

# UUP Empire State College Chapter News

Summer 2013  
Volume 1, Issue 1

Pamela Malone, Chapter President  
John Lawless, Vice President for Academics  
Reynolds Jones, Vice President for Professionals



## President's Message

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### Upcoming Events

- ◆ UUP New Leaders Workshop
- ◆ Chapter Executive Board Meeting
- ◆ UUP Fall DA

See our website for a complete listing.

It has been a busy few weeks for our ESC chapter leaders, laying the foundation for our future. As we establish processes for doing the work of the union, develop strategies for accomplishing our goals, and work to engage our membership, you will hear a common theme: we must work together.

With enormous contributions from member Kathy Farrell, we have created an up to date website that can be accessed from UUP's main page at [www.uupinfo.org](http://www.uupinfo.org). VP for Professionals Reynolds Jones served as newsletter editor for the copy you are reading, and other members have offered to play roles in our chapter communications. Our chapter cannot flourish without effective methods of sharing knowledge, so revitalizing communication will be a priority.

We have secured space in Saratoga for a chapter office and are working with UUP to furnish it with equipment. A chapter assistant will be available during regular office hours. An office increases our visibility and will make it easier to conduct chapter business. Our goal is to provide a central location where we can reach out to one another. Your officers, center representatives and delegates will gather in July to attend workshops and have our first executive board meeting. Topics will include problem solving, strategizing and meeting with state officers.

From building a foundation of strong

communication and organization, we must move forward to deal with the important issues facing us. We have a new college president starting soon, there are multiple SUNY and state initiatives that will affect us, and we must work on implementing the recently ratified UUP contract.

As your chapter leadership develops strategies to respond and proactively address our issues, every member has a role to play and a contribution to make.

I encourage you to read the article "Why Unions Matter" by Sharon Szymanski and Richard Wells of our own Center for Labor Studies. See the compelling data showing a correlation between declining union membership and the increasingly inequitable distribution of wealth in this country. It is crystal clear that unions contribute to equitable distribution of wealth--and in their absence is a clear surge in the percent of wealth held by the richest few.

Also look at our Chapter's Purpose. We are here to promote the aims of UUP; improve the terms and conditions of employment of our members; and defend our members' civil, professional and human rights. Our Purpose describes collective pro-activity and responsiveness to threats--it is the purpose of our whole chapter, not of particular individuals.

*Continued*

## President's Message, *Continued*

We must remember that our union is not the chapter president, it is not the statewide officers, and it is not just your local center representative. It is all of us. You are the union. Our leadership, both at the chapter and statewide level, is working hard to protect our rights, support the labor movement, and encourage social justice. In order for UUP and labor in this country to be successful, we must change our way of thinking. We must remember what John F. Kennedy said: "The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America."

I understand there are many valid reasons for hesitancy to get involved. Time is certainly one of them to which we can all relate. Some worry they will be exposed and labeled a troublemaker. Some of us are in vulnerable situations ourselves and are reaching out to the union for the protections it provides. Some of us feel union discussions are somehow distasteful and better left to workers on an assembly line.

Yes, it's easy to be hesitant. Labor is under attack and you may feel like you're on a losing side. But if we do not act, if we do not stay together, we will lose. UUP will lose. Labor and workers across the country will lose. Ultimately, our American democracy will lose.

Eleanor Roosevelt said, "Courage is more exhilarating than fear, and in the long run it is easier."

You may not be an officer, delegate, or executive board member. But you are part of our union and you can contribute in any of these ways:

- Seek out your center representative and let him/her know that you are here, that you are interested in the union
- Help plan a union meeting by bringing forward topics for discussion and encouraging your colleagues to attend
- Set the home page on the internet browser on your home computer to [www.uupinfo.org](http://www.uupinfo.org) and send a fax to your legislators every day about important issues (including fiscal stability for SUNY downstate, healthy workplace legislation, and transparency at SUNY research and campus foundations).
- Respond to an upcoming survey and volunteer when opportunities present themselves.
- Donate \$1 per week to Vote Cope via payroll deduction.
- Contribute to UUP Scholarship fundraisers--see Joyce Haine's article about her important work on the Scholarship Committee.
- Talk to your friends, neighbors and associates from other organizations about UUP and dispel the often negative perceptions of unions and state employees.

All of us, regardless of our situations, can do something. And big or small, it will be meaningful.

We can learn from Helen Keller: "Alone we can do so little; together we can do so much."

In solidarity,  
Pamela

## New Contract Passes Ratification

United University Professions members have ratified the contract for the period from 2011 to 2016. UUP and the state reached a tentative agreement in February and the pact was passed on June 4 with 77% of members voting in support of the contract.

10,681 votes were cast with 8,188 voting in favor of the new contract and 2,485 voting against (8 ballots were invalid).

Member participation in this ratification vote was fairly consistent with voter response for the previous two contracts. A total of 10,546 members cast votes for the 2007-11 contract (with 97.5% voting in favor) and a total of 10,357 cast votes for the 2003-07 contract (with 96.6% voting in favor).

Continued information about the contract is available at:

[www.uupinfo.org/negotiations](http://www.uupinfo.org/negotiations)



## From Vice President for Academics John Lawless

Empire State College is in the midst of another transition. We have a new ESC President, Merodie Hancock, who will begin her tenure at ESC in July; we have a new UUP President, Fred Kowall; and we have a new UUP ESC Chapter President, Pamela Malone. And these changes occur within a context of changes in higher education with the call for new delivery systems (i.e., MOOCs), the Open SUNY initiative, tax free incentives for businesses on and around SUNY campuses, and the fast pace of integrating technology into teaching (e.g., Evernote, Diigo, Google+). In the light of these changes there is stability in UUP's mission to ensure that members have a voice in these changes.

As we move forward into our next academic year I hope that you will contact me when you believe these changes are impinging on your ability to be an effective mentor. Not all issues can be addressed in the context of Labor Mangement, but as President Malone has stated in her column, we are here to be a collective that is pro-active in addressing our concerns.

To help facilitate any concerns that you may have I encourage you to talk to your center representatives. The center representatives are a direct link between the members and the chapter Executive Board. During our Executive Board meetings, we can begin to see where patters of concerns are developing, allowing our chapter to raise issues in a more unified way. In addition, please feel free to invite me to your center to discuss your concerns.

In closing, I want to extend my appreciation to the members for electing me for another term. I look forward to representing our members and working with the new Executive Board. Please feel free to contact me via email at [john.lawless@esc.edu](mailto:john.lawless@esc.edu) or [jjlawless64@gmail.com](mailto:jjlawless64@gmail.com).

In solidarity,  
*John*

## From Vice President for Professionals Reynolds Jones



Firstly I would like to thank all of those who participated in the UUP ESC Chapter elections. An informed and involved electorate is essential to any organization. Thank you all for being that electorate.

Secondly I would like to say that I am honored to serve you anew on the union board in the position of Vice President for Professionals for the Chapter. I will be forming a Professional Concerns Committee which will exist to discuss issues of interest primarily to professional members of the college community. If you are interested in serving on that committee, please send your name forward via email. The committee will meet only very occassionally if at all in person, but will meet virtually and will pursue an agenda intended to to better the working conditions and circumstances of the chapter's professionals.

Thirdly, I am here for you. If you have a particular issue or need please do not hesistate to contact me with your concerns. I will do my best on your behalf.

Finally, unionism is about more than just members of a given union. It is about justice and hope for all workers and all people. Forgetting that, as we sometimes do, leads to an easier divide and conquer strategy for those who care least about any of us. Elites would find it much harder to get people to question why we have pensions and decent wages and good health insurance if we are all actively fighting for all of them to have the same. I have been involved in the struggle for many years and I hope all of you are or will be as well.

Solidarity forever,  
*Reyn*

## Why Unions?

*By Sharon Szymanski and Richard Wells*

A few weeks ago, over 800 men (and some women) camped out for over a week in Long Island City hoping to get a union job as an elevator mechanic with Local 3 of the International Brotherhood of Electrical Workers. They desperately wanted a job with decent pay, good benefits and job security -- a rarity these days.<sup>1</sup>

Local 3 members are “our guys.” In our labor studies program, we teach men and women who are in Local 3’s electrician apprenticeship training program. Many of these students come to us with no idea of what it means to be part of a union, with no knowledge of union history, and with no understanding of the role unions have played in securing some of the most progressive policies in our workplaces and in our society. Often, though, they do speak and write about the brotherhood and pride they feel in being a member of their union. They teach us the meaning of solidarity.

We try to spread the word about the economic and political benefits of solidarity. Studies have shown that where unions prevail, it is not only union workers that are better off, but society as a whole. There is a clear wage premium for union workers, and the effect tends to be more dramatic when less skilled jobs become union jobs. But the impact is more widely felt as well. If unions are strong in a given sector of an economy, they tend to set the standard for wages across the board. As basic Keynesian economics has taught us, a little extra money in the pockets of the working and middle classes shores up aggregate demand and helps to keep economic growth going at a healthy clip. Furthermore, as Lawrence Mishel of the Economic Policy Institute has pointed out, in sectors and industries with high levels of union density, non-union employers tend to shell out more in pay and benefits, if for no other reason than to keep union organizers at bay.<sup>2</sup>

Unions are also good for the political process. They encourage civic engagement in the issues of the day, and union members—especially amongst the private sector workforce—tend to have higher voter participation rates than non-union members.

But more importantly, a strong labor movement and high levels of union density mean that the interests of ordinary working Americans are represented at the federal, state and local levels. Many of the landmark pieces of social legislation and policy, from the Labor Relations Act of 1935, to unemployment insurance, to the Occupational Safety and Health Act (OSHA) were the result of the pressure brought to bear by politically engaged and socially conscious union leadership.<sup>3</sup>

Unfortunately, the solidarity that made it all possible is under attack as inequality continues to increase to levels not seen since the Great Depression. The differences in income between the very richest and the average family are truly unfathomable. The richest of the rich, the top ten hedge fund managers, had an average yearly income in 2010 of \$1.753 billion while the average family got by with \$45,800.<sup>4</sup> The typical male worker’s wages in 2011 (\$32,986) were lower than they were in 1968 (\$33,880)<sup>5</sup>, while CEOs are getting \$380 for every \$1 the average worker is earning.<sup>6</sup>

While there are many reasons for these vast inequalities, a critical factor is the decline in unionization. As we can see from the graph below, in the beginning of the twentieth century only 10 percent of the workforce was unionized, while the richest 10 percent of Americans held almost 40 percent of our national wealth. This changed dramatically when unions surged during the New Deal, leading to an era of shared prosperity which lasted into the 1970s. But as neoliberalism began to take hold in the 1970s, corporations turned against unions at their workplaces, in the courts and through public policy. Today, union membership is at an all-time low (only 11.3 percent of the entire workforce is unionized - compared with over a third of the workforce in the late 1940s) and inequality is unprecedented -- the richest 10 percent holds 74.5 percent of our national wealth.<sup>7</sup>

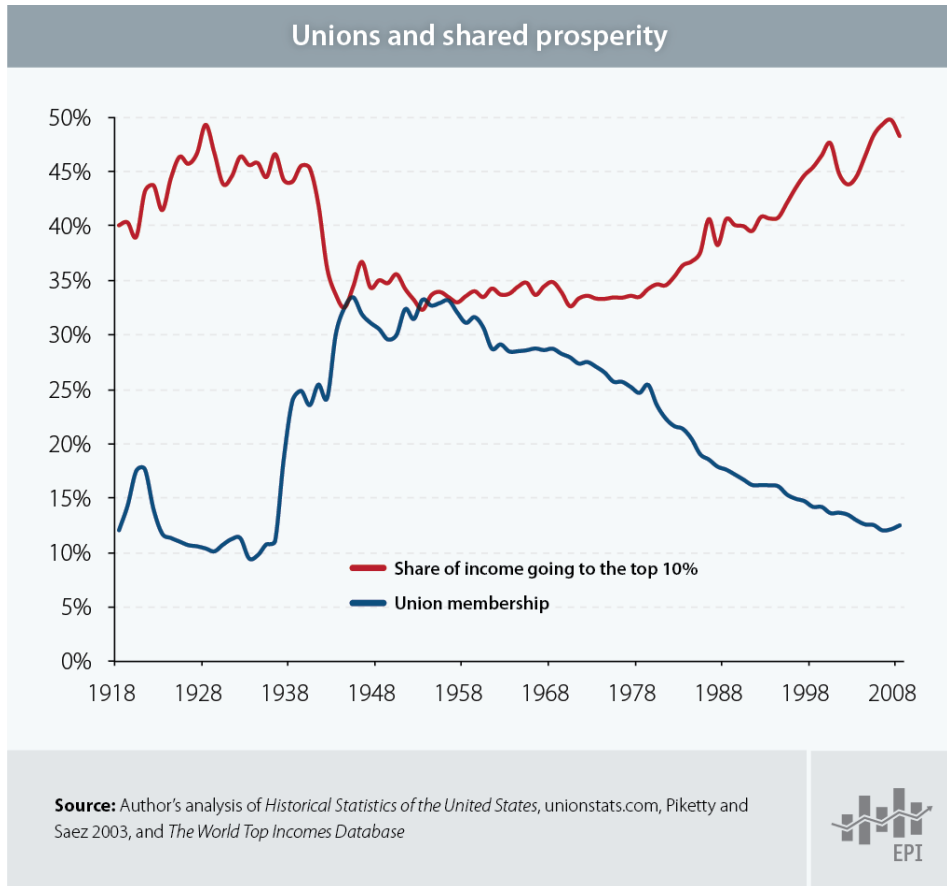
*“By analyzing these issues in our classes, we encourage our students to become leaders in their communities and in the trade union movement.”*

*Continued*

## Union Membership and Inequality

*Top line: share of income going to top 10% of population.*

*Bottom line: Percent of union membership*



Source: Union Decline and Rising Inequality in Two Charts, Colin Gordon, Professor of History, University of Iowa, Economic Snapshot, Economic Policy Institute, June 6, 2012

<sup>1</sup> Jessica Glazer, "Camping Out for Five Days, in Hopes of a Union Job," *The New York Times*, <http://nytimes.com/blogs/cityroom/2013/05/20/camping>

<sup>2</sup> Lawrence Michel, "Unions, Inequality, and Faltering Middle Class Wages," Report: Wages, Incomes and Wealth, The Economic Policy Institute, August 29, 2012. <http://www.epi.org/publication/ib342-unions-inequality-faltering-middle-class/>

<sup>3</sup> Jake Rosenfeld, "Little Labor: How Union Decline is Changing the American Landscape," *Pathways*, Summer 2010, pp. 3-6.

<sup>4</sup> Les Leopold, *How to Make a Million Dollars An Hour*, New Jersey: John Wiley & Sons, Inc., 2013. Page 18.

<sup>5</sup> Joseph E. Stiglitz, "Inequality Is holding Back the Recovery," <http://opinionator.blogs.nytimes.com/2013/01/19/inequality-is-holding-back-the-recovery/>

<sup>6</sup> EPI Briefing Paper, "Avoiding Their Fair Share of Taxes," October 26, 2011. [www.aflcio.org](http://www.aflcio.org)

<sup>7</sup> G. William Domhoff, "Who Rules America?" University of Santa Cruz, <http://www2.ucsc.edu/whorulesamerica/power/wealth.html> Data from from E.N. Wolf, *The Asset Price Meltdown and the Wealth of the Middle Class*, New York: New York University, 2012. Data is for 2010.

As we know from struggles in Wisconsin and elsewhere, public sector unions are now under attack as well. While in the US overall union density is damagingly low, the public sector, at 36.8 percent, makes up the bulk of union members. And in New York State, public sector union density is almost twice that, at 72.5 percent. Relatively strong in terms of their numbers, public sector workers have managed to hold on to some of the benefits that private sector workers have lost—which is one reason they are now feeling the pressure that private sector unions have felt for some time. The UUP, along with CSEA and PEF, have seen and felt that pressure in the form of Mayor Cuomo's hardball tactics during the recent contract negotiations.

Behind the lines that define the above graph are issues of power: issues involving class, race, gender, taxation, globalization, the role of government, and a host of others that we need to understand and talk about in order to define the kind of society we want for our families. At the Van Arsdale Center, we ask our students, "What other organization is out there that represents the interests of working people?" "What other organization for working people has any political power to enact change?"

By analyzing these issues in our classes, we encourage our students to become leaders in their communities and in the trade union movement. In exchange, they offer us their brotherhood, solidarity and union pride.

**Might we all, as members of the UUP, enjoin a similar conversation about the future of the labor movement? Now, it's time for all of us to practice what we preach.**

**Sharon Szymanski** is an Associate Professor at the Harry Van Arsdale Jr. Center for Labor Studies. Her interests are political economy and popular economics education.

**Richard Wells** is an Assistant Professor at the Harry Van Arsdale Jr. Center for Labor Studies. His interests are the political economy of culture and the politics of urban development.



## CHAPTER LEADERSHIP

Thank you to all who participated in the recent chapter elections and to all of those who volunteer time and effort to the health and well-being of our chapter.

Below are your UUP ESC Chapter leaders and their roles as defined by our chapter bylaws.

We are here for our members, so please do not hesitate to contact us!

### Chapter Leadership: Chapter Officers

#### **Pamela Malone, President**

*The Chapter President shall preside over meetings of the Chapter and the Executive Board; be first delegate to the Delegate Assembly; maintain liaison with UUP; appoint chairpersons and members of committees, subject to approval by the Executive Board; be a non-voting member of all committees; serve as the administrative officer of the Chapter; supervise any office staff; be authorized to sign checks in the absence or incapacity of the Treasurer; and perform other functions and duties usually attributed to the office of the President. In addition, the Chapter President shall represent the Chapter to management, to the college community, and to the public.*

Contact Pamela at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com)

#### **John Lawless, Vice President for Academics, and Reynolds Jones, Vice President for Professionals**

*The Vice Presidents shall be delegates to the Delegate Assembly; shall have as their primary duties the representation of the members of the categories they represent; and shall be responsible for organizing a Department Representative Structure. In addition, they shall perform other responsibilities and duties assigned by the Chapter President and/or the Executive Board. In the event the Chapter President is absent or disabled, the Vice President from the alternate membership category shall automatically assume the duties of the presidency until such time as the Executive Board meets and appoints an Acting Chapter President or until a special election is held.*

Contact John at [jjlawless64@gmail.com](mailto:jjlawless64@gmail.com)

Contact Reyn at [rjones.uup@gmail.com](mailto:rjones.uup@gmail.com)

#### **Martin Knowles, Contingent Officer**

*The Officer for Contingents shall be responsible for monitoring the concerns of contingent members, shall report to the Chapter, the Executive Board, and the Chapter President, as appropriate, and shall make recommendations to the Executive Board. The Contingent Officer shall serve as chairperson of the Contingent Concerns Committee.*

Contact Martin at [martin.knowles@esc.edu](mailto:martin.knowles@esc.edu)

#### **Jane Cudmore, Secretary**

*The Secretary shall keep accurate minutes of the meetings of the Chapter, the Executive Board, and the Labor -Management Committee, and shall, in the absence of a Designated Election Official, assume the duties assigned to the position. The Secretary shall assist in maintaining Chapter files, a roll of the membership, and shall perform such other functions usually attributed to this office as requested by the Chapter President, the Executive Board, or the Chapter.*

Contact Jane at [jane.cudmore@esc.edu](mailto:jane.cudmore@esc.edu)

#### **Donna Carey, Treasurer**

*The Treasurer shall be responsible for the funds of the Chapter, depositing them in a checking or savings accounts as appropriate; shall keep accurate accounts of receipts and disbursements; issue checks and make withdrawals and transfers as authorized by the Chapter President or Executive Board; shall report to each meeting of the Executive Board, shall prepare an annual financial statement for publication and distribution to the Chapter and to the statewide Treasurer and statewide UUP Executive Board; shall prepare a budget for submission to the Executive Board; shall keep the Chapter President and Executive Board informed of the financial condition of the Chapter; and shall perform such other functions usually attributed to this office as requested by the Chapter President, the Executive Board, or the chapter.*

Contact Donna at [donna.carey@esc.edu](mailto:donna.carey@esc.edu)

#### **David Puskas, Grievance Officer**

*The Grievance Officers shall be responsible for assisting members of the bargaining unit with the processing of grievance, shall report to the Chapter, the Executive Board, and the Chapter President, as appropriate, and shall make recommendations to the Executive Board. The Grievance Officers shall serve as co-chairpersons of the Grievance Committee.*

Contact Dave at [dave.puskas@esc.edu](mailto:dave.puskas@esc.edu)

### Chapter Leadership: Center Representatives

*Center representatives serve their centers by assisting in the recruiting of members; assisting in the dispersal of information; mobilizing the membership for action when necessary; and advising the Executive Board on the needs of the membership. Center representatives are voting members of the Executive Board.*

Name	Center	Contact
<a href="#">Frank Vander Valk</a>	Center for Distance Learning	<a href="mailto:vandervalk.frank@gmail.com">vandervalk.frank@gmail.com</a>
<a href="#">Maureen Kravec</a>	Central New York Center	<a href="mailto:Maureen.kravec@esc.edu">Maureen.kravec@esc.edu</a>
<a href="#">Michelle Paine</a>	Coordinating Center	<a href="mailto:Michelle.paine@esc.edu">Michelle.paine@esc.edu</a>
<a href="#">Dave Puskas</a>	Genesee Valley Center	<a href="mailto:David.puskas@esc.edu">David.puskas@esc.edu</a>
<a href="#">Richard Wells</a>	HVA Center for Labor Studies	<a href="mailto:Richard.wells@esc.edu">Richard.wells@esc.edu</a>
<a href="#">Martin Knowles</a>	Hudson Valley Center	<a href="mailto:Martin.knowles@esc.edu">Martin.knowles@esc.edu</a>
<a href="#">Samantha James</a>	Long Island Center	<a href="mailto:Samantha.james@esc.edu">Samantha.james@esc.edu</a>
<a href="#">Gennaro Bonfiglio</a>	Metropolitan Center	<a href="mailto:Gennaro.bonfiglio@esc.edu">Gennaro.bonfiglio@esc.edu</a>
<a href="#">Jane Cudmore</a>	Niagara Frontier Center	<a href="mailto:Jane.cudmore@esc.edu">Jane.cudmore@esc.edu</a>
<a href="#">Reynolds Jones</a>	Northeast Center	<a href="mailto:Reynolds.jones@esc.edu">Reynolds.jones@esc.edu</a>
<a href="#">Mark Soderstrom</a>	School for Graduate Studies	<a href="mailto:Mark.soderstrom@esc.edu">Mark.soderstrom@esc.edu</a>

### Connect With Your Chapter!

#### Chapter Office

111 West Avenue, Saratoga Springs, New York 12866

#### Phone

(518) 580-4094 or extension 2571

#### E-mail

[uupescchapter@gmail.com](mailto:uupescchapter@gmail.com)

#### On the Web

[www.uupescchapter.com](http://www.uupescchapter.com)

### Chapter Leadership: Delegates

*In addition to serving as members of the Executive Board\*, Delegates shall represent the Chapter at the Delegate Assembly of UUP. Delegates shall analyze the business to be conducted at each Delegate Assembly and seek input from the membership on issues of importance to the Chapter. Delegates shall report to the membership on actions taken by the Delegate Assembly. **We are allowed 4 professional and 10 academic delegates to the UUP Delegate Assemblies.** \*Delegates marked with an asterisk are nonvoting members of the Executive Board.*

#### Academic Delegates & Rank

John Lawless	1
Martin Knowles	2
Jacqueline Berger	3
Phil Ortiz	4
Susan Forbes	5
Jason Russell	6
Sharon Szymanski	7
Himane Gupta-Carlson	8
Maureen Kravec	9
Miriam Russell	10
Richard Wells	Alternate 1
Mark Soderstrom	Alternate 2
John Beckem II	Alternate 3
Barbara Ellis	Alternate 4
Jay Gilbert	Alternate 5
Steven Levine	Alternate 6
Katherine Spaulding	Alternate 7
Gennaro Bonfiglio	Alternate 8
Tamu Chambers	Alternate 9
Stephen Flynn	Alternate 10
Jacob Remes	Alternate 11
Darini Nicholas	Alternate 12
Tracy Galuski *	Alternate 13

*Take a moment  
to read our  
chapter bylaws  
at our website!*

**Visit:  
www.  
uupescchapter  
.com**

#### Professional Delegates & Rank

Pamela Malone	1
Reynolds Jones	2
Kristina Delbridge	3
Timothy Cosgriff	4
Donna Carey	Alternate 1
Janet Aiello-Cerio	Alternate 2
Cindy Rybaltowski	Alternate 3
Dave Puskas	Alternate 4
Jim McMahon	Alternate 5
Jane Cudmore	Alternate 6
Alec Meiklejohn	Alternate 7
Marnie Evans	Alternate 8
Malongze Foma	Alternate 9
Joyce Haines *	Alternate 10
Maggie Schultz *	Alternate 11



Sanjay Randall, Albany, left, and Timothy Cosgriff, Empire State College, learn the ropes of being a new delegate.



*From Joyce Haines, NFC Retiree and member of the UUP Scholarship Development Committee:*

## And the Winner Could Be...



*Previous recipients of UUP College Scholarships pose with then UUP President Phil Smith.*

...any student in attendance at a state-operated campus of the State University of New York who is currently registered and carrying at least 12 credits, and possessing possesses a dedication to the goals of the trade/labor-union movements; integrity; a tireless quest for excellence in both academic and personal endeavors; and service to the community. Applications need to be received by March 1 of each year. There is also a recently established scholarship for graduate students carrying at least 9 credits with the same criteria.

In 1987 a United University Professions (UUP) scholarship committee was established and the first award was given in 1988 thus making 2013 the 25th anniversary year of the awarding of the scholarships. UUP elected delegates attend three meetings a year: winter, spring and fall. Among the many committees that meet during the Delegate Assembly are the UUP Scholarship Development Committee and the UUP Scholarship Selection Committee. The Selection Committee meets to review the applications and awards up to four scholarships to

qualified SUNY students who each receive a one-time \$2000 award. The recipients are recognized at the Fall Delegate Assembly.

The Scholarship Development Committee, on which I am serving as a member, is committed to earning funds for the UUP scholarships. An example of a fund-raiser that the Scholarship Development Committee holds annually is the Basket Bazaar at the Spring Delegate Assembly. Chapters and/or individuals bring theme baskets for a silent auction which typically realizes well over \$1000 for the Scholarship Fund.

In addition, the committee is presently requesting recipes for a statewide cookbook to be compiled and ready for purchase at the Fall DA. We need more ESC recipes! We would love to have you participate. If you wish to be included, send an e-mail to Cindie Bayly at [cbayly@uupmail.org](mailto:cbayly@uupmail.org) as soon as possible.

**In fact, we urge you all to contribute with baskets, recipes and/or your direct financial support.**

*Please send in your recipes for the UUP Scholarship Fundraiser!*

## About Our Newsletter

### NAME OUR NEWSLETTER CONTEST!

We are calling on our creative membership to come up with a name for our newsletter. Our Communications Committee (which is also looking for volunteers!) will give the best name to our Executive Board for approval.

Our newsletter will grow in content and reflect our chapter, so let's think of a great name!

**Email your ideas to David Puskas by September 1!**

### THANK YOU!

Special thanks to Maureen Kravec for her many years of service as our newsletter editor. Reynolds Jones is temporarily taking over the editorial duties but we are looking for a permanent editor.

**Please email Reynolds if you are interested in editing our newsletter!**

## Please Get Involved—Your Union Needs You!

### Call for Nominations for Professional Committees

Elections will be held in the fall for the Committee on Professional Evaluation (CPE) and the College Review Panel (CRP). Both committees are described in detail in Appendix A-28 of the UUP contract.

The CPE “...shall, upon the timely request of a professional employee, review a final evaluation report characterized as “unsatisfactory.” Three professional members serve on this committee, along with two members appointed by the college president. The committee prepares a report of its recommendations.

The CRP consists of 5 to 7 professional members and shall review applications for promotions and salary increases for professionals that have been denied a promotion and/or salary increase at a level below the college president. The Panel provides recommendations to the college president after its review.

Both committees are called into service when requested by a professional and serve on the committee until a new election is held or a member is unable to serve.

**Please consider serving on one of these important committees!**

**Email Vice President for Professionals Reynolds Jones with your nomination, and contact him with any questions.**

### Call for Nominations for Officer Positions

#### Affirmative Action Officer

*The Affirmative Action Officer shall be responsible for monitoring Action and related concerns, shall report to the Chapter, the Executive Board, and the Chapter President, as appropriate, and shall make recommendations to the Executive Board. The Affirmative Action Officer shall serve as chairperson of the Affirmative Action Committee. The Affirmative Action Committee shall assist the Affirmative Action Officer in monitoring campus Affirmative Action programs and policies, and shall recommend actions designed to implement and enforces Affirmative Action goals.*

#### Grievance Officer for Academics

*Our chapter bylaws allow for two Grievance Officers, one for academics and one for professionals. Currently, Dave Puskas serves the chapter in both roles and has developed expertise in the UUP contract and grievance procedures. However, having two officers will provide additional assistance to our chapter and will allow the Grievance Officers to develop recommendations to the Executive Board.*

**Please consider serving in one of these important officer positions!**

**Submit your nominations to Pamela at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com).**

**See More Opportunities on the Next Page!**

## Please Consider Joining One of Our Chapter Committees



*“Teamwork divides  
the task and doubles  
the success.”  
--unknown*

### Professional Concerns Committee

To meet regularly to identify and discuss issues of concern to Empire State College professionals.

*Contact VPP Reynolds Jones if you are interested in serving on the PCC.*

### Academic Concerns Committee

To meet regularly to identify and discuss issues of concern to Empire State College academics.

*Contact VPA John Lawless if you are interested in serving on the ACC.*

### Contingent Concerns Committee

Work to encourage and promote membership and activity of contingents, and shall make recommendations with regard to organizational structures wherein contingents work.

*Contact Contingent Officer Martin Knowles if you are interested in serving on the CCC.*

### Grievance Committee

Advise members of their rights under the contract, represent them in grievance hearings, and assist the Grievance Officer in processing grievances.

*Contact Grievance Officer David Puskas if you are interested in serving on the GC.*

### Communications Committee

Work on the newsletter, website and other forms of communication with members.

*Contact David Puskas if you are interested in serving on the CC.*

**Contact Pamela Malone if you are interested in serving on one of the following committees:**

### Affirmative Action Committee

Assist in monitoring campus Affirmative Action programs and policies, and shall recommend actions designed to implement and enforce Affirmative Action goals.

### Safety and Health Committee

Identify and review safety-related issues affecting employees and shall recommend plans for the correction of such matters.

### Legislative Committee

Plan and coordinate activities that inform legislators of Chapter or UUP needs, and educate the Chapter membership about legislation of interest to UUP. It shall coordinate activities with the statewide UUP Legislative Committee and coordinate the annual Vote/Cope.

### Membership Committee

Assist in recruiting new members, organizing membership drives; maintaining up-to-date lists of members; and disseminating literature to the membership.

## For Professionals: Promotion Best Practices

All professionals may apply for a promotion pursuant to the process outlined in the Agreement between the State of New York and United University Professions (the UUP contract, often referred to simply as the “contract” or “Agreement”) and the MOU between SUNY and UUP relating to a system of evaluation and promotion for professionals (see the Professionals’ Handbook).

One way for a professional to be promoted is to apply for a vacancy at a higher title and/or salary; but you can also request a promotion within your current position. If you are thinking of requesting a present-position promotion, these guidelines can assist you in the process.

### Involve your union representatives

Your Vice President for Professionals can assist you through the process, answer your questions, and review your documentation. Utilize your chapter resources!

### Familiarize yourself with contract definitions

Promotion is defined in Appendix A-28 of the Agreement as “...an increase in a professional’s basic annual salary accompanied by movement to a higher salary level with a change in title resulting from a permanent, significant increase or change in the employee’s duties and responsibilities as a consequence of (1) movement from one position to another of greater scope and complexity of function at the same or different campus; or (2) resulting from a permanent increase in the scope and complexity of function of the employee’s position.”

If you are applying for a promotion within your present position, the second definition applies to you: the changes in your job functions are permanent and have increased in scope and complexity.

### Research state titles

To view a description of the state titles, visit [www.uupinfo.org](http://www.uupinfo.org) and click on Reports and Guides under the Research drop down menu. On the list is a link called “MACCC Titles and Information” which lists our state titles, title families and descriptions. You should have an idea of what new title, salary level and salary you are requesting. Human Resources can provide you with information about titles as well, but you should review this information with your Vice President for Professionals.

### Prepare your request

Start with the form in Appendix 4 of the Professionals’ Handbook. The Handbook is available on MyESCNet under “ESCNet: College Information” and is on our Chapter website. You will attach a cover letter and your most recent performance program to your request. For a comprehensive rationale for your request, include the following:

### **Know the Criteria for Promotion from the SUNY Board of Trustees Policies**

#### **Effectiveness in Performance:**

document your success in carrying out your duties, including your evaluations with “satisfactory” ratings. Include any supervisor or secondary source comments, as well as additional documentation (such as positive student or colleague feedback).

#### **Mastery of Specialization:**

document any additional degrees, certificates, honors or awards that you have received. This category also includes “reputation in professional field,” so you should also include any requests for your expertise (to serve on a panel, for example).

**Professional Ability:** Include here all examples of innovation or improvements. Have you designed a new process that increased efficiency? Have you refined procedures or methods? Include them here.

#### **Effectiveness in University**

**Service:** Document all of the ways that you serve the university, including committee work (including search committees), appointment to a task force, and governance. Remember that community service and UUP work are included as well.

**Continuing Growth:** List all continuing education, training (including in-house), research, conference attendance (put conference presentations under Mastery of Specialization), and participation in professional organizations.

**Other:** If there are any other categories that you feel support your request for promotion, include them.

*Continued*

## Promotions, continued

- A description of the permanent and significant increase in your duties according to your performance program(s). Clearly identify what responsibilities have increased in their sophistication and complexity. You can identify these in a bulleted list or narrative. Include as many of your performance programs as is needed to document your statements.
- A description of how these duties are more appropriate in the new title and/or salary level. Review the information on titles and compare your duties to the new title.
- Documentation showing you have met the criteria for promotion. Include each one of the criteria for promotion the SUNY Board of Trustees Policies and how you have met those criteria.

### Submit your request to your supervisor

Bring your materials to your supervisor in person. Depending on your relationship, you may want to seek your supervisor's assistance in preparing your documentation. Regardless of whether you feel your supervisor will approve or disapprove your request, remember that you have the right to request a promotion and appeal it if you are denied at a level below the college president.

### Monitor your request

As your request is processed through administrative channels, remember that you can appeal if you are denied at any level below the college president. If you do not receive an answer at any level below the college president within 45 days, you can consider that a denial and appeal the decision.

### Appeal if your request is denied

If your request for a promotion and/or salary increase is denied at a level below the college president (including a lack of response after 45 days), you have the right to appeal the decision to the College Review Panel (CRP). You must appeal the decision within 10 calendar days of receiving notice of your denial. Notify the Chapter President that you are appealing a promotion and/or salary increase and prepare the Appeal of Denial of a Request for Salary Increase or Promotion form (Appendix 5 of the Professionals' Handbook). The CRP, consisting of 5-7 professional members of our chapter, will review your request. They will notify you if they determine that a promotion and/or salary increase is not warranted; they will submit a recommendation to the college president if they determine a promotion and/or salary increase is warranted. "The decision of the college president shall be rendered within 90 calendar days. The decision of the college president for promotion shall be final. However, a decision by the college president, which is claimed by the applicant to be arbitrary and capricious, may be appealed on such basis to the University Review Board by such person in accordance with the appropriate provisions stated in Appendix A-28 (Professionals' Handbook, A-5).

**Again, you should involve your chapter in this process—  
we are here to help you exercise your rights in the contract!**

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## Take Action Now!

**Take a minute to complete one of these actions today:**

- Send faxes to your legislators to SAVE SUNY DOWNSTATE and for other important issues at [www.uupinfo.org](http://www.uupinfo.org)
- Download the NYSUT app for your smartphone to easily send faxes with a few clicks
  - Become an e-activist by subscribing to action emails at <https://mac.nysut.org/>



## UUP ESC Chapter's Purpose

From our chapter bylaws:



Empire State College  
Chapter

111 West Avenue  
Saratoga Springs, NY 12866

Phone:  
(518) 580-4094  
or ext. 2571

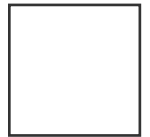
E-mail:  
uupescchapter@gmail.com

We're on the Web!  
[www.uupescchapter.com](http://www.uupescchapter.com)

*The purpose of the ESC Chapter shall be to promote the aims of UUP, namely, to improve the terms and conditions of employment and to defend the civil, professional, and human rights of those it represents; to promote mutual assistance and cooperation among the members of UUP; to advance education in a democracy and democracy in education; to promote the principle of unity and collective bargaining in higher education.*

*Its purpose is also to monitor local compliance with the Agreement between UUP and the State of New York. In addition, it shall be the purpose of the Chapter to promote public higher education, academic excellence, and to strengthen the college and university community. The Chapter will organize and support activities associated with its campus responsibilities as a union and shall cooperate with other Chapters, UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.*

UUP Empire State College Chapter  
111 West Avenue  
Saratoga Springs, NY 12866



RECIPIENT NAME  
STREET ADDRESS  
ADDRESS 2  
CITY, ST ZIP CODE