

FredUUP

Fall 2024
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United University
Professions

Fredonia Chapter
Newsletter

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Events

Sept. 25, 2024
Labor Management Meeting

Sept. 27-28, 2024
Delegate Assembly in Albany

October 3, 2024
Executive Board Meeting

Christopher Taverna, Chapter President
Janet Mayer, Chapter Vice-President for Professionals
Ziya Arnavut, Chapter Vice-President for Academics

President's Message



It is my pleasure to welcome everyone as we begin the Fall 2024 semester together! We have had a busy spring and summer, with rallies, marches, and meetings with legislators. We have been preparing for our classes and doing our work. Many of us are being asked to do more as our staffing decreases. Please keep us apprised of any workload issues you may be experiencing.

This is an exciting time at Fredonia. We are seeing an uptick in our student enrollment, there is more activity on campus than we have had post-pandemic, and the campus has a high energy vibe to it. I am looking forward to this academic year! For the first time in a few years there is an atmosphere of hope and possibility. Let's keep that feeling alive by doing what we can to keep Fredonia successful. Every one of us is important to the fulfillment of our mission. Know that I am appreciative of the work that you do and am proud to have you as colleagues. Let us create the best Fredonia for ourselves, our community, and our students!

May we have an amazing year!

In hope, appreciation, and solidarity,

A handwritten signature in black ink that reads "Christopher C. Taverna".

Christopher C. Taverna
President, UUP Fredonia Chapter

Information on Retrenchment

The Fall 2024 newsletter was written prior to the notices for retrenchment being delivered. This insert is being added to provide information to our members as we navigate this new situation. The original President's Message is left as written, with the newer "Standing Together Through Challenging Times" as an updated message.

Thank you for your understanding and solidarity,
Chris

Standing Together Through Challenging Times

Dear Colleagues,

I want to acknowledge the difficult period we are currently facing. It is during such times that our unity and resilience are truly tested. I want to assure you that we are fully aware of the challenges and concerns that have arisen.

We are diligently working to address each issue with the utmost care and attention. We will thoroughly pursue all avenues as we represent UUP members. There is a structured process in place, and we will ensure that members are availed of all rights and opportunities within that.

Your patience and solidarity are invaluable as we navigate through this together. In these challenging times, it is important to remember the strength we have as a united group. Together, we have faced and overcome many obstacles, and this time will be no different. Your dedication and perseverance are truly inspiring, and they remind us all of the power of collective effort.

We also want to emphasize the importance of respecting the privacy of our impacted members. It is crucial that we handle all matters with sensitivity. Please be mindful of this as we work through these issues, ensuring that we maintain the dignity and respect of every individual involved.

Furthermore, we are concerned by President Kolison's suggestion that reductions can be achieved through voluntary separations. We remind members that it is not UUP members' responsibility to accomplish program and cost reductions through their voluntary actions.

If you have any questions or need further support, please do not hesitate to reach out. It is imperative that we are here for one another, in a united front. We will be scheduling several meetings where we can discuss what is going on, answer any questions, and dispel any misunderstandings. Thank you for your continued trust and cooperation.

In Solidarity,
Chris

Retrenchment FAQ

What is “retrenchment?”

Retrenchment is defined in Article 35 (beginning on page 51) of our [contract](#).

“Retrenchment shall be defined as the termination of the employment of any academic or professional employee during any appointment, other than a temporary appointment which may be terminated at any time, as a result of financial exigency, reallocation of resources, reorganization of degree or curriculum offerings or requirements, reorganization of academic or administrative structures, programs or functions or curtailment of one or more programs or functions University-wide or at such level of organization of the University as a College, department, unit, program or such other level of organization of the University as the Chancellor, or designee, deems appropriate.”

How many employees have been retrenched at Fredonia?

As of Friday, September 13, 2024, two faculty were given notices of retrenchment. Retrenchment does not go into effect until at least one year after the notice is given.

What happens between the notice of retrenchment and when retrenchment goes into effect?

The UUP Fredonia Chapter leadership, along with statewide UUP leadership and our labor relations specialist, will represent the members who were issued notices of retrenchment. This involves representing their interests in discussions with management at both the campus and SUNY levels to ensure members are availed of all rights and to fight for the best possible outcome for each member.

What are the possible outcomes after a notice of retrenchment is given?

There are six possible outcomes once a notice of retrenchment has been received:

1. The campus can rescind the notice of retrenchment.
2. UUP and the affected employee can work with the administration to find another position on campus for the affected employee to move to.
3. The affected employee can choose to retire.
4. The affected employee can choose to find a different position within SUNY.
5. The affected employee can choose to find a position outside of SUNY.
6. The affected employee can be retrenched.

Are there any entitlements an affected faculty member has once they receive a notice of retrenchment?

Yes, there are three provisions in Article 35 that affected faculty members are entitled to:

1. Special Consideration for placement within the University prior to the effective date of retrenchment and for a period of six months following retrenchment, provided that a suitable position for which you are qualified is available.
2. An additional 18 months of special consideration for placement within SUNY Fredonia provided that a suitable position for which you are qualified is available.
3. An offer of re-employment in the same position at SUNY Fredonia should an opportunity for such reemployment arise within a period of four years following your retrenchment.

Fall 2024 All-Fredonia Faculty/Staff Conference Plenary Remarks

by Christopher C. Taverna, UUP Fredonia Chapter President



Welcome everyone! It is wonderful to be here today as we get ready to start the Fall 2024 semester!

For those of you who don't know me, I am Christopher Taverna in the Academic Technology and Innovation department of Information Technology Services. I am also the President of the Fredonia Chapter of United University Professions (UUP) and it is in that capacity that I am speaking to you today.

I would like to take this opportunity to acknowledge and thank the members of the UUP Fredonia Chapter officers, executive board, committee members, department representatives, and our chapter assistant for your commitment to and work for our union and our university. Additionally, to all of our members who have been advocating and agitating for the greater good, keep up the amazing work. And to our student activists, keep up your great work and don't ever let injustice go unchallenged.

Thank you to President Kolison for this opportunity to address all of you this morning.

Statewide, UUP has been heavily focused on SUNY, the Governor, and the State Legislature. UUP lobbied hard two budget cycles ago and we were successful in getting \$163 million in extra money for SUNY. This money was earmarked by the Assembly to help the 18 financially distressed campuses. Unfortunately for us SUNY was successful in lobbying the Senate to remove any restrictions on the funding and as such the

Chancellor and Board of Trustees directed money that should have gone to Fredonia to other parts of SUNY. This last budget cycle we were successful in getting an additional \$114 million, for a total of \$277 million in new money for SUNY compared to two years ago. This is more than enough to wipe out the structural deficits across all state-supported SUNY campuses, including

Fredonia, with plenty left over for the Chancellor's pet projects. Yet the Chancellor and Board of Trustees continued to direct the bulk of the money elsewhere.

Don't let the administration gaslight us. They say, "if we give you \$17 million this year that only helps for one year, what about the future?"

Now I may not have billionaire backers, a six-figure salary, or fancy credentials, but I do have <hold up dictionary> a dictionary, from which I will quote:

<Read the definition of *recurring* from the dictionary>

Now let me use that in a sentence:

"The \$163 million to cover the structural deficits across all state-supported campuses are recurring funds."

Therefore:

"The \$17 million to cover Fredonia's structural deficit are recurring funds."

We should not apply privatized philosophies to SUNY. We are a public good and need to be treated as such.

We also shouldn't have to rely on keeping campus chronically understaffed to balance our budget. Imagine for a moment a Fredonia that had enough money from SUNY to have a balanced budget. Imagine all offices were fully staffed to meet the needs of the University in an efficient and timely manner. How much better would that experience be for the entire campus community? I think about all that Fredonia could, and should, be. I know it is possible. Chancellor King, Governor Hochul, do the right thing and fund our campuses equitably, remove Fredonia's structural deficit and allow us to celebrate our excellence and success!

Locally we are looking forward to another year of action. Look for announcements to come to your email from our members-only list. We have a variety of workshops and events planned to not only give you a chance to learn something new, but to get to connect with your colleagues here at Fredonia and from across SUNY.

Save the date for next Thursday, August 29 from 8:30-10:30 am we will be doing a meet and greet welcome session for our members, location to be announced.

Also, I would ask everyone to wear something red on every Friday this year for labor solidarity.

I wish you all a successful semester! Solidarity forever!

It is my pleasure now to introduce the President of CSEA, Stephanie Teachman.



Public Good U: Strengthening the Case for Public Higher Education

Please save the date for Public Good U: Strengthening the Case for Public Higher Education [<https://suny.edu/PublicGoodU>], This is a national conference organized by SUNY University Faculty Senate, SUNY Faculty Council of Community Colleges, and State University of New York in partnership with the City University of New York, which will take place at the Marriott Albany, **February 7-9, 2025**. Portals for submitting an abstract, registering for the conference, and reserving a hotel room will be added to the website in the coming weeks.

If you have any questions, please contact Bruce Simon, a member of the Public Good U organizing team.

CALL FOR SUBMISSIONS for #PublicGoodU!

Imagine an institution that meets the ideals of public higher education: call it Public Good U. What does this institution look like, who does it serve, how is it funded and governed, and what service does it return to the community?

Public Good U: Strengthening the Case for Public Higher Education

Dates: February 7-9, 2025

Location: Marriott Albany, 189 Wolf Rd., Albany, NY 12205

Public Good U is now accepting proposals to present papers, panels, facilitated discussion forums, ignite sessions, and pre-conference workshops that explore the vital role of public higher education as a public good in the 21st century and address the following conference tracks:

1. Democracy in America: Educating Citizens Equitably
2. The New College-Educated Workforce
3. Research for the Public Good: Creativity, Innovation, and Impact for the 21st Century
4. Reimagining Town/Gown Relations: Community Building, Civic Engagement, and Economic Development
5. Perennial Issues in Urban Public Higher Education: Lessons from the Past, Tools for the Future
6. What Should the State Provide? New Public Good U Foundations and Funding Models

For submission instructions, go to <https://www.suny.edu/PublicGoodU>.

Deadline: Sunday, October 27, 2024.

Please consider joining this effort to shape the future of public higher education.

Organized by: SUNY University Faculty Senate, SUNY Faculty Council of Community Colleges, State University of New York in partnership with the City University of New York

Why I Give To VOTE-COPE

by Christopher C. Taverna



New York State Comptroller Thomas P. DiNapoli with UUP Fredonia Chapter President Christopher C. Taverna at the Spring 2024 Delegate Assembly VOTE-COPE Donor Reception

Did you know that your union dues don't go towards political action? Instead, we rely on voluntary individual contributions to help do the important political work that protects our rights.

In today's ever-changing political landscape, the need for robust advocacy and support has never been more critical. VOTE-COPE / UUP Higher Ed Action Fund PAC, the voluntary, non-partisan advocacy fund, plays a pivotal role in championing the interests of higher education professionals and institutions across New York State.

The strength of VOTE-COPE lies in its collective nature. Every contribution, regardless of size, amplifies our collective voice. This united effort has led to significant victories in securing funding and support for higher education. By working together, we can ensure that our interests are well-represented and that our institutions receive the support they need to thrive.

If every Fredonia Chapter member gave just \$1 per pay period, we would contribute over \$1,000 monthly to our continued success! If you can donate more, I would encourage you to do so, but please consider giving \$1 per pay period.

Join me in making a difference. [Donate to VOTE-COPE](#) today and be part of the movement that is shaping the future of higher education!

Mike Igoe promotes UUP



This summer, our Fredonia Chapter member Mike Igoe was spotted in the Adirondacks in front of Lake Luzerne, NY, wearing his UUP t-shirt!

Do you want to be featured in our newsletter?
Email a picture of yourself in a UUP shirt to uup@fredonia.edu

UUP 2022-2026 Contract – hard copy available

The current contract between United University Professions and the state of New York runs from 2022-2026.



A digital version of the contract is available:

<https://uupinfo.org/contract/pdf/22-26/State-UUP-Agreement.pdf>

If you would like to have a hard copy sent to your campus address send an email to uup@fredonia.edu to request one.

UUP Contract Information Center

The current working contract between United University Professions and the state of New York runs from 2022-2026. Listed below are resources available from the link, <https://uupinfo.org/contract/>

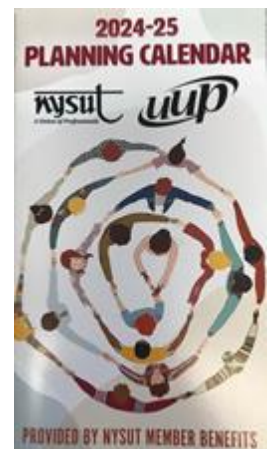
One Page UUP Contract Wins:

Career Development
Fair Compensation
Parenting Leave
Contingents
Healthcare
Higher Ed - Healthcare



UUP/NYSUT 2024-2025 Planning Calendars

Planning calendars are available! If you would like to have a planning calendar sent to your campus address, please send an email to uup@fredonia.edu requesting one.



UUP Rally for Fair Funding

On April 24, 2024 at noon, UUP members, joined by staff, students, community members and the list of speakers below, rallied at Dods Grove, to demand fair funding for all SUNY campuses.

- Frederick E. Kowal, President, United University Professions
- Paul M. Wendel, Jr., Chautauqua County Executive
- Bruce Simon, Chairperson, Fredonia University Senate
- Michael Ferguson, Fredonia Mayor
- Dakota Richter, President, Fredonia Student Association
- Susan Parker, Chautauqua County Legislator, District 4
- Rebekah Gerace, Students for Fredonia
- Christopher C. Taverna, President, Fredonia Chapter United University Professions



UUP Statewide President Fred Kowal



Paul M. Wendel, Jr., Chautauqua County Executive



Bruce Simon, Chairperson Fredonia University Senate



Michael Ferguson, Fredonia Mayor



Faculty, staff, students and community members at the rally.



UUP Fredonia Members support SUNY Potsdam



Close SUNY Fredonia's and Potsdam's Deficit in the 2024-2025 State Budget!

FAIR FUNDING FOR FREDONIA Visibility March 12/5

A silent march to Protest Cuts was held on Dec. 5, 2023 to protest program and staff cuts on campus

Faculty, staff, students and community members united outside Fenton Hall at noon for a silent visibility action to send a message to SUNY that UUP demands Fair Funding for Fredonia!

We've been working under austerity conditions for years now. SUNY received record additional funding of \$163 million in this year's state budget that was intended to resolve campus deficits. But **SUNY administrators chose NOT to allocate funds equitably, thus manufacturing a fiscal crisis at Fredonia.**

We all continue to do our best to serve students—we demand the resources that we and our students deserve!



UUP Benefits Fair

UUP hosted a Benefits Fair on Thursday, August 8th in the MPR of the Williams Center. Members had the opportunity to learn about the many negotiated benefits and discounted services available to them and their eligible dependents. Several benefit vendors, including MetLife and Delta Dental, pictured below, were available to answer questions. UUP gave each member who attended a combo meal lunch from FSA's Patio BBQ.



HELU – Higher Education Labor United

HIGHER EDUCATION LABOR UNITED (HELU) [<https://higheredlaborunited.org/>] is a national organization founded in 2021 to unite workers throughout U.S higher education. HELU brings together unions that represent staff, student workers, adjunct, contingent, and tenured faculty, postdocs, university health system workers, and others. We come together to create and pursue a unified vision for higher education [<https://higheredlaborunited.org/about/vision-platform/>] and to add our strength to a reinvigorated U.S. labor movement. Unions and organizations representing over 225,000 higher ed and allied workers across the U.S. have joined HELU as member organizations, including United University Professions.

HELU is pushing to make sure that solutions to the academic crisis are at the center of the debate this election season; working hard to elevate a unified vision from hundreds of thousands of academic workers; organizing to win free college, academic freedom, and national labor protections across higher education institutions; and launching a roadshow to promote this vision. Anyone who wishes to support this work may make a donation online at this link: [<https://higheredlaborunited.org/make-a-contribution-to-helu/>].

Please read the Statement of Unity for the Future of Higher Ed:
<https://www.aaup.org/statement-unity-future-higher-ed>

If you have any questions, please contact Bruce Simon, one of ten UUP delegates to HELU's General Assembly and a member of HELU's Politics and Policy Committee

Delegates look to the future at the UUP Spring DA

UUP took a decisive step forward at the 2024 Spring Delegate Assembly, with delegates voting on two significant changes that will help move the union into a stronger profile, both statewide and nationally.

Delegates to the DA, held April 12 and April 13, 2024, in Saratoga Springs, unanimously voted for UUP to formally affiliate with [Higher Education Labor United](#), a national coalition of higher education faculty that includes professionals, academics, contingents and tenured faculty, at settings ranging from community colleges to university centers. HELU formed during the coronavirus pandemic, and UUP has been involved with it since the coalition's inception.

Delegates also endorsed the creation of the Ad Hoc Constitutional Reform Committee, which would investigate the possibility of UUP organizing and incorporating new bargaining units beyond the scope of its existing bargaining unit.

Also, at the DA, delegates elected two statewide vice presidents and six statewide Executive Board members. Our Fredonia Chapter delegate Idalia Torres was reelected to the State Executive Board.



UUP Professionals Workshops on Workload

Two workshops were held by our Labor Relations Specialist Matthew Kibler and Chapter Officers to discuss workload issues, performance programs and the A-28 process. The first was held via Zoom on Monday, June 17th and the second workshop was held on Tuesday, July 2nd in the Williams Center Room S204DE over lunch.

Meet & Greet



To start off the Fall 2024 semester, a meet and greet was held for UUP members in the Blue Lounge in the Williams Center on Thursday, August 29th from 8:30 – 10:30 am. Members stopped in for refreshments, to catch up with colleagues and meet new members.

Check out all your union membership has to offer!



UUP bargaining unit members are also members of New York State United Teachers, your statewide affiliate. As a NYSUT member, you have access to participate in a number of programs and services endorsed by NYSUT Member Benefits. These products have been carefully cultivated to provide members with quality programs at competitive prices. Member Benefits also offers a number of benefits available free of charge to members.

No matter what your plans may be, NYSUT Member Benefits is a great place to start.

The **Member Benefits Discounts & Deals** program utilizes the nation's largest private discount network to offer all NYSUT members (both in-service and retiree) exclusive access to savings of up to 50% at 850,000 locations – including more than 21,200 New York State deals. If you have not already done so, head over to mbdeals.enjoymydeals.com to create your account with your NYSUT ID number, preferred email address, and password.

You'll then be eligible to save on restaurant dine-in or take-out, flowers and gift baskets, Bose products, clothing and shoes, oil changes and vehicle maintenance, sporting events, hotels and flights, car rentals, theme parks, movie tickets, and much more. Members are encouraged to download the MB Discounts & Deals mobile app for the best user experience with this program.

Participating in Member Benefits-endorsed programs also offers the added protection of having a trusted advocate on your side. Member Benefits staff take great pride in stepping in to support members with any questions, concerns, or issues that may arise.

Explore all that your union membership has to offer!

SHOPPING, TRAVEL & PERSONAL

- Member Benefits Discounts & Deals
- Bose
- Buyer's Edge, Inc.
- Connect America Medical Alert Systems
- EPIC Hearing
- Grand Circle Travel & Overseas Adventure Travel
- Heat USA (Heating Oil)
- ODP Business Solutions
- Powell's Books
- Purchasing Power
- Tankfarm (Propane)

INSURANCE PROGRAMS

- Auto & Home (Farmers)
- Disability (MetLife)
- Level Term Life (MetLife)
- Long-Term Care
- Pet (Nationwide)
- Term Life (MetLife)
- Universal Life (Trustmark)
- Voluntary Dental (MetLife)
- Voluntary Vision (Davis Vision)
- WrapPlan (Aon)

FREE MEMBER BENEFITS

- Peer Support Line
- Premium Calm App (In-Service Members Only)
- YourCare360
- Student Loan Counseling
- Financial Learning Center
- Credit Counseling
- New Member Life Insurance Policy
- Accidental Death & Dismemberment Insurance
- Travel Assistance Services

LEGAL & FINANCIAL SERVICES

- Legal Service Plan (Feldman, Kramer & Monaco)
- Financial Counseling Program (Stacey Braun Associates)
- Online Financial Learning Center
- Synchrony Bank

Learn more by scanning the QR code to the left, visiting memberbenefits.nysut.org, or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Remember to wear RED on Fridays to show Solidarity!

SOLIDARITY FRIDAYS Wear **RED**

Union members across the country wear red to show solidarity and to make their voices heard by management in a small way.

FRIDAY SOLIDARITY DAY



United University Professions (UUP)
Civil Service Employees Association (CSEA)
Union Members wear **RED** every Friday as a sign of solidarity

United University Professions Fredonia Chapter



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*The
union
that
makes
SUNY
work*

We're on the Web!
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Thomas Morrissey	Derrick Decker
Anne Fearman	Lei Huang
Reneta Barneva	Junaid Zubairi
Iclal Vanwesenbeeck	Gurmukh Sing
Meral Arnavut	

Professional Delegates:

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