

BEACON



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President's Message

Joe Torre, President
Brockport Chapter UUP

Being There

First of all, let me belatedly welcome all of you - all of us - back for another academic year. It is an honor to teach our students and to serve this body. I am deeply grateful for this opportunity and hope that this coming academic year brings us all the joy and fulfillment at the heart of the educational experience.

As I mentioned in my remarks at Academic Convocation, these are happy days for UUP members. We have just landed a spectacular 6-year contract that includes numerous long-term goals (DSI, equity pay, etc.) and our immediate needs for increased compensation. After almost three years of effort, the UUP state leadership did a spectacular job and delivered a superior contract we will enjoy for the remainder of the six years and sets a new standard going forward. Please see the [full contract](#) or the [informational summary](#) for more details. Also please see the payment schedule included in this Beacon for a clearer understanding of how this will be implemented.

Were the success of the contract all that happened over the summer, I would have little to write about. I am fond of tragedy as narrative, not so much as lived experience. Suffice to say, this summer was very tragic for unionists. As you know, the Supreme Court decided in the Janus case that, long-standing precedents notwithstanding, public-service unions would no longer have the right to collect dues from all of the members they represent in collective bargaining. As it now stands, members who resent paying fees for whatever reason, can opt out and pay nothing to the organization that negotiates their contracts and defends their contractual rights. I have written about this situation at length and do not think I can shed much more light on this catastrophic court decision except to emphasize again how important it is to

come together as union members and stand for the right of collective bargaining and sustain the institutions and processes that sustain us. But what does that mean? I suggested at the convocation that the answer was in some ways simple; in the manner of Jerzy Kosinsky's Chauncey Gardiner, BE THERE - show up - talk, ask, think, engage. But engage how, what, where, etc.? Well, a first step might simply be to make sure your department or division has a representative and to make sure that representative goes to the meetings. If either is a negative - you do not have a rep and or the rep does not go to meetings - then volunteer to be a rep and attend meetings. We have approximately 65 representatives of which only one third attend executive committee meetings at any one time. And that ratio is not uncharacteristic of participation rates across the state. There are UUP locals that have much higher rates of participation, but also some with lower and lower level of engagement. Ditto the workshops, dinners, and all events which we organize for our benefit. But why does it matter? First, a united union presents a united front and allows for higher levels of success at the bargaining table; second, and more importantly, the union cannot survive as a service union. It cannot be a union that works for the members; it must be a union by the members, for the members. Historically and from a day-to-day perspective, the odds are against unions, private and public. As we have noted in these pages repeatedly, this is no accident; unions are not dying from a lack of relevance or utility. Rather, we are the victims of orchestrated campaigns to destroy our very purpose.

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Why I love my Union

Pam O'Sullivan, Library

I have paid dues to various unions for nearly 35 years now. As a young, new employee in my first Union-protected position, I didn't really understand what the Union did, other than the myriad snide comments I would hear from my co-workers about our president. Whenever our contract was due for negotiation, many of my coworkers would talk about things that the Union "must" negotiate, what they thought they were due—but when I asked about attending meetings, everyone looked at me like I was crazy. The only Union-sponsored event that was well attended was the annual holiday party.

When I came to Brockport, I was encouraged to become active in the Union. UUP was quite different than what I'd experienced in the past. Meetings were relatively convenient, and staff were kept up-to-date much more thoroughly than I was used to. When asked to represent the Library, I was happy to attend meetings, a couple of workshops and conferences, and service activities.

I have never worked for any entity that had an "on-time" contract. They were drawn out, frustrating and the

information we received was not always easy to understand. This is in sharp contrast to UUP; I felt we were given good, solid information whenever it was available. When it was not, the President reminded us of the difficult position we were in, with a governor who had no real incentive to make us a priority.

The contract we ratified was much better than I expected, although in another way I wasn't terribly surprised—I knew from the many reports that our negotiating team was fighting hard to get a fair contract. I'm sure there are others who would disagree with me, as there are some areas of SUNY in much worse economic straits.

This contract came at almost the same time as the court ruling that our Union must represent everyone, whether or not they pay dues. I think that the work done by our Union is a bargain, and I hope that my colleagues agree with me and continue to support UUP. A strong union still means a strong, protected workforce.

UUP Listen and Learn Sessions for Academics

UUP would like to know what is on the mind of our hardworking members who are academics. We would also like to share with you a brief presentation about UUP provided benefits to make sure you have the information you need to make the most of what is available. To that end we will be holding two "listen and learn" sessions this semester.

**Thursday November 1st from 2-3pm in
Seymour Union 222**

**Friday November 9th from 11-12pm in
Seymour Union 222**

The sessions will be hosted by Sara Di Donato VP Membership and Susan Orr VP Academics, They will be informal and informative. Please join us and share your thoughts, questions and ideas.

Contract Ratified!

98% Voted YES!

Thank you for voting!



The numbers are in! 14,935 ballots were returned to AAA, and 97.7 percent of eligible voters who returned ballots voted to ratify! Thank you to all who came to negotiations presentations, asked important questions and voted on this contract!

Let's work together against workload creep

Jamie Dangler, UUP Vice President for Academics

Tom Tucker, UUP Vice President for Professionals

The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms.

As we attempt to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees' definition of *Professional Obligation* is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department or unit's full professional obligation is exceeded.

Here's how it works.

According to the SUNY Board of Trustees Policies, "The professional obligation of an employee consistent with the employee's academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2).

The specific content of the employee's professional obligation is set at the time of hire. It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can take to combat workload creep:

1. Extra work and volunteer work should not become part of regular workload

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary because it is beyond the employee's full professional obligation. It should be clearly identified as either **extra service** (with the appropriate paperwork completed prior to the commencement of the assignment) or as **voluntary**. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

2. Document your workload and workload increases

It's very important to keep a log of work done in areas of your professional obligation that are subject to workload creep. For example, are you and your colleagues being asked to do more in specific arenas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years. Professionals should have the additional work documented in their performance programs. If the supervisor will not include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York state-UUP contract.

3. Ask your UUP chapter officers for assistance

If a member comes to their UUP leaders with a workload problem, the first course of action is to review the specific content of that person's professional obligation. If there has been an increase, chapter officers, in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action.

When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.

4. Hold a chapter workload workshop to explore problems and consider solutions

If there are pervasive workload issues at a chapter, the UUP labor relations specialist assigned to the chapter can conduct a workload workshop to review the basics and provide members with the tools they need to address their individual circumstances and work with the chapter to develop strategies to confront collective workload problems.

5. Reject the "guilt trip defense" of workload creep

While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be mindful that "helping out" should not lead to permanent increases in our workload, and uncompensated

work that will jeopardize our health, professional well-being, and the quality of our service to our students and our campuses.

Bottom Line

If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

If a UUP academic's workload is increased by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes increase substantially or if new administrative duties are required of an academic department, it's possible for UUP to engage in "impact bargaining" with the campus administration to seek adjustments or additional compensation.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues.

President's Message cont'd

. For reasons I have always failed to fully understand - since it seems like bad economic policy - the rich in this country want to get richer at the expense of the working middle class. Unions have been at the center of the effort to ensure the equitable distribution of income for more than two centuries and as such stand in the way of the reactionary effort to monopolize wealth that seems to drive modern politics and fiscal policy. So we must grow - as a body, as a unity, as a collective of hard working like-minded people interested in economic justice - or be destroyed by the same people whose gross accumulations of capital are a cancer on the American dream.

As UUP members, SUNY faculty and professionals, and NY State employees, we are lucky. We live in one of the last bastions of reasonable government. Sure, there are problems and there is corruption; there has been corruption in New York since Charles II made a gift of New Netherland to his brother James II, Duke of York. Nevertheless, quick on the heels of agreeing to the UUP's amazing contract demands, good governance prevailed and the Governor and the New York legislature passed and signed amendments to the *Taylor Law* critical to our future prosperity.

The new *Taylor Law* includes provisions incentivizing union membership and allowing for the orderly management of membership - both critical to our survival. Having a union-friendly state government and broader state culture is a tremendous benefit to our quality of life and the well-being of our families and communities. As I write these words, the President of the United States sidles up to murderers, praises men convicted of assaulting reporters, elevates men to the highest judicial office in the land even as they visibly demonstrate their lack of fitness for such, promises further tax cuts as the nation reaches record deficits, and achieves these bottom-feeder goals through a scorched-earth campaign of divide and conquer - on the very nation he purports to lead. It is impossible to characterize our national political experience other than as an abomination - a plague upon the land - a cancer on our body politic. Let's fight this cancer together. Let's educate the students in our charge; let's be good family members, members of our communities, and citizens; let's be good unionists. The UUP is US and if we do not fight for US no one else will. And our first and very important step is to BE THERE.

UUP Contract Workshop

Please join us for a workshop that will review the terms of the new UUP contract with New York State as it affects faculty and professional staff at SUNY Brockport. We will review salary increases as well as other terms and conditions for full and part-time bargaining unit members. This workshop is open to all UUP members.

November 9th
Seymour 119
Noon-1:30

Lunch is Provided. Please RSVP to Brittany Profit-Rheinwald,
bprofitr@brockport.edu no later than November 2nd.



P.O. Box 15143
Albany, NY 12212-5143

(518) 640-6600 • (800) 342-4206
fax: (866) 812-9446 • www.uupinfo.org

United University Professions

Dear UUP member,

Many UUP members are struggling daily to pay off student loan debt and make ends meet. That's why UUP has joined our national affiliate, the American Federation of Teachers (AFT) to put out a member survey to assess how student debt has impacted members and explore what we can do to help. Nearly 10,000 members of AFT have already responded in just a few short weeks. We are asking interested UUP members to also participate by completing this survey.

While nearly all AFT members would qualify for Public Service Loan Forgiveness, we are particularly concerned that the student loan servicer **Navient may be giving AFT members misleading information** about eligibility for programs that may reduce or eliminate their student loan payments, including income-driven repayment plans and the **Public Service Loan Forgiveness** Program.

AFT is exploring legal action on behalf of our members who have been harmed by these practices. Specifically, **AFT is looking for members who may represent us as plaintiffs** in a proposed class action lawsuit against Navient. To be considered, [click here and answer a few short questions](#).

Such members meet the following criteria:

- Borrowed a federal Direct student loan since January 1, 2010;
- Live in or took out federal Direct student loans in New York State;
- Have Navient as their federal student loan servicer;
- Contacted Navient to ask about student loan forgiveness for public service employees within the last four years; and
- Currently working in a public or private school, for the government, or for a nonprofit organization.
-

If you fit this description and would be interested in helping your fellow AFT members hold Navient accountable, please [click here and fill out a short survey](#).

AFT will then reach out to you to learn more about your experiences with Navient. Any information you share will be kept strictly confidential unless you give your express permission.

Please do not hesitate to reach out if you have any questions. We believe it is time for Navient to stop putting profits over public service employees' livelihoods.

In Solidarity,

A handwritten signature in black ink, appearing to read "F. Kowal". The signature is fluid and cursive, with the first letter of each word being capitalized and prominent.

Frederick E. Kowal, Ph.D.,
President

The UUP Brockport Chapter
Invites you and your family to our annual

HOLIDAY DINNER

December 5, 2018
6:00-8:00pm

New York Room, Cooper Hall

Enjoy an evening of entertainment, gifts for the kids,
wonderful food & great company!

Please R.S.V.P. by November 21st by using the following
link:

<https://form.jotform.com/63085998057168>

or by contacting Brittany Profit-Rheinwald
at bprofitr@brockport.edu

Space is limited so please RSVP quickly.



Help Wanted: Membership Cards Have Arrived



The College at Brockport
Cooper Hall B4g
350 New Campus Drive
Brockport, NY 14420

Phone:
(585) 395-2208

Fax:
(585) 395-2138

E-mail:
Brockport@uupmail.org

The new UUP membership cards have arrived, but before we can distribute we need your help.

The cards have come to us in alphabetical order by last name, however, they need to be sorted by Department.

We would appreciate any time you could give to sorting through these cards during our card sorting "party."

Card sorting will happen on Wednesday, November 7th from 12:30-4pm in Seymour 228.

Stop by for 10 minutes or stay until the job is finished—we appreciate whatever time you can give us.

Questions? Contact Brittany Profit-Rheinwald, bprofitr@brockport.edu



We're on the Web!
<http://www.uuphast.org/brockport/>



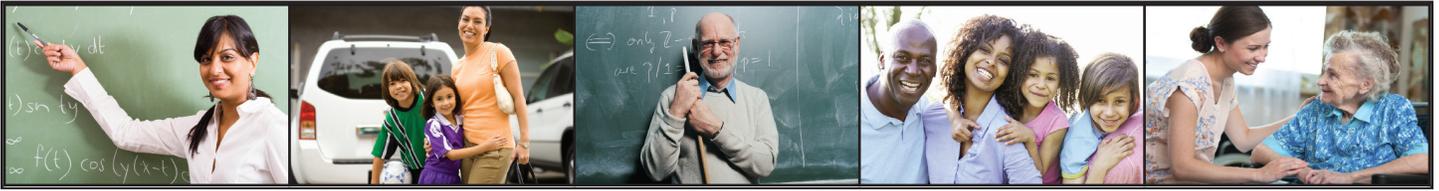
Join other UUP members and walk, run or roll in the Veterans Day 5k on Saturday, November 3rd. To register use the following link:
<http://alumni.brockport.edu/s/1549/rd17/interior.aspx?sid=1549&gid=1&pgid=1776&cid=3445&ecid=3445>

Thank you all who donated lottery tickets for our UUP raffle item for the Veterans Scholarship. Buy raffle tickets at the 5k or during the week in the Union November 5-9th!

BROCKPORT CHAPTER OFFICERS 2017-2019

- President.....Joe Torre
- VP Academics.....Susan Orr
- VP Professionals.....Sharon Belle-Render
- VP Membership.....Sara DiDonato
- VP Retiree Concerns.....Herb Fink
- VP Part-time Concerns.....Paul Schreiner
- VP Publishing.....Brittany Profit-Rheinwald
- VP REOC (Academics).....Diana Wong
- VP REOC (Professionals).....Lisa Gerst
- Treasurer.....Danny Too

UUP Labor Relations Specialist
Patrick Domaratz, NYSUT
30 North Union Street, Suite 302
Rochester, NY 14607
(585) 454-5550



Union-endorsed benefits designed for NYSUT members

Whether it's our endorsed homeowners or auto insurance plans, life or disability insurance, financial or legal service plans, or any of our travel, entertainment or shopping offerings, NYSUT members have the **Power of the Union** behind them when participating in NYSUT Member Benefits-endorsed programs.

There's no need to go it alone when Member Benefits has your back! Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

The following is just a sampling of the dozens of endorsed programs & services available to NYSUT members and their loved ones:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings

We encourage you to take the time to explore the Member Benefits website and find out all we have to offer NYSUT members.

The Power of the Union

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.