

Military vets in SUNY falling through the cracks

To the Editor:

What happens to our fellow union sisters and brothers who are members of the Reserves and National Guard when they are deployed on military orders?

That question has been the subject of discussion by the UUP Veterans Affairs Committee during two recent Delegate Assemblies. Specifically, committee members are concerned with how UUP members are treated on the job prior to and when returning from military obligations.

Some of the issues that have been reported include:

- Members on tenure or permanent appointment tracks are having problems when they return to work, i.e., the question of the "tenure clock" stopping when the member deploys and when the clock resumes.
- There are problems with how supervisors, directors or Human Resources personnel interpret the UUP contract, i.e., the amount of days a member is eligible for military leave.
- Policies and procedures related to returning to work are different from campus to campus and are not consistently followed.
- Deployed members are often passed over for DSI, promotions and salary increases.
- Medical benefits for the member and family are sometimes jeopardized due to deployment.

Although not directly a work issue, some

members enrolled in SUNY courses experience problems when deployed while taking the course. Deployment can affect their GPA, financial educational services, and other areas.

We need to work with SUNY to minimize and solve these issues.

The committee needs to know what else may be falling through the cracks due to deployment, or if UUP members have experienced negative consequences related to military service. We also want to hear about the positive experiences you've had that may make it easier for other UUP members as they deploy.

If you have deployed already or will in the future, contact committee co-chairs Gina Doty at gdoty@uupmail.org or Bill Borgstede at adkbill46er@gmail.com.

— **Gina Doty, Co-chair**
UUP Veterans Affairs Committee

(Editor's note: www.dol.gov/elaws/userra.htm is a useful website for UUPers and their supervisors to better understand the rights of military personnel when deployed. The site also outlines the Uniformed Services Employment and Reemployment Rights Act [USERRA] that deals with employee eligibility and job entitlements, employer obligations, and other benefits and provisions.)

The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 35,000 academic and professional employees of the State University of New York.

Contact UUP at P.O. Box 15143, Albany, New York 12212-5143. Telephone (518) 640-6600 or toll-free at (800) 342-4206. UUP's internet site is www.uupinfo.org. UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with NYSUT and the National Education Association.

UUP STATEWIDE OFFICERS



PHILLIP H. SMITH
President



J. PHILIPPE ABRAHAM
Vice President
for Professionals



FREDERICK G. FLOSS
Vice President
for Academics



EILEEN LANDY
Secretary



ROWENA J. BLACKMAN-STROUD
Treasurer



EDWARD H. QUINN
Membership
Development Officer

Correction

In the March/April 2012 issue of *The Voice*, Assemblyman Dan Losquadro was misidentified on page 4.

The Voice regrets the error.



**FOLLOW UUP
ON FACEBOOK
AND TWITTER!**

**Go to UUPinfo.org
to sign up today.**

LETTERS POLICY

The Voice welcomes timely letters about university and union issues, politics and other events relevant to UUP's concerns. All letters are subject to editing for length, accuracy and clarity. Please type or email your letters, limit them to 300 words, and include your name and daytime phone number for verification. E-mail letters to UUP Director of Communications Denyce Duncan Lacy at dllacy@uupmail.org or send them to her attention at: *The Voice*, UUP, P.O. Box 15143, Albany, NY 12212.

UUP COMMUNICATIONS DEPT.

- DENYCE DUNCAN LACY**
Director of Communications
- KAREN L. MATTISON**
Publications Specialist
- DONALD FELDSTEIN**
Media Relations Specialist
- MICHAEL LISI**
Communications Specialist
- LUKE WILLIAMS**
Webmaster/Technology Associate
- ANGELL M. LAW**
Communications Assistant

The VOICE is a member of the American Federation of Teachers Communicators Network and the International Labor Communications Association.