



## President's Corner

By Rowena Blackman-Stroud

On behalf of the Downstate Medical Center chapter officers of UUP, I'd like to welcome you to our end-of-year activities and meetings.

### **Support for Maintenance of Effort (MOE) legislation**

*In a strongly worded Albany Times Union editorial, the newspaper urged the governor to sign the Maintenance of Effort bill. The editorial stated that New York is unfairly "balancing its books" on the backs of SUNY students, and the governor should do all he can to change that:*

In 2011, the state passed NY-SUNY 2020, legislation that included, among other things, a "rational tuition plan" and a "maintenance of effort" requirement. The rational tuition plan—which we supported on the understanding that it would strengthen SUNY—called for annual tuition increases of \$300. The maintenance of effort required the state to continue its financial commitment to SUNY.

What that meant, however, was only that the state didn't pay SUNY less; it didn't have to pay a dime more. Nor, it turns out, did it have to maintain its effort in certain areas of SUNY expenses, including collective bargaining, utilities, rentals, and other costs subject to inflationary pressures.

The result has been that state funding, even after rebounding a bit to \$950 million, accounts for 36 percent of SUNY's funding this year, compared with 59 percent in 2007. Students' share has risen from 41 percent of SUNY's budget to 64 percent today.

The full story can be found at:  
<http://blog.timesunion.com/opinion/new-yorks-tax-on-suny/33782/>

### **New Negotiations survey is online; spread the word!**

UUP's new online negotiations survey for members to comment on the union's upcoming contract talks with the state is live.

You can access the negotiations survey online at <https://www.surveymonkey.com/r/UUPSURVEY2015>. The surveys are due by Dec. 9.

The survey asks members to comment on terms and conditions of employment such as salary, benefits, health and safety, facilities, resources, academic and professional issues and clinical practice plans.

Chapter members are asked to fill out the survey and submit it.

Chapter VP for Professionals Paula White serves on the statewide negotiations team. Chapter Officer for Contingents Donovan Lorde and Paul Landsbergis serve on the Ad Hoc Negotiations Committee. Chapter Grievance Chair Abe Gerecht, Secretary Ellen McTigue,

and VP for Academics Karen Benker serve on the negotiations subcommittee for the health science centers.

The survey is the next step in the information-gathering stage of negotiations for UUP. It follows more than two months of face-to-face meetings between the Negotiations Team and members across the state.

The union's contract with the state expires July 1, 2016.

### **Buffalo News: SUNY trustees seek extension of 'predictable' tuition plan for campuses**

*The SUNY Board of Trustees lays the groundwork to renew SUNY's "rational tuition plan," which would hike tuition each year for the next five years. The board also backed the Maintenance of Effort bill, with University at Buffalo President Satish K. Tripathi lending his support:*

Tripathi praised the predictable tuition plan and supported its extension. But he and other educators pointed out that the extra tuition dollars have been diluted in part by inflationary expenses that the state passed on to campuses, such as increased utility costs and negotiated pay raises and fringe benefits.

The trustees' budget request includes a "maintenance of effort" provision that would allow campuses to be reimbursed for inflationary costs.

"Otherwise, the tuition comes in, but it doesn't really improve the quality of education, because we have to pay for other things," Tripathi said.

The full article can be found at:  
<http://www.buffalonews.com/city-region/higher-education/suny-trustees-launch-push-for-increased-state-aid-20151105>.

### **Input needed on proposed changes to SUNY's Title J (Patents, Inventions and Copyright Policy)**

*Title J, SUNY Board of Trustees Policies; Section 335.28 of the New York Codes, Rules and Regulations*

SUNY has proposed changes to its Patents, Inventions and Copyright Policy, which includes two sections: *Patents and Inventions Policy and Copyright Policy*. SUNY's proposal and information presented during webinars held in May, June and July 2015 focused on changes to the Patents and Inventions Policy.

However, SUNY's proposal contains confusing language and does not clarify the place of the current Copyright Policy section in a revised Title J. The proposal should be reviewed to ensure members' intellectual property rights are protected.

## UUP's role

Changes to SUNY's Patents, Inventions and Copyright Policy may involve mandatory subjects of collective bargaining that must be formally bargained with UUP. We are consulting with our attorneys and gathering input from members to prepare for substantive discussions with SUNY.

## Need for additional analysis, UUP member input

UUP needs to review the proposed changes to Title J in light of the complex and variable circumstances that characterize the work our members do across SUNY institutions. Our officers, labor relations specialists, and attorneys are involved in this review. We also need to hear from members, who can tell us how the proposed changes may impact them and their work.

Go to UUP's website at <http://uupinfo.org/negotiations/intelproperty.php> to send member comments and for further information. SUNY's draft changes to Title J and FAQ are posted on the site.

## **DISCRETIONARY SALARY AWARDS**

Effective July 1, 2015, 0.5% of our chapter's total salaries on June 30, 2015 were made available for distribution by the State University Trustees in their discretion to incumbents on the payroll as of June 30, 2015. This is according to the Agreement between UUP and the State of New York.

For each campus, a percentage of the discretionary pool will be earmarked for part-time employees based on the actual percentage of part-time bargaining unit members on that campus. All full-time and part-time employees on the payroll on June 30 of a contract year are eligible for discretionary awards. Also eligible are part-time faculty who are on the payroll as of April 30 and who leave the payroll prior to July 1 but are re-employed at the time discretionary awards are distributed the following fall semester.

The Downstate Chapter was successful in negotiating the following:

- (1) All eligible full-time employees will receive approximately \$373, not on base, in their Dec. 2, 2015 paychecks.
- (2) All eligible part-time employees will receive a pro-rated amount of their pool, not on base, in their Dec. 2 paychecks.

### UUP Chapter at Downstate

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#### Officers

**President: Rowena Blackman-Stroud**

Academic VP: Karen Benker  
Professional VP: Paula White  
Secretary: Ellen McTigue  
Treasurer: Fred Houston  
Grievance Chair: Simon Abe Gerecht  
Officer for Contingents: Donovan Lorde

#### Office Manager

Jacqueline Bourgeois

**UUP/NYSUT Labor Relations Specialist**

Lisa Mouscardy Willis

## **2016 Productivity Enhancement Program** **ENROLLMENT DEADLINE RUNS THROUGH NOV. 27**

Under the UUP-negotiated Productivity Enhancement Program, eligible bargaining unit members can exchange previously accrued annual leave—otherwise known as vacation days—in return for a credit of up to \$500. That money will be applied toward the employee's share of NYSHIP premiums on a biweekly basis.

Full-time employees who earn \$62,998 and below, and eligible part-time employees whose biweekly salary is in this range at the time of enrollment are eligible for PEP. If they enroll, they may forfeit up to three days of annual leave in return for a credit.

Full-time employees who earn more than \$62,998 and below \$90,022, and part-time employees whose biweekly salary is within that range at the time of enrollment are also eligible. If they enroll, they may forfeit up to two days of annual leave in return for a credit.

Contact your human resources department for an application, or to learn more about this important and underused plan. A "fast facts" flier—including eligibility requirements—is on the UUP website at <http://uupinfo.org/negotiations/pdf/PEPfactsheet2016.pdf>.

## **INDIVIDUAL DEVELOPMENT AWARDS**

Application forms and guidelines are now available for the NYS/UUP Individual Development Awards Program. All eligible UUP bargaining unit members may apply for a maximum of \$1,000 to help support such activities as:

- Small research projects
- Attendance at conferences/workshops
- Academic/individual coursework tuition
- Participation in internships
- Preparation of material for publication
- Participation in other activities to help individual development.

Funding for the Individual Development Awards Program is provided under the 2011-2016 Agreement between UUP and the State. Decisions on granting the awards will be made by the campus Individual Development Committee, comprised of four members appointed by UUP and four members appointed by management.

Due to the large number of applicants for the awards each year, the Committee's policy has been to give priority to people who did not receive an award in the previous round.

- The current round of awards covers activities taking place between **July 1, 2015 and June 30, 2016.**
- The deadline for the submission of applications is **Friday, Dec. 18.**

Guidelines and application forms may be picked up on the first floor of the Medical Library in the Education Building (HSEB), UUP Chapter Office (BSB room: 2-71P) and <http://www.uuphast.org/downstatemedicalcenter> online

# United University Professions

Downstate Medical Center Chapter  
President: Rowena Blackman-Stroud



*You're Invited to Our End-of-the-Year Membership Meeting, Informational Fair and Workshop Sessions  
(UUP Membership IDs will be checked at the door)*

*Date: Tuesday, December 8, 2015*

*Time: 12:15 PM – 2:00 PM (Lunch Will Be Served)*

*Place: Student Center Gymnasium*

*Even if you haven't signed a union card, you are welcome to join us. This is a great opportunity for fee payers to see how the union works for its members and why it's so important for everyone in the collective bargaining unit to be united.*

*And, if you sign a membership application at the meeting, you will be able to fully participate in the ratification process once our contract is negotiated. Otherwise, you will have no voice in this important process.*

**VISIT OUR  
BENEFITS  
VENDOR  
STATIONS**

**A PRE-RETIREMENT  
SESSION WILL BE  
HELD  
CONCURRENTLY  
FROM 12:30 TO 1:30  
P.M. IN THE  
GYMNASIUM**

## REMINDER

The deadline for submission of Individual Development Award applications is **Friday, December 18, 2015**.

All applications must be received in the UUP Office, Room BSB 2-71P, by **Friday, December 18, 2015 at 4 p.m.**

The deadline is firm.

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