswered, and I am afraid to say that the morale of our colleagues is getting very low.

While we are at it, I sometimes think: "You were a member of SUNY Senate Operations Committee. In 2006, all the committee members were informed by SUNY Admin that there would be a big drop in the student population in New York State after 2011. If the committee members were informed, if the SUNY Central were aware of this, why they did not take precautions? Did they inform campuses?" I really do not know the answer, but it shows me that some people did not do their jobs and we are now caught badly, unprepared. After living more than 33 years in USA I learned the hard way that people are the same everywhere. Even in the most developed country on earth, leadership is important!

The past is the past, as they say. We got to look to the future! At this time, departments are working on "Right Sizing and Right Serving (RSRS)." What do we expect from RSRS process? Clearly, departments who have low enrollments will get a hit. Hence, most probably more adjunct faculty will be laid off! As usual, the unprotected worker will be let go. And, we, the UUP Fredonia chapter, or the UUP state-wide, once again will be powerless to protect our colleagues since contract does not give us the right to protect them. This is not right! It is high time we do something to solve this problem!

Not all news is bad. Negotiations for a new contract are still going on. PEF and a few other unions achieved a 2% salary increases. I hope, this time, we will do better than the others. UUP would like to keep its members informed. You may access information by visiting <https://uuphost.org/myuup/MembersOnly/check.php> link you can get news updates. Make sure that you have your state Employee ID, and the Department ID (Fredonia 28180).

Several times, each year, many UUP members attend advocacy days to address the issues of SUNY Budget in Albany. Tom Morrissey and I will be attending Higher Education Day on March 1 and 2. Should you be interested to help, please email (uup@fredonia.edu) or call us (716) 673-3595. We need your help! We can't succeed without your help!

In Solidarity,
Ziya Arnavut, UUP Fredonia Chapter President

UUP Outreach



Assemblyman Goodell, Ziya Arnavut, Derrik Decker and Joy Bilharz

On January 31, 2017, Bruce Simon, Derrik Decker, Joy Bilharz and Ziya Arnavut traveled to Albany to visit legislatures, as part of UUP Outreach Advocacy Day. Advocacy Days provide an important opportunity for members to meet with lawmakers and discuss the union's legislative initiatives. Meeting face-to-face with legislatures allows members to ask questions and provide answers to lawmakers' queries regarding UUP's proposals.

UUP 2017 Winter Delegate Assembly



Derrik Decker, Ziya Arnavut and Gurmukh Singh sing Solidarity Forever.



Monica Wallace, center, 143rd NYS Assembly, posing with WNY UUP Chapter leaders.

The 2017 Winter DA was held January 29 - 30th in Saratoga Springs, Albany. UUP President Fred Kowal vowed that UUP will stand up to Donald Trump and his administration. "We at UUP will rise up and defend the principles we live by," Kowal said during his plenary address. "We rise up in the face of the hatred we've heard directed at our sisters and brothers."

NYSUT Higher Education Day



Tom Morrissey, Dr. Arnavut, Assemblyman Giglio with Cortland and Alfred UUP Outreach members.

"NYSUT Higher Education Day was held on March 1- 2, 2017 in Albany. Several members of SUNY, CUNY and Community Colleges attended. From our Fredonia Chapter, Tom Morrissey and Ziya Arnavut were present. They visited the offices of Assemblymen Andy Goodell, Joe Giglio and Sean Ryan, and Senator Cathy Young. The purpose of this NYSUT organized event was to advocate for more funding for Higher Education in New York State. In 2008, the SUNY budget was reduced \$1 billion dollars. It has never been restored. Attendees asked more support for SUNY colleges and schools in addition to SUNY.

Fredonia Chapter Winter Membership Meeting and Party



Guests enjoying the evening.



Joy Bilharz and Derrik Decker greeting attendees.

The UUP Fredonia Chapter held its annual Winter Membership Meeting and Social Gathering on Saturday, February 11th at the Clarion Hotel in Dunkirk, NY. About 98 adults and 19 children attended the event. The 2017-2018 Budget was approved by the members present. A Jazz Trio was performed by Fredonia Music students Jesse Torres, John Tocco and former student Ed Croft.

Town Hall Meeting with Congressman Tom Reed



Congressman Reed addressing the group.



Congressman Reed with Dr. Arnavut



Dr. Arnavut with Assemblyman Goodell

Tom Reed, U.S. Representative for New York's 23rd congressional district visited Cherry Creek for a Town Hall Meeting on Saturday, February 18th. Thirteen Fredonia Chapter members attended the event. Several causes were discussed. A hot discussion was brought up about the Affordable Care Act. Chapter President Ziya Arnavut pointed out the affordability of higher education. The meeting was nationally covered. Even Assemblyman Andrew Goodell, left, attended.

Professionals Workshop



Our UUP chapter hosted a Professionals Workload Creep Luncheon Workshop on Friday, February 17, 2017. About 28 members attended.

The workshop presenter was Tara Singer-Blumberg, our Labor Relations Specialist. She discussed workload, compensation, promotion and the College Review Panel Petition process. She also addressed any questions and concerns the attendees had.

Did You Know? That one union should not do another Union's work?

Dear Colleagues,

As you know, UUP represents all the faculty and staff at Fredonia. CSEA represents the laborers and secretaries, among other titles. Each union is concerned with preserving and protecting their bargaining unit work. It is very important that in these times of reduced staffing and tight budgets, you are aware that you cannot do the work of CSEA employees. The easiest, clearest example is moving furniture, painting walls, or anything else that falls squarely and exclusively outside of UUP.

We know that you are trying to be helpful, but it is to the detriment of the Unions, and can result in unnecessary litigation.

If you are uncertain about whether the work is appropriate, please feel free to contact us at uup@fredonia.edu.

- Tara Singer-Blumberg



Sign up for Advocacy Days in Albany

You can play a pivotal role in promoting UUP's legislative agenda to state lawmakers in Albany by taking part in upcoming advocacy days.

Sign up for EOC/EOP Advocacy Day (March 8) and Tech Sector Advocacy Day (March 14).

[Click here](#) to sign up for UUP advocacy days in Albany.

Dear MDO:

Dear MDO: Do I have to be a member to vote on the upcoming contract? –Curious Aggy

Dear Aggy: Yes, you do have to be a member before UUP and NY State reach a tentative agreement. Take a look at your paycheck. If you are not a member, please [click here](#) to join.

UUP Are You a Member?

Thomas P. DiNapoli
New York State Comptroller JOHN DOE

Current Total Gross Fed Taxable Gross
YTD 3456.78 1234.56
45,678.90 34,567.89

Advice # 123456789 Pay Start Date 09/10/2015
Advice Date 09/19/2015 Pay End Date 09/24/2015 Net Pay 1,234.56

Department ID 1234 Pay Rate 66,789.10

EARNINGS

Description	Current		YTD		TAX DATA			
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	56.78	4567.89	678.90	45,678.90	4	4	0	0
Location Pay		56.78		567.89	2	0		

TAXES

	Current	YTD
Fed Withholding	1,456.78	1,234.56
Medicare	678.90	6,789.00
Social Security	1,234.56	12,345.67
NY Withholding	1,234.56	12,345.67

BEFORE TAX DEDUCTIONS

	Current	YTD
Regular Before Tax Health	456.78	1,234.56
Supplemental Rat. Anniversary Prog.	678.90	6,789.00
TIAA Retirement Before Tax	56.78	1,234.56

AFTER TAX DEDUCTIONS

	Current	YTD
UUP Member 26P	34.56	456.78

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.

Dear MDO: Will we ever get “real” discretionary money again, that is, money added to one’s base salary? – DP on my mind

Dear DP: Since this was a benefit in previous negotiation contracts, we won’t know until we have completed our current negotiations, if that benefit will be again. To view the **latest contract negotiations**, go to “[members only](#)” web portal. You will have to enter your NYS ID which is found on your paystub. You also need to enter our campus’ Department ID which is 28180.

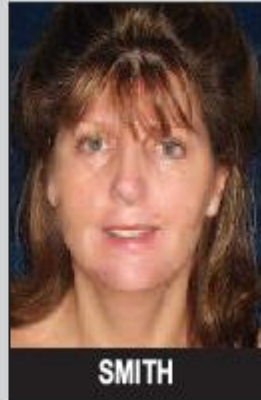
Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Fed Taxable Gross		
		Current		3456.78	1234.56	
		YTD		45,678.90	34,567.89	
Advice #	123456789	Pay Start Date	09/10/2016	Net Pay 1,357.90		
Advice Date	09/10/2013	Pay End Date	09/24/2016			
Department ID	98765	NYS EMPLID N12345678		Pay Rate 67,890.11		
EARNINGS						
Description	Current		YTD		TAX DATA	
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State NYC Yonkers
Regular Pay Salary Employee	56.78	4567.89	678.90	45,678.90	4	4
Location Pay		56.78		567.89	2	0
TAXES						
		Current		YTD		
Fed Withholding		1,456.78		1,234.56		
Medicare		678.90		6,789.00		
Social Security		1,234.56		12,345.67		
NY Withholding		1,234.56		12,345.67		
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS		
		Current	YTD	Current	YTD	
Regular Before Tax Health		456.78	1,234.56			
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TIAA Retirement Before Tax		56.78	1,234.56			
				UUP Member 26P		
					34.56 456.78	

Please direct any Dear MDO questions to: Sandra Lewis, lewis@fredonia.edu.

SPOTLIGHT SHINES ON UUPERS

Each year, hundreds of UUP members publish books and articles, and are recognized for accomplishments on campus and in their communities. *The Voice* is pleased to recognize three members in this issue.

Roslin Smith, an assistant professor of communication at SUNY Fredonia, had her documentary “Moons, Mountains and Masterpieces: A Portrait of an Artist” screened at the inaugural Sweet As Film Festival in Montreal, Canada.



The 15-minute film presents a video portrait of local landscape artist Tom Annear. It explores his artistic process, work, exhibitions, goals and aspirations. Annear’s paintings celebrate the beauty and history of local agricultural communities through the unique geography, weather patterns and natural resources of Western New York.

Smith is currently producing a documentary feature, “Sleepwalkers: How We are Nurturing a Nation on Speed,” that investigates ADHD and amphetamine use in children.

Taken from *THE VOICE February/March 2017* issue. <http://uupinfo.org/voice/febmonth/2017/VoiceFebMarch2017.pdf>

No Hate, No Mandate March and Rally



Christina Jarvis, Ziya Arnavut, Nancy Hagedoron, Julia Wilson



Dr. Arnavut with Daniela Petereka-Benton

More than 500 UUP members joined the nearly 500,000 participants who took to the streets January 21st for the Women’s March on Washington in Washington, DC. Several sister marches were held in NYC, Seneca Falls, Buffalo, Plattsburgh and other locations across the state. 37 UUP Fredonia Chapter Members participated in the marches. Of those, 17 attended in Buffalo, 6 in Fredonia, and 14 in Washington D.C. We thank our members who participated in the events.

Making history

UUP to members:
After the march—action

BY DARRYL McGRATH

As the organizers and participants of the history-making Jan. 21 Women’s March ask, “What’s next?” UUP already has its own answer to that question.

“We are going to take the momentum that this global event generated, and run with it at the state and federal levels,” UUP President Fred Kowal said. “We knew we were not alone in our disgust and dismay at the election of Donald Trump. In his first days in office, he has confirmed our worst expectations—he is not fit to govern. It helps to know that so many others feel the same, and out of this great effort—in which UUP was a partner—we will forge new alliances.”

The union plans to devote the coming weeks and months to developing a strategy that will capitalize on the unity and energy displayed at the march. Trump may have dismissed the estimated 1.2 million people who turned out for more than 300 demonstrations around the country—and who were joined by hundreds of thousands of other protesters at several hundred solidarity demonstrations in other countries—but Congress definitely will not miss the message that the march delivered like a sucker-punch.

And that message is: The mid-term elections are less than two years away.

“We will be watching congressional and statewide lawmakers very closely in the coming months,” Kowal said. “If they are in lockstep with the eminently unfit Trump, then we will work to unseat them. It’s that simple. We are ready, we are watching and they’d better know that.”

RECORD-SETTING CROWDS

More than 300 UUP members joined the more than 500,000 participants who took to the streets Jan. 21 for the [Women’s March on Washington](#), waving



MARCHING IN THE WOMEN’S MARCH IN WASHINGTON, D.C., FROM LEFT, ARE ALBANY CHAPTER MEMBERS COURTNEY RYAN, BETHANY AERY-CLERICO, MARITZA MARTINEZ AND LLANA CARROLL.

colorful—and sometimes colorfully worded—signs, chanting for positive change and against Donald Trump—and bringing the nation’s capital to a halt in the process.

The march, which drew more than three times as many people as Trump’s Jan. 20 inauguration, was easily the largest protest against a newly inaugurated president in the country’s history. The UUP delegation was led by Kowal; he was joined by Secretary Eileen Landy, Treasurer Rowena Blackman-Stroud and Membership Development Officer Tom Hoey. UUP had signed on as a partner with the Women’s March early in its organization, which began as a two-woman effort and exponentially grew on social media in the weeks after the presidential election.

On their way into the capital via Washington’s jam-packed public transit system, UUP members reflected on what made them willingly, and even eagerly, sign on for a grueling but exhilarating 24-hour journey that involved little sleep, snatched meals and nearly a dozen straight hours on their feet.

“Public education as a whole is being

threatened,” said UUPer Maritza Martinez, an assistant dean at UAlbany who oversees the Educational Opportunity Program for low-income, high-need students. Marching, she said, was a way of leading by example and letting students know that “they have a voice.”

“We all know the value of education,” Martinez added. “We have to be very vigilant.”

Rob Compton, Oneonta Chapter vice



COMPTON

president for academics, said he decided to go “for the future of my family—my daughters, my wife—the future of this country, and the need to be sure our voices are heard.”

GRASSROOTS IDEAS ESSENTIAL

UUP member Susan McCormick, a history and documentaries study professor at UAlbany, was already musing about how the groundswell of activism unleashed by the march could be sustained, even as she braced herself in a standing-room-only

UUP Fredonia Chapter Executive Board Meeting*

January 17, 2017, 10:00 am-12:00 pm
English Reading Room



In attendance: Ziya Arnavut, Tara Singer-Blumberg, Derrik Decker, Tom Morrissey, Bruce Simon, Idalia Torres, Cynthia Smith, Jefferson Westwood, Gurmukh Singh, Mike Gerholdt; Late arrivals: Sandra Lewis, Reneta Barneva

Meeting called to order at 10:05 am.

I. Added “No Hate, No Mandate” March and Rally to agenda.

Revised agenda approved unanimously (9-0-0).

II. Minutes approved (7-0-2).

III. Special Order of Business: “No Hate, No Mandate” March and Rally (1/21/17).

- Joy Bilharz and others are talking on social media about going
- Ziya Arnavut emailed Fred to see if UUP Central can support transportation for UUP Fredonia members; if UUP Central says no, should we support?
 - It’s agency fee rebateable; unlikely CAP funds available; Tara Singer-Blumberg heard UUP Central is reimbursing those who go to Million Women March in DC; Idalia heard that 300 seats have been reserved
 - Derrik Decker was shown that 40% of our allocation are agency fee rebateable
 - Can we pay for renting van out of sunshine fund? Might not be enough
 - Jefferson Westwood moves we spend up to \$100 out of chapter funds to rent van; Mike Gerholdt seconds
- Vote: 7-0-2

IV. Old Business

1. Academic Department Rep Meeting: 3/6 @ 2:00pm for workshop, maybe expand focus to job security?
2. Bylaws: Cynthia Smith will share pdf of “bylaw changes” google sheet and seek feedback from membership; incorporate into 2/11 membership meeting; revisions will be made and voted on, then sent to UUP Central, then ratification vote.

V. New Business

1. Regular EB meetings for Spring 2017: 1st Mondays @ 2:00pm, except 10 am 3/6
2. Need two volunteers to collect contributions and sell raffle tickets at 2/11/17; Spring Membership Meeting
3. UUP/CSEA Workload: We need to communicate to members why UUP members can’t do CSEA’s work. (CSEA has threatened improper practice; we don’t want to go into litigation with another union.)
 - For newsletter, clarify what UUP members should not do. Emphasize need for timely requests to Facilities Services.
 - In LM, we will make clear our unwillingness to violate labor law.
4. J-Term/Summer Session compensation
 - We are responding informally to proposed compensation schedule, not taking formal position because not enough money on table and some faculty would lose compensation (told them at LM); after LM, Mike Daley sent Tara a new proposal grandfathering full professors; we continue not to endorse; Mike told Tara on 12/22 they’re going to come back with a new proposal.

- Ziya would like admin to review how other schools make these sessions work and develop a better plan for creating schedules, attracting students, and responding to changes in markets/student demand; should we help out by surveying other schools and our faculty?
 - Cynthia points out there used to be much more of an incentive for FT faculty to teach in the summer; thinks we should continue not to endorse or participate
 - Jefferson points out another factor is difficulty in applying financial aid during the summer
 - Tara: admin said SUNY Canton made \$1M in summer last year; they want to go online, paying faculty to prepare online courses, with campus owning for 3 years, then paid again for revising, with campus owning for 3 years, and so on
 - Cynthia: good approach is seeing what courses students are transferring in; Bruce pointed out Eric Skowronski is already tracking this and sharing with chairs
 - Tara suggests adding Cynthia to group meeting with admin on this
 - Derrick asks background, Tara explains: 10-mo. faculty not under obligation, so UUP doesn't represent; UUP has chosen not to try to negotiate summers; when J-Term created, UUP argued that was extra service during period of obligation (May Term similar); UUP is involved in distinguishing regular obligation from extra service, subject to cap on extra service in Agreement
 - Ziya: when scale developed, tuition was \$3K less than it is now; so why is scale proposed to become lower?
 - Tara: stuff they really need to figure out is what's driving students to seek transfer credits outside Fredonia...is it that we're not offering courses students want? that we're not offering them online?
 - Cynthia: chairs can pressure faculty to teach during summer, esp. Assistant Professors; Tara: we should put out reminder that 10-month faculty are not obligated to teach during J-Term, May Term, and Summer Sessions, as well as include in survey

5. Joint LM Grant for Career Counseling: Tara

- Campus has to pay at least 40%; Mike D. willing to contribute
- Tara asked Eileen Landy for copy of Binghamton application that was funded around 2010; has not yet received it
 - We missed deadline for spring semester, so once contract ratified, we'll revisit and keep it alive by looking at how to revise Binghamton application

6. HARP renegotiation

- Timeline: in *HARP*, reopen June 1st, resolve by August 15
 - We had gotten some proposed dates, but they come when faculty not under obligation; we can either modify window or ask for volunteers
 - May, August, November?
 - Terry doesn't have time this semester to do *HARP* until Handbook done; doesn't mean she won't do May, but she won't go before
 - In past, we had done full-day sessions over the summer; we set up contingent meetings during semester, as well
 - Fix-it file: Ziya, Tara, Mike each has their own list; we should seek feedback from membership and coordinate survey rollout with other two surveys (non-semester teaching; bylaws)
 - *HARP* survey first
 - Survey can target chairs by asking respondents to identify themselves; Cynthia and Bruce will work on this
 - Elections: How might they impact timeline?
 - Team: responsibility of UUP President to form team

7. Leadership Style: Tabled until next meeting.

8. Budget: No new information.

9. Other suggestions?

- Negotiations link/updates notice should go out again. Go to website. 28180 for Fredonia/"department" ID. Use personal employee #: N_ from paycheck. For active members only.

VI. Labor-Management Meeting Planning

- Workload and exclusivity wrt CSEA.
- Enrollments/budget.
- RSRS update: when will Deans and VPs reports be shared.
- Cuomo tuition plan and budget proposal.
- HARP: tell them we're surveying members and discuss May window for negotiations.
- How many adjunct lecturers who were nonrenewed have been reappointed?
- Status of searches.

VII. President's Report. See Agenda, Appendix A.

- Correction: Spring Membership Meeting and Party on Saturday 2/11 (not 2/10).

VIII. Reports. See Agenda, Appendix B. All others, no report. Additions:

4. Treasurer update.

- Email from Rowena on mileage change (to \$.535) starting 1/1/17.
- Actually 44.67% of audited allocations going to agency fee rebateable. (A good number of items on list went to CAP last year.)
- Clean audit for us (and all Chapters, re: Tara.)

IX. LRS Report. See Agenda, Appendix C. Additions:

- Ziya and Tara did get full report of Mold Remediation report from Sarah Laurie (11 employees went to presentation); any employee can get it.

X. Committee Reports

1. CAP (Sandra Lewis): Hasn't met with CAP Committee members yet this semester. Contingent faculty concerned about job security. We need to communicate what we do, how we support them, new developments.

- Tara: Terry will meet with small group of us to discuss how to avoid across-the-board nonrenewals in the future; 3 professionals' workshops; 1 contingent workshop.

2. Dunkirk Labor Council (Sandra): Thanks Tom for introducing her to them. Meeting tonight in Dunkirk. Very good group of people.

3. Web Committee (Ziya): no committee; probably need to have more people involved; so far, Cindy adding things with Ziya's help/reminders. Send updates to Cindy. Should we look for a new intern? Any other suggestions?

4. Outreach Committee (Ziya): He's been invited to an enrollment meeting next week by Fredonia admin; after that, we should have a better sense of what's facing Fredonia. Should also have more news from Outreach Committee statewide post-release of Governor's Budget. Hope is that UUP can work with Governor against Trump. Sandra: Working against an idea, against policies that hurt our membership; need to explain why we're against it. 70% of Chautauqua County voted for Trump.

5. University Handbook Committee (Tara): Meeting 2/17 @ 2. Probably no need for a pre-meet. Can ask them to send us topics in advance. Next: 3/10 @ 3, 4/11 @ 2, 5/5 @ 2 (Derrick: last one conflicts with Spring DA 5/4-5/6.)

* **Please note**, more Executive Board Meeting Minutes are available on our webpage, <http://uuphost.org/fredonia/> under the heading Policies and Documents. *

UUP Fredonia Chapter Labor Management Minutes**

December 9, 2016; 11:00am - 12:30pm

President's Conference Room



Present: Virginia Horvath, Terry Brown, Kevin Seitz, Michael Daley, Ziya Arnavut, John Staples, Jefferson Westwood, Tara Singer-Blumberg, Caldwell Proper

1. Approval of November 16, 2016 Minutes – Note changes to page 3 line 2 rewording of Tara's remarks to indicate a discussion was held rather than a "suggestion..." Also, all "Adjunct Faculty" be referred to as "Part-time contingent faculty." Request to strike "Terry says that adjuncts should not expect to be renewed" and rather say that renewal depends on enrollment and demand.

(Non-Agenda item) Part-time faculty non-renewal process- UUP suggests that there may be another way (not specified) to non-renew part-time faculty. Tara noted that the "mass non-renewal" of part-time staff has an impact on employee morale. The Union noted it is open to discussions on how to address the matter. Terry stated that her goal is to treat the staff well, comply with the contract and be fiscally responsible. Terry stated that she is open to meeting on the topic—to include deans—to discuss communication and timing of renewals.

2. Extreme Weather: Mike stated that the "Extraordinary Weather Announcement" was e-mailed to entire campus on 10/4/2016. Mike noted that "Essential Service" staff are identified by title and can be found on the Policy on Essential Services located on the HR website under Policies.

3. Handbook Dates- Caldie will try to schedule dates for the spring. Also Caldie will try to schedule LM dates for the spring.

4. FLSA- Mike stated that all the affected staff have received a letter from him regarding the determination of their status under the FLSA. Tara and Ziya thanked Management for their actions pertaining to the process.

5. Direct Deposit- Mike stated that OSC automatically cancels Direct Deposit (DD) when there is no "activity" on an account for three consecutive pay periods. Tara asked if Payroll has a COS on file, appointing a colleague with a future appointment date could an "override" be processed to halt the DD cancelation. Mike stated he would discuss with Sue Cortes.

6. Student Learning- Ginny noted that we need to collectively encourage NYS to invest in Higher Ed. She asked for UUP's input re: how we can make SUNY a positive example for affordability on a national level? She noted Fredonia did not increase fees or prices for student housing. Without such funds, Ginny noted we are exploring Right Serving/Right Sizing (RS/RS) in a local effort to increase efficiencies and address the fiscal realities we face. Ginny asks that UUP explain this position to members. Ginny stated that SUNY is seeking approval for a \$100-\$300 tuition increase and will allow campuses to choose the amount they think best meets their needs. Ginny also noted that we need to stop a number of classes with low student enrollment. Such classes cost money which we could be using for students with housing and food issues.

Ginny noted that Management is cognizant of the impact of costs on student learning, persistence, completion, and success (and therefore on our bottom line, both short-term and long-term).

Discussion:

Ziya asked how UUP can help. For example, can the Union engage in local (on/off-campus) problem-solving and collaboration/coordination or a regional advocacy strategy? Ginny noted that advocacy for Fredonia is welcomed.

Ziya asked about the allocation of funds in last year's budget? Ginny noted we are not making our admission target so our projected revenues are lower than anticipated. As such, there is no "over target" money available for Management to use to address other fiscal concerns.

Ziya inquired about possible monies from Residence Hall. For example, could we "set-aside" certain "expenses" such as dorm fees as a potential form of scholarship for foreign students? Ginny responded that Management is not allowed to waive tuition or dorm costs. She also noted that all scholarships have to have actual money assigned to support them.

Terry noted that we need keep Fredonia affordable and thus a viable option for families. Again, we hope RS/RS will assist in supporting this goal. Terry states that she is not going to support a department that is not participating in RS/RS.

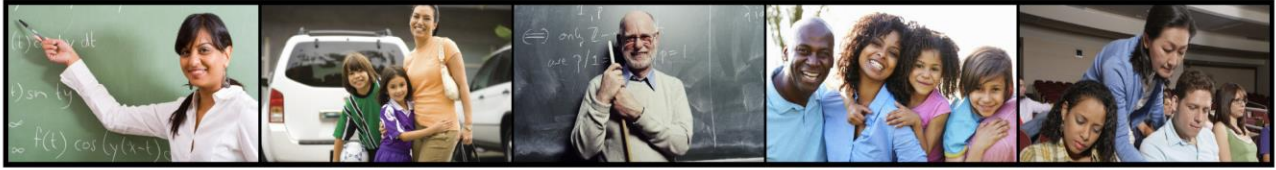
Management proposes to have a \$300 emergency fund for students in need and is asking if UUP members would donate to such a cause. UUP says that they would and would rather donate to a student in need fund than to some scholarship. UUP asked if there is a fund at the Foundation available for this purpose. Ginny agreed to check with Betty Gossett on the matter. It was suggested that perhaps a payroll deduction could be established for this purpose.

7. Budget-

- a. How is the operational budget allocated to divisions (colleges) and departments? Can we have the specific numbers and is there any formula applied to determine the budget for the academic departments? Ginny noted that the Budget books contain the information requested.
- b. What percentage of the 6.9 million deficit is expected to be covered by salary reduction? How is this load expected to be distributed between management confidential, UUP, and CSEA members? Ginny noted that the Budget books contain the information requested.
- c. If the reports the department chairs submit in March show that most of the programs are viable, what the next step will be to resolve the issue with the deficit?- Ginny stated that we will limit the number of low enrolled sections offered with the goal of lowering the expense associated with same. Terry asked for a definition of "viable" noting it should not be a defense of the status quo.
- d. Can you give us more information about the visit of Provost Cartwright? What is going to be the objective of his visit? Can UUP EB meet with his delegation? Ginny noted that she had limited information to share on the topic. She noted that Provost Cartwright is touring other SUNY campuses to learn about such things as enrollment challenges but noted that no date has been set for a Fredonia visit. Ginny noted that she anticipates each colleague will be encouraged to form a "team" re: the Provost's visit. She invited Ziya to serve on Fredonia's team

Other business - Mike asks the UUP to remind its members to turn in their Sept., Oct., Nov. and Dec. 2016 timesheets.

**** Please note**, more Labor Management Meeting Minutes are available on our webpage, <http://uuphost.org/fredonia/> under the heading Policies and Documents. **



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SUNY Fredonia
W234 Thompson
Fredonia, NY 14063

Phone:
(716) 673-3595

Fax:
(716) 673-4746

E-mail:
fredonia@uupmail.org

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uuphost.org/Fredonia
www.fredonia.edu/uup

Fredonia UUP Chapter Leadership:

President: Ziya Arnavut 673-3864, Ziya.Arnaut@fredonia.edu
Vice President for Professionals: Melissa Sidor 673-4826, Melissa.Sidor@fredonia.edu
Vice President for Academics: Cynthia Smith 673-4658, Cynthia.Smith@fredonia.edu
Secretary: John Staples 673-3277, John.Staples@fredonia.edu
Treasurer: Derrik Decker 673-4757, Derrik.Decker@fredonia.edu
Grievance Chair (Academics): Reneta Barneva 673-4750, Reneta.Barneva@fredonia.edu
Grievance Chair (Professionals): Jefferson Westwood 673-3200, Jefferson.Westwood@fredonia.edu
Membership Development Officer: Sandra A. Lewis 673-3379, Sandra.Lewis@fredonia.edu
Officer for Contingents: Bruce Simon 673-3856, Bruce.Simon@fredonia.edu
Affirmative Action Officer: Gurmukh Singh 673-4734, Gurmukh.Singh@fredonia.edu
Retirement Concerns Officer: Malcolm Nelson 792-9405, Malcolm.Nelson@fredonia.edu
Amenities Officer: Iclal Vanwesenbeeck 673-3850, Iclal.Vanwesenbeeck@fredonia.edu
NYSUT, Labor Relations Specialist: Tara Singer-Blumberg 634-7132, tsinger@nysutmail.org

Academic Delegates:

Ziya Arnavut (Computer Science)
Cynthia Smith (Curriculum & Instruction)
Thomas Morrissey (History, Retired)
Malcolm Nelson (English, Retired)
Gerda Morrissey (Library, Retired)
Joy Bilharz (Anthropology and Sociology)
Bruce Simon (English)
Derrik Decker (Computer Science)
Gurmukh Singh (Computer Science)
Ruth Antosh (World Languages and Cultures)

Professional Delegates:

Melissa Sidor (Communication Disorders & Sciences)
Idalia Torres (Information Technology)
Michael P. Gerholdt (Information Technology)
Sandra A. Lewis (Professional Development Center)

SUNY Fredonia
W234 Thompson
Fredonia, NY 14063

