

UUP ESC NEWS: EXCELLENCE IN UNITY

Spring 2014

Pamela Malone

Chapter President

Reynolds Jones

Vice President for Professionals

Richard R. Wells

Vice President for Academics



President's Message: "What's Next?"

Brothers and Sisters,

This month is a time of reflection as I enter my second year as your Chapter President. Our chapter has seen many positive changes in the last year, some of which I discussed at our membership meeting in March. Numerous members and chapter leaders have contributed to our successes: publishing regular newsletters, providing timely information on a chapter website, establishing a chapter office, improving communication methods, and building other components of a strong infrastructure to support the membership.

Our infrastructure includes an involved chapter leadership. Your officers, center representatives and chapter committees are holding regular conference calls and meetings to develop strategies for our membership. We work with individual members, groups of members with similar roles, individual centers and the chapter as a whole. We are striving both to respond to immediate challenges and to work proactively to prevent others, and we've had many successes in these areas, too.

This past year, we have seen the initiation of many changes that have the potential to impact our chapter and the college. President Hancock is soliciting input from the college community on "redesigning" the college. This has been a topic at many center meetings across the college and we are hearing a variety of reports about the discussions. We welcome involvement in decision making at the college, and I encourage everyone to take part in the process and voice your concerns. We know the college and what will work and what won't. We are experts in our respective areas, we know our students, and we are innovative. We are also dedicated to the mission of Empire State College and the unique needs and strengths of adult learners.

As we think about change in any form, it is imperative that we remember our commitment to each other. We must keep in mind the impact on our colleagues and their students as we engage in these discussions. The chapter Executive Board will be working on a set of guidelines, and will use UUP's Founding Principles as a starting point.

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Message from the President Continued from Page 1

I encourage everyone to read them now. They are on our chapter website at www.uupescchapter.com and include the following:

“...UUP is strongly opposed to any reduction or privatization of student support services...”

“...UUP strongly recommends to members of the faculty and staff of the State University that they not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity...”

Please keep these and other Principles in mind, and you will hear more from the chapter board this summer.

Change is not happening just at the college; it's happening within SUNY, New York State, and with labor across the country. We can't help but think “what's next?” as one thing after another demands our attention. Whenever outcomes seem uncertain, know one thing is not. We will only endure through unity. We may not know where changes will take us, or our methods of addressing each change. But I do know we must strengthen our chapter, our union and the voice of labor in order to persevere.

Our chapter has had many positive changes in the last year, and now it's time for us to once again evolve. We are on a positive path and must continue to build from these strengths to reach our potential. **We will speak with one voice.** As I said at our March membership meeting, an injustice for one is an injustice for all.

I am asking you all to contribute to move us forward. In this next year, I am asking each of you to commit to participating in our union in some way. It can be big or small:

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- Assist your center representative in holding a membership meeting (*reach out to your center representative*)
- Volunteer for a committee (*email any officer*)
- Work for an hour, an afternoon, or a weekend to help elect candidates that support labor and education in the election season (*drop me an email and we'll work with UUP*)
- Talk to other members in your affinity group about your specific challenges and offer support there and elsewhere (*work together and email the chapter to let us know how you are doing and what we can do for you*)
- Send your non-edu email address to our chapter assistant, Kate Yaddaw, at uupescchapter@gmail.com
- Assist the chapter leadership in establishing connections with community and labor groups across the state (*drop me an email and we'll get started*)
- Talk to your legislators about UUP's legislative agenda (*drop me an email and we'll work with UUP*)
- Help with activities at All College (*email Kate*)
- Send ideas for strategies, workshops, or anything else to the chapter leadership (*send them to Kate and she'll make sure we get your message*)
- Use the NYSUT MAC app (iPhone/iPod Touch & Android) to fax your legislators (<http://www.nysut.org/resources/special-resources-sites/legislation/articles/nysut-mac-app>)

Message from the President Continued from Page 2

Most importantly, contact the chapter if you need assistance. I cannot tell you how many times we have worked with a member who said “If only I had reached out to you sooner.” Ignoring when our rights are violated does not often lead to a more positive outcome, but instead to a deterioration of the situation. Early intervention can put the situation on a positive track.

Your chapter leaders are here to represent and assist you. **We need to put our union in the front of our minds because our hard-fought rights must not be an afterthought.**

As you become involved in the union, I can guarantee one kind of change. Instead of a fatigued response to a bombardment of changes, “What’s next?” becomes a phrase that articulates your passion and commitment. Your recognition of the work we can do, what must be done. Try it once and you will find yourself rolling up your sleeves and saying, “I’m ready--what’s next?”

In solidarity,



From Vice President for Professionals Reynolds Jones

We have had several meetings since my last report, and I have heard from a number of you individually.

The Leadership Training and the Delegate Assembly both went largely as expected. I was pleased to see the new NYSUT officials at our DA and to hear the new president of NYSUT speak. Even though we had endorsed the new president prior to her election, our union is less than 40,000 out of 650,000 members in NYSUT, so I was not sure that we would see her so quickly. In our own elections at the DA, the incumbents were reelected, so congratulations are due to Philippe Abraham, who continues as Vice President of Professionals statewide and Rowena J. Blackman-Stroud continues as treasurer.

Other meetings I have attended, and contacts I have had divided into two groups -- those who are seeking advice in one way or another concerning professional issues - which I obviously cannot discuss; and people concerned about the restructure which I am going to cautiously comment on.

Firstly, there are some things that we need to acknowledge. The most important of them is that we are, as an institution, grossly underfunded by the State University of New York. About 8% of our operating budget comes from SUNY, while the average for SUNY comprehensive colleges is over 20% funding. Let us also acknowledge that we are facing an ongoing budget deficit as an institution, which is being exacerbated by a mild decline in enrollment, but which is ultimately structural in nature.

That said, President Hancock came into our situation with, what I estimate was only a partial briefing on what she was going to face. She has been forthcoming with the union throughout her brief tenure with the college and I do believe her when she says that she does not believe that we have too many people and does not want to do layoffs.

She has asked the college community to engage in a conversation regarding the future of Empire State College. She said two things to us at Labor Management that resonate with me. She said that this is the last time that she believes we can reimagine the college. Empire State is a large institution, and despite the present enrollment downturn is likely to continue growing over time. With continued growth the college will inevitably get larger yet, and basic changes will become impossible. The second thing that she said was that we had units facing areas where there were few or no students available and that we are paying for space for

Message from VP for Professionals Continued from Page 3

back office functions at centers, while space that we owned rather than leased would be cheaper if those functions are not student facing. Essentially therefore, in both of those cases, we are paying rent for space that is not producing income for us, for one reason or another. She was very clear that in her view Empire State College is a community and she was approaching the community to help resolve the situation.

I have heard from a number of members that they assume that really, the president has already decided what to do, and is engaging in a fiction. I would urge you all to not take that view and to respond to her request for input. I would urge you to work with your colleagues and affinity groups and committees and give the president the best input that you possibly can in fact.

Let us be clear -- the president could make the decisions unilaterally, and this could be an attempt to get buy in, but I do not believe it is. It appears to me to be a genuine attempt to include people in the process of making the decisions that will affect us all. I do not think it is her intent to lay anyone off if at all possible and I do not think that she desires to act unilaterally. I think that only if WE fail to respond will we force her to act unilaterally. Let's not do that. Let's work together.

Kind thoughts,

Reynolds

rjones.uup@gmail.com

From Vice President for Academics Richard Wells

Brothers and Sisters:

First of all, let me say that my entry as interim VP for academics has been very smooth because of the hard and good work of the elected VP, John Lawless. Also, the chapter itself has been energized by Pamela Malone. She is committed to making the chapter a strong and effective advocate for the membership and for college as a whole. And she is a pleasure to work with.

Recent talk of the restructuring of the college and its academic programs is of course on everyone's minds. The chapter leadership will over the next few months draft a set of principles to guide us as management, in consultation with the stakeholders of the college, fleshes out its plans. The chapter's academic concerns committee will be key space for us to explore ideas, share what is going on at our respective centers, and frame the issues that might be taken to management. *I need faculty to join the committee--so please call or email!*

While a main role of the chapter is to support the contract and represent the members vis a vis management, we need also to remember that the chapter can and should be a source of community. Indeed, the recent history of the labor movement shows that when union members build relationships with each other, shared concerns and common values emerge. When that happens, effective solidarity can be built and maintained.

To this end, please touch base regularly with your chapter representative; we ask that chapter representatives do the same with members. Call or email me with any questions, issues, or to simply talk. Furthermore, we are working on a plan to meet with faculty members at all the centers, in person when possible and via teleconference when not.

Message from VP for Academics Continued from Page 4

When I went to the May Day rally at New York's City Hall along with fellow members from the Van Arsdale Center and Metro, the issue of adjunct pay and job security was front and center. This reminded me of four things. One, the UUP is pretty unique among university-based unions in that--like PSC-CUNY--it represents both full-time and part-time and adjunct faculty. Two, this uniqueness is a real source of solidarity not only within the chapter, but between the chapter and an emerging national movement spotlighting contingent labor in the academy. Four, there is an alternative to the politics of austerity that has resulted in deep cuts to vital public institutions like SUNY. And that alternative is finding its voice amongst the unionists that are the heart and soul of such institutions and believe deeply in their mission.

Richard Wells
wellsrr1@gmail.com
[646-230-1353](tel:646-230-1353)

From Officer for Contingents Martin Knowles

Sisters and Brothers,

The push to bring about awareness of the challenges facing contingent faculty continues. This past May Day brought another round of support for the effort to raise the salaries for contingent faculty with the MAYDAY 5K rallies that were held around the country and that UUP endorsed. The 5K campaign calls for a minimum starting salary of \$5,000 per three-credit semester course. Peter Brown at SUNY New Paltz is spearheading this initiative with UUP and is one of the primary authors of the [Mayday Declaration](#). This campaign welcomes the support of everyone, whether they are students, members of the general public or teachers, regardless of their employment status. You can find more information about the National Mobilization for Equity movement initiative [here](#).

A [recent positive development](#) in this process took place at CUNY where adjuncts are calling on their leadership to make a formal commitment that the \$5K demand will feature prominently in the current contract negotiations.

There is a growing awareness around the country of the inferior wages and benefits that contingent (part time and adjunct) faculty have been putting up with in the higher educational system. More than three quarters of the instructional workforce at universities and colleges is now contingent labor, compared to just under a fifth 40 years ago. The piece-work pay rate for adjuncts is abysmal. This past January saw a [report on this topic](#) issued by the US House Committee on Education and the Workforce Democratic Staff. There we read that the story of contingent faculty “is another example of the shrinking middle class and another data point in the widening gap between rich and poor.” In a recent, [timely article](#) in the online Atlantic Monthly we read about how adjuncts are subsidizing a student’s education by essentially donating their time.

Message from Officer for Contingents Continued from Page 5

The percentage of part time and adjunct faculty at Empire State College is consistently over 60%. Our chapter is interested in learning more about the experiences of contingents at ESC and a survey was sent out to all part time members and is intended to give us a flavor of the work life for part timers and adjunct at our college. We will examine the results of the survey in the Contingent Concerns Committee. We anticipate it will contribute to the ongoing discussion on how we can bring about positive change for this essential workforce. Please spread the word that the survey is out—look for the survey invitation in your email and please encourage all contingent members to participate! The deadline for responding to the survey is Monday June 30.

In Solidarity,

Martin Knowles

The image shows a survey invitation email and the survey form. The email, dated June 10, 2014, at 10:34, is from "uupesochapter@gmail.com" via surveymonkey.com. It addresses "Dear Part-Timer UUP Member" and states that the Empire State College Chapter Leadership recognizes the importance of our Part-Time Members and would like to learn more about you and the unique issues that you face. It mentions a short survey that will use the information to develop strategies, shape the labor management agendas, and identify areas of need in your group. The email includes a link to the survey: https://www.surveymonkey.com/s.aspx?sm=SeG3zvQIE4vus040_2I2WQ_3d_3d. It also notes that a non-esc email address is also critical as there are issues about which you do provide us with an alternate email address, and that if you do provide us with an alternate email address, we will change your email in our address book and future emails from the Chapter will come to that address. A note states that in bringing issues to the table, the individual identities of survey participants will not be revealed, and encourages participation as responses are extremely important. The survey responses must be received by Monday, June 30th, 2014. The survey will close on Tuesday, July 1st, 2014.

The survey form is titled "UUP ESC Chapter Part Time Members Survey" and "Part Time ESC UUP Members". It asks for personal information: Name, Title, Non-ESC, Email, Cell Phone #, Text? YES or NO, Gender, Age, and Race. It also asks for the highest day class. The form includes a section for "ALL MEMBERS please enter the following (name is required)" and a section for "ALL MEMBERS please choose a response" with a table for "Are you at?" and "Highest Day Class". The form also includes a section for "MEMBERS ON A PERCENT LINE (not paid by the course or school)".

Mayday Declaration:

<http://www.uuphost.org/newpaltzwp/adjuncts/articles-on-contingent-concerns/mayday-declaration>

National Mobilization for Equity:

<http://nationalmobilizationforequity.org/about/>

Contingent Representation at CUNY's Union:

<http://contingentrep.commonsgc.cuny.edu/2014/05/17/5k-per-course-must-be-bottom-line-contract-demand/>

Education Votes:

<http://educationvotes.nea.org/2014/02/09/the-low-paid-highly-educated-worker-on-college-campuses/>

The Atlantic:

<http://www.theatlantic.com/business/archive/2014/04/the-adjunct-professor-crisis/361336/>

Negotiated Salary Increases & Budget Update

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



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

United University Professions

To: UUP Leaders
From: Frederick E. Kowal, President
Date: April 17, 2014
Re: Negotiated Salary Increases & Budget Update

I understand that there are a number of questions about how public higher education fared in the final 2014-15 state budget, and how the budget will impact our negotiated salary increases. I'd like to take this opportunity to answer those questions.

Let me start by putting to rest any rumors you might have heard about our negotiated salary increases. **We will get our raises.** The negotiated salary increases were agreed to by the State of New York and will be paid.

The enacted budget includes a \$7.6 million increase (for personal service costs) to state-operated campuses. How that \$7.6 million will be allocated, how SUNY balances its budget, and how SUNY will fund our raises are all decisions to be made by SUNY Administrators. Regardless of their choices, **we will get our raises.**

Rumors that program cutbacks or funding reallocations are necessary to fund the salary increases are unsubstantiated and unjustified. We will continue working to dispel these rumors, and encourage every one of you to help us by letting our sisters and brothers know the facts about the available funds.

Budget Highlights

The enacted budget included several provisions that are crucial for higher education. UUP fought hard to secure funding in all of the areas below:

State-Operated Campuses Funding:

- Provides an increase of \$7.6 million in support to the SUNY state-operated campuses, for a total appropriation of \$715.6 million.

SUNY Hospitals:

- Provides \$87.5 million for the SUNY hospitals state subsidy, which represents a \$27.5 million General Fund increase from the 2013-14 appropriation of \$60 million.
- Removes the Restructuring Health Care Delivery Systems Pilot Program proposal. UUP was instrumental in defeating this proposal which, if enacted, would have set the stage for the privatization of SUNY hospitals.

Opportunity Programs & Tuition Assistance Programs:

- Increases the Educational Opportunity Program by \$1.3 million, for a total appropriation of \$22.3 million.

Negotiated Salary Increases & Budget Update Continued from Page 7

- Provides an increase of \$26.3 million to the Tuition Assistance Program, for a total of \$976.7 million. Beginning in 2014-15, the maximum TAP award is increased by \$165, bringing the maximum award to \$5,165 for this program.

Despite these successes, more work needs to be done to pursue our legislative agenda. As part of our efforts, UUP will continue to advocate that SUNY must receive the resources needed to fulfill its ongoing mission.

Negotiated Salary Increases

Here are some key facts regarding the funds available and the impact of the salary increases:

- The cost of the UUP raises for this budget year, according to the New York State Division of Budget, is estimated to be \$42.9 million (including fringe benefits). The SUNY General Income Fund Reimbursable (IFR) account is a self-supporting account that generates its own revenue (from a variety of fees or other income sources) to support its expenditures. This account carries over its year-end cash balance (or surplus) to the next year. At the end of October 2013, there was \$480.4 million in the SUNY General Income Fund Reimbursable (IFR) account. Since April 2010, the SUNY-wide IFR account has never dropped below \$325 million. These funds could certainly be used to pay for our salary increases.
- SUNY is a system. When a campus is short of funds, SUNY has in the past spread the burden throughout the system. SUNY can also tap its reserve funds to help an individual campus in financial difficulty. To jump to the conclusion that the SUNY campuses have to cut programs instead of using SUNY's available reserve funds is little more than SUNY simply trying to short circuit its own commitment to "systemness."
- SUNY is not being forced to cut campus funding because of the salary increases—they are choosing to balance their books with campus cuts. SUNY has many choices for filling any budgetary gaps that they may face, including using some of its reserves and/or delaying the implementation of new initiatives, such as Open SUNY.
- Over the past few years, the state has balanced its books by asking SUNY faculty and professionals to do more, for less pay and with fewer resources. SUNY faculty and professionals have already given back much more than their fair share. We must push back against threatened program cuts for the sake of our students. They are paying MORE for their education and should not be subjected to threats of service and program cuts.

We must push back because SUNY already relies heavily on tuition revenue for operating expenses. This has to change. SUNY faculty, professionals, and students have already paid their fair share for New York State's public higher education system.

UUP will continue to monitor and address any actions taken by the campuses to reduce their budgets as a response to the mutually agreed upon salary increases. Please contact UUP with any details regarding proposed campus budget cuts, so that these issues can be raised at the statewide SUNY labor/management meeting. We will continue to fight the unsubstantiated claims that campus cutbacks are a direct result of UUP raises and we hope that you will continue to help us by using these facts about the available funds.

Membership Enrollment

Submitted by Jim McMahon

ARE **YOU** A MEMBER?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Fed Taxable Gross	
				Current	3456.78 1234.56
				YTD	45,678.90 34,567.89
Advice #	123456789	Pay Start Date	09/10/2013	Net Pay 1,234.56	
Advice Date	09/10/2013	Pay End Date	09/24/2013		
Department ID	1234			Pay Rate 56,789.10	
EARNINGS					
		YTD		TAX DATA	
	Per Day	Current	Earnings	Federal	State NYC Workers
Regular Pay Salary Employee			3456.78	Marital Status	4 4
Location Pay			56.78	Adjusted	8 8
				Adm. App.	
				TAXES	
				Current	YTD
				Fed Withholding	3,456.78 1,234.56
				Medicare	45,678.90 34,567.89
				Social Security	3,456.78 1,234.56
				NY Withholding	45,678.90 34,567.89
BEFORE TAX DEDUCTIONS					
		Current	YTD	AFTER TAX DEDUCTIONS	
		Current	YTD	Current	YTD
Regular Before Tax Health		456.78	1,234.56		
Supplemental Ret. Annuity Prog.		567.89	678.90		
TSA Retirement Deduct Tax		56.78	1,234.56		
				UUP Member 26P	
				34.56	456.78

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Join UUP Today!

New Member Welcome (as of 05/21/14)

Newest UUP ESC Members - WELCOME!

"The Union is not a fee-for-service organization, It is a FAMILY."

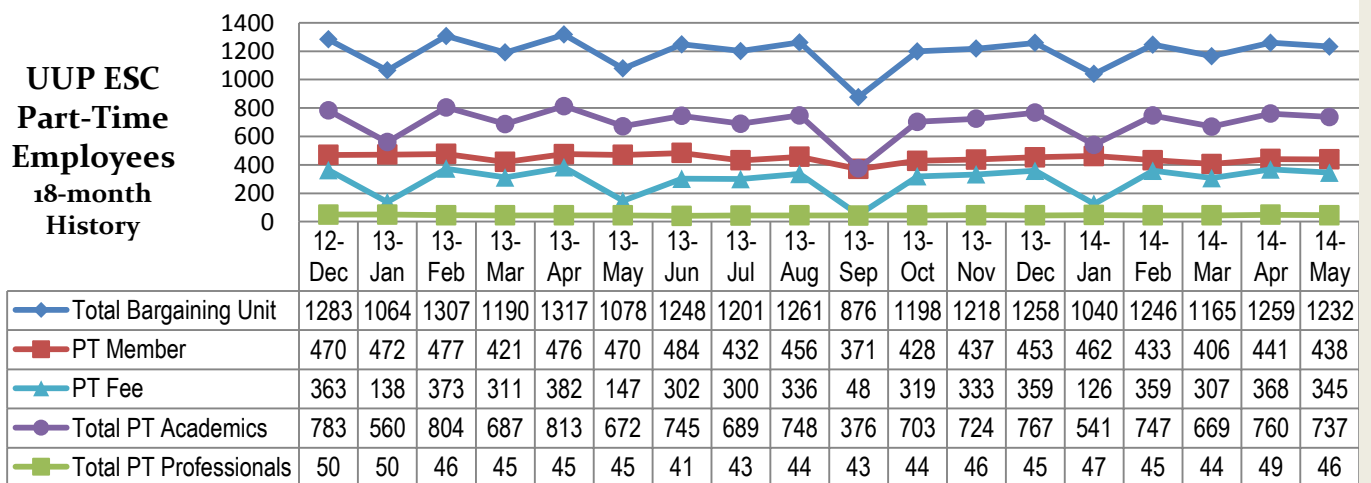
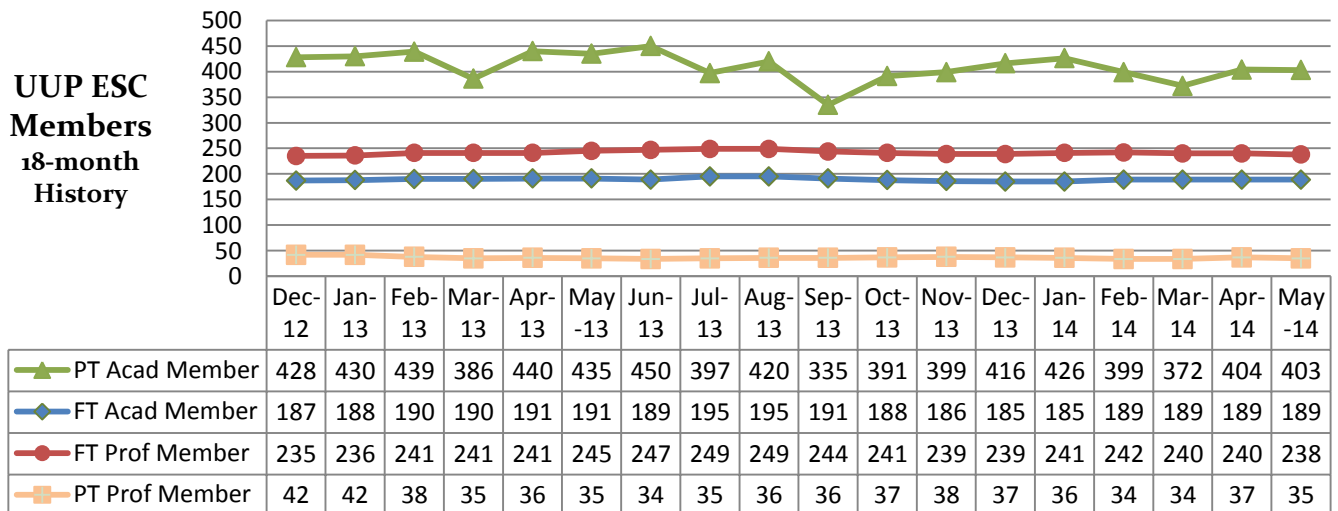
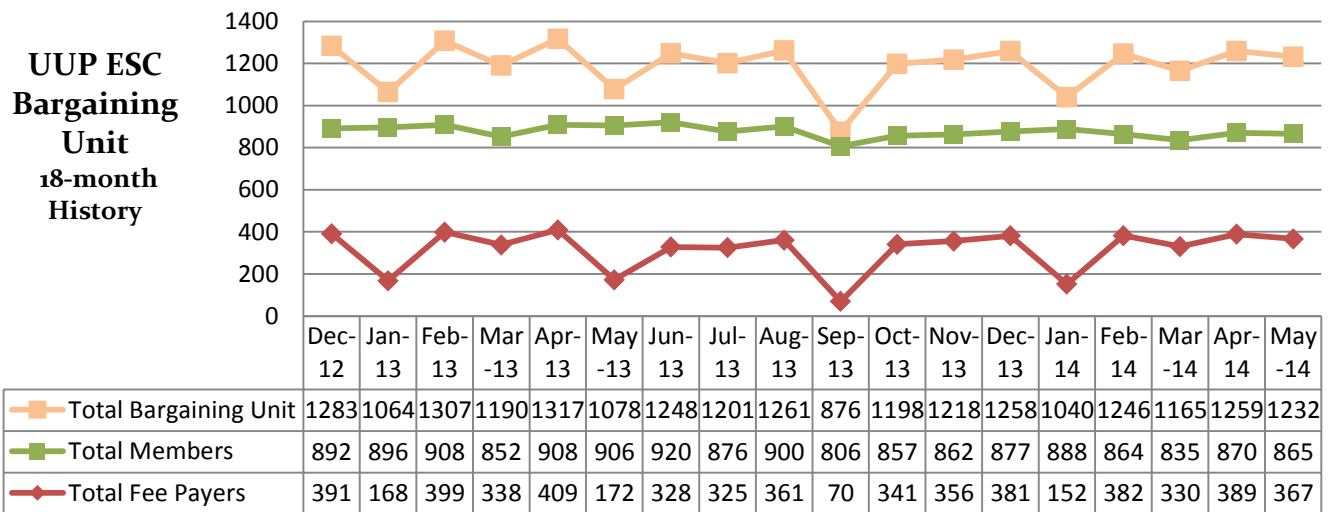
Sue Carney
APWU, Director of Human Relations

Caron K. Knauer
Jonathan P. Scott
Sean Griffin
Tanya Weathers
Matthew D. Breslauer
John R. Jongebloed
Kevin T. MacDonnell
Brian R. McDonald
Patricia Cannistraci
Joseph E. Bruno
Robert F. Jackson
Alison S. Dundy

Victor A. Jordan
Jessica Donofrio
Teresa L. Keeler
Jennifer C. Lamarca
He Zhou
Wendy M. Shave
Jennifer McDonald
James Bowman
Courtney Frederick
Steven G. Rindahl
Alexander L. Gleason
Giselle Chalmers-Turner

Mark Fleischer
Lesley K. Caracci
Jose A. Velazquez
Civita M. Allard
Agatha Vreeland
Patricia Wilkins
Edward R. Burden
William J. Killips
Megan Murphy
Jordan G. Scacchetti
Pauline Bacon
Benjamin V. Burgess

UUP ESC Member Data (as of 05/21/14)



UUP ESC Chapter Committees

Your Union Needs You!

Get Involved – Join a Committee!

Grievance Committee

Advise members of their rights under the contract, represent them in grievance hearing and assist the Grievance Officer in processing grievances. Contact Grievance Officer David Puskas at david.puskas@esc.edu.

Communications Committee

Work on the newsletter, website and other forms of communication with members. Contact Alec Meiklejohn at alec.meiklejohn@esc.edu.

Legislative Committee

Plan & coordinate activities that inform legislators of Chapter or UUP needs; educate the Chapter membership about legislation of interest to UUP Legislative Committee and coordinate the annual Vote/Cope. Contact Pamela Malone at pmalone.uup@gmail.com

Contingent Concerns Committee

Work to encourage & promote membership & activities of contingents; make recommendations with regards to organizational structures wherein contingents work. Contact Contingent Officer Martin Knowles at martin.knowles@esc.edu.

Professional Concerns Committee

Identify & discuss issues of concern to Empire State College professionals. Contact VPP Reynolds Jones at rjones.uup@gmail.com.

Academic Concerns Committee

Identify & discuss issues of concern to Empire State College academics. Contact VPA Richard Wells at wellsrr1@gmail.com.

Safety and Health Committee

Identify & review safety-related issues affecting employees; recommend plans for the correction of such matters. Contact Pamela Malone at pmalone.uup@gmail.com.

Affirmative Action Committee

Assist in monitoring campus Affirmative Action programs & policies; recommend actions designed to implement & enforce Affirmative Action goals. Contact Pamela Malone at pmalone.uup@gmail.com.

“Coming TOGETHER is a beginning;
Keeping TOGETHER is progress;
Working TOGETHER is success.”

Henry Ford

Membership Committee

Assist in recruiting new members; organize membership drives; maintain up-to-date lists of members; and disseminate literature to the membership. Contact Pamela Malone at pmalone.uup@gmail.com.

Your Union Needs You!

CHAPTER LEADERSHIP: CHAPTER OFFICERS

We are here for our members! Please do not hesitate to contact us!



Pamela Malone, President

Contact Pamela at pmalone.uup@gmail.com



Richard R. Wells, Vice President for Academics

Contact John at wellsrr1@gmail.com



Reynolds Jones, Vice President for Professionals

Contact Reyn at rjones.uup@gmail.com

Martin Knowles, Contingent Officer

Contact Martin at martin.knowles@esc.edu

Jane Cudmore, Secretary

Contact Jane at jane.cudmore@esc.edu

Donna Carey, Treasurer

Contact Donna at donna.carey@esc.edu

David Puskas, Grievance Officer

Contact Dave at david.puskas@esc.edu

CHAPTER CENTER REPRESENTATIVES

Center for Distance Learning

Contact Thalia MacMillan at
thalia.macmillan@esc.edu

Central New York Center

Contact Maureen Kravec at
Maureen.kravec@esc.edu

Coordinating Center

Contact Michelle Paine at
michelle.paine@esc.edu

Genesee Valley Center

Contact David Puskas at
david.puskas@esc.edu

HVA Center for Labor Studies

Contact Sharon Szymanski at
sharon.szymanski@esc.edu

Hudson Valley Center

Contact Martin Knowles at
martin.knowles@esc.edu

Long Island Center

Contact Samantha James at
Samantha.james@esc.edu

Metropolitan Center

Contact Gennaro Bonfiglio at
gennaro.bonfiglio@esc.edu

Niagara Frontier

Contact Jane Cudmore at
Jane.cudmore@esc.edu

Northeast Center

Contact Reynolds Jones at
Reynolds.jones@esc.edu

School for Graduate Studies

Contact Jason Russell at
Jason.Russell@esc.edu

WE ARE HERE FOR OUR MEMBERS!

UUP 2014 Journalism Contest

Submitted by Pamela Malone

UUP Journalism Contest Awards

Empire State College

First Award: Best Original Article

"Why Unions?" Sharon Szymanski
Richard Wells

Award of Merit: Best Editorial or Column (tie)

"President's Message" Pamela Malone

Award of Merit: Best Layout, Use of Graphics, Photos

"UUP ESC News: Excellence in Unity" Designer: Kate Yaddaw

UUP Empire State College Chapter Wins 3 Journalism Awards

The Empire State College Chapter of United University Professions was presented with 3 journalism awards at the UUP Delegate Assembly on May 2, 2014.

"Why Unions" by Sharon Szymanski and Richard Wells received a First Award for Best Original Article. Published in the summer 2013 Chapter Newsletter, the article states "Studies have shown that where unions prevail, it is not only the union workers that are better off, but society as a whole" and describes the positive effects of union membership on the economy, political process and social legislation and policy.

Chapter Assistant Kate Yaddaw's layout of the fall 2013 newsletter earned an Award of Merit for Best Layout, Use of Graphics or Photos. The criteria for this award are "...easy to read layout, creative design elements, and artwork or photos that reproduce well and enhance the message of the publication." There's no doubt that Kate's use of pictures on the delegate assembly report and rally at Downstate Medical Center impressed the judges.



Why Unions?
By Sharon Szymanski and Richard Wells

A few weeks ago, over 100 men filed some important requests 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 really nice day.

In our Local 3 members are "our guys." In our union studies program, we teach men and women who are in Local 3's electrical 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 unions. 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 the skilled jobs become union jobs. But the impact is more widely felt as well. If unions are strong in a given sector of the economy, they tend to set the standard for wages across the board. As basic knowledge was brought on, a little extra money in the pockets of the working and middle classes changes up the economic picture and helps to drive economic growth going forward.

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 Fair Labor Act of 1935, to the Occupational Safety and Health Act (OSHA) were the result of the pressure brought to bear by politically engaged and socially conscious union members.

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 rich and the average family are truly unbridgeable. The richest of the rich, the top ten hedge fund managers, had an average yearly income in 2010 of \$1,783 million. The typical, non-union worker's wage in 2011 (\$31,163) were lower than wages in 1968 (\$31,000), while CEOs are getting \$250 for every \$1 the average worker is earning.

While there are many reasons for this stark inequalities, a critical factor is the decline in unionization. As we can see from the graph below, in the 1970s, the percentage of the workforce was unionized, while the highest 10 percent of our nation's wealth owned 40 percent of our nation's wealth. This change dramatically when unions were weakened during the New Deal, leading to the end of the solidarity that made it all possible.

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

First Award
Best Original Article:
Empire State College



In the same newsletter, Chapter President Pamela Malone's message to the membership was recognized with an Award of Merit for Best Editorial or Column. Her column describes the pride in working for Empire State College, and building pride in being part of the chapter, UUP and the labor movement. She encourages a shift from "the union" to "our union."

United University Professions has been conducting the Journalism Competition, which recognizes outstanding UUP chapter newsletters, electronic publications and websites, since 2000. UUP's Communications Department oversees the process but journalists from the capital district--reporters and editors from other local news organizations--judge the entries. All winning entries of the UUP Empire State College chapter can be found on the chapter website at www.uupescchapter.com.

UUP ESC Annual Membership Meeting - March 26, 2014

UUP Empire State College Chapter Annual Membership Meeting Saratoga Springs NY March 26, 2014

Introductions

Chapter President Pamela Malone introduced Chapter Assistant Kate Yaddaw and NYSUT Labor Relations Specialist Maureen Seidel, followed by acknowledgement of chapter officers, center representatives, delegates and state and chapter committee members.

UUP Service Awards

5 Year Service Awards were presented to Dave Puskas and Timothy Cosgriff.

Announcements

Donations are being accepted for the chapter Sunshine Fund

Reminder to drop your unused hotel toiletries in the marked boxes for Adopt-a-Soldier

Chapter Budget

Chapter Treasurer Donna Carey presented the annual budget proposal and explained various allocations and expenditures. A motion to adopt the budget was made by Jim McMahon, seconded by Brenda Henry-Offor and the budget was passed unanimously.

President's Report

See below

Q & A

Questions were raised and addressed regarding academic freedom, registered programs and scholarship, and the anticipated repayment of the DRL.

Adjournment

President's Message to the Membership - March 26, 2014 Membership

It has been an honor serving as your Chapter President these last few months.

I have long said that the Empire State College chapter, with our diversity, dedication, talent and originality, could become the strongest chapter in UUP. And today I say to you that we are on our way!

Our members are more informed and engaged. We have:

- ❖ A chapter office with a phone and with set office hours
- ❖ A chapter website with current and useful information
- ❖ We have published two newsletters and the third is in the works
- ❖ We have many more delegates attending the statewide UUP Delegate Assemblies
- ❖ Our chapter is represented on 17 statewide committees
- ❖ We have activated our chapter committees and now have academic, professional and contingent concerns committees; a communications committee working to provide timely and useful information to the membership; a committee reviewing our bylaws; an active Safety and Health Committee, and many members serving on local outreach committees.

Message from President Continued from Page 14

Your chapter leaders, including officers and center representatives, are meeting regularly to review member concerns and develop strategies to obtain results.

Importantly, we are working closely with UUP to increase the visibility and understanding of Empire State College among our fellow chapters. We have contributed to UUP's positions on all of the initiatives coming at us fast and furious: Start Up NY, Open SUNY, Seamless Transfer, SUNY Real and Complete. Because of our work, UUP understands that Empire State College knows individualized study and mentoring. We know distance learning and Prior Learning Assessment. Most of all, we know that these initiatives **cannot** be rushed, **cannot** be watered down and **cannot** serve as a cheap way to escape the devastating cuts in state funding to SUNY.

I have also learned so much in these last few months. For example, there are many ways that we define ourselves:

Professional/Academic	Full time/part time
Center/Saratoga	Tenured, temporary, term
Professor, adjunct, instructor	Supervisor/subordinate

Unfortunately, these can be terms that can divide us. Instead, we need to focus on the terms that can unite us all: **UUP member, unionist, activist!**

I call upon each of you to think of yourself as part of our chapter, part of UUP, part of the labor movement. You CAN make a difference—and big or small, your actions WILL matter.

You can care about the plight of adjuncts and part timers at the college, within SUNY and in higher education. Those of you who are a supervisor of a fellow UUP member can work together as UUPers to make sure those members in your care are treated fairly, are encouraged to grow professionally, and receive all the rights afforded to them in our contract. As a college of mentors, those of you with tenure can look out for new employees and assist them on the road to continuing or permanent appointment.

We are only as strong as our most vulnerable member!

We must be united; we must work together – now more than ever. SUNY funding has been cut 40% since 2008. Students now pay 75% of the operating costs of SUNY – which is a complete reversal from the 1990s when they paid only 25%. We must let our legislators know that we are a **public** institution. We must let them know that the Governor's push towards privatization is not the answer.

It seems every conversation at the college is focused on the budget deficit. Your chapter leaders and I have expressed a willingness to work with management in productive ways to solve this crisis, but we must be sure that the budget is not used as an excuse for management to avoid doing their part. **Our members have the right to fair compensation, benefits and the job security and all other provisions negotiated for us in the contract between UUP and New York State.**

In your folders you will find critical information regarding our legislative agenda—which the chapter has shared with management. Like many other state university systems, SUNY needs an endowment, and UUP members like you are talking to their legislators to advocate for stable SUNY funding. We must resolve the crisis at Downstate Medical by enacting the Brooklyn Hospitals Safety Net Plan, a comprehensive plan to develop ambulatory care centers and ensures SUNY Downstate remains a state-operated public hospital. The SUNY Research Foundation and campus foundations must be as fiscally transparent as their public campuses.

Message from President Continued from Page 15

Yes, the need for stable SUNY funding is easily relatable. But, trust me, the other issues are too. The fight in Brooklyn is one of public versus private. It is a fight for access. If we not successful, our other hospitals are at risk, and we would be naïve to think it will stop there.

Information on UUP positions on important issues, as well as advocacy tips, are also included in your folders. It's simple: **We need your voice!** It doesn't matter if you are new to advocacy. Don't worry if you feel you can't contribute a lot of time each and every bit of effort helps! You will be supported and assisted as you learn the ropes of being an advocate. I encourage you all to fill out the membership information form in your packet or contact me to become involved.

See how quickly you can send a fax to our legislators using the NYSUT Member Action Center (MAC) smartphone app. Now, I could send a hundred messages a day, and they might be received in Albany as a message from that person in Saratoga with too much time on her hands.

But what would happen if everyone in this room sent the same message to their legislators – who are all across the state? Even if three of you sent the fax to three legislators? That's a different message: that more people care about the issue. **Download the NYSUT MAC app and use it every day!**

Of equal importance is your contribution to Vote/Cope. Remember that union dues cannot be used for lobbying. UUP contributes more than \$200,000 to NYSUT's Vote Cope, and those funds are used to advance UUP's legislative agenda (you've seen the commercials) and to support candidates for office that prioritize public education, higher education and labor. Thank you to those of you who contribute!

Right now, a little less than 10% of our members contribute to VC, and we must strive to do better! Please take a moment right now to fill out the VC form in your folders. It's payroll deducted and you can contribute as little as \$1 per paycheck. **Every single contribution is valuable!**

What else can our united voices do?

Well, when we say to management "*we speak on behalf of the members*" they will know that issues **cannot** be pushed under the rug because we consider a problem for **one** of us to be a problem for **all** of us. They will know that the tenured faculty member in Long Island is concerned about the part timer in Buffalo. That the professional in Saratoga cares about academic freedom. That the adjunct at Van Arsdale stands with the professors in Central NY.

When UUP is negotiating our next contract, the Governor will know that UUP is stronger and more united than ever before. When we say "*these are the needs of our members*" or when we say "*our members won't stand for it*" they will know we mean business.

Today, I ask you to stay informed. I ask you to recognize the needs of your brothers and sisters across the college, **for you all can be defined as UUP member**. Advocate for those more vulnerable than you in your center meetings, in your department meetings, in your affinity meetings. Make your voices heard with your legislators.

Earlier you saw how many of your brothers and sisters are already working for you. Next year, we need to see everyone on their feet.

UUP ESC Annual Membership Meeting Continued from Page 16

2014-2015 BUDGET REQUEST FORM

(In addition to annual allocations)

NAME OF CHAPTER**Empire State**

8/31/2014 Chapter Cash Balance (Anticipated)	A	\$13,531
2014 - 2015 ESTIMATED ANNUAL ALLOCATIONS	B	\$20,162.00
2014 - 2015 ANNUAL BUDGET PROJECTION	C	\$49,932
ESTIMATED BUDGET OVERAGE (SHORTFALL)	(A + B) - C	(\$16,239)

(Supplemental Allocation Request)

Explanation and justification of budget request:

(Examples of expenditures for additional funding: purchase of equipment or anything necessary for the day-to-day operation of the Chapter.) **(Supplemental Allocations will be requested separately.)**

Officers, members, and executive board members from around the state are actively participating in union activities. Officers and members need to travel to participate leading to large expenses for routine meetings. Executive board meetings, labor management meetings, meetings with management to address and resolve issues requires extensive travel and therefore travel related expenses.

A. Estimated Annual Allocation = (# bargaining unit members * \$14) + \$1,500

B. Annual Budget Projection worksheet:

RECEIPTS: Gross Estimated September Transmittal	\$6,332.00
Gross Estimated January Transmittal	\$5,332.00
Gross Estimated April Transmittal	\$8,498.00
Supplemental Transmittal	
Interest Earned	
Reimbursements	
Other (Explain)	
Total Receipts	\$20,162.00

EXPENDITURES: Membership/Chptr Committee Meetings	\$11,350.00
Chapter Assistant Addtl Hours	\$4,587.00
Executive Board Meetings	\$4,500.00
Outreach Expenses	\$1,300.00
Grievance Expenses	\$500.00
Office Expenses	\$1,200.00
Printing/Duplicating	\$0.00
Newsletter/Publications	\$10,400.00
Telephone/Internet/Website Expenses	\$280.00
Postage/Shipping	\$1,300.00
Bank Charges	\$0.00
Workshop Expenses	\$350.00
Equipment/Furniture	\$0.00
Chapter Release Time Support	\$6,165.00
Other Expenses (Explain)	\$8,000.00

Total Expenditures \$49,932.00

It is recommended that agency fee expenditures not exceed 5% of the normal chapter allocations. The amount for the 2012/2013 fiscal year is: **\$1,008.10**

UUP Membership & Service Awards



**In appreciation and recognition
for UUP Membership and Service
5 Year Interval**

David A. Puskas, Jr.
Genesee Valley Center
ESC Chapter Grievance Officer

Timothy J. Cosgriff
Genesee Valley Center
SOUL Committee
UUP ESC Delegate

Pamela Malone
Coordinating Center
ESC Chapter President

**“Far and away the best prize
that life offers is the chance to
work hard at work worth
doing.”**

Theodore Roosevelt

Upcoming Events

MARK YOUR CALENDAR!

- ❖ Center Representatives Conference Call June 23rd, 2014 at 11:00 am
- ❖ Part-Time Member Survey Closes Tuesday, July 1st, 2014
- ❖ ESC Chapter Executive Board Meeting July 7th, 2014 at 1:00 - 4:00 pm
- ❖ AFT Convention July 11th - 14th, 2014
- ❖ New Mentor Orientation July 14th - 16th, 2014
- ❖ Labor Management Meeting July 16th, 2014 at 2:00pm
- ❖ NYSUT Endorsement Conference August 11th - 12th, 2014
- ❖ Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program:
2015 Spring Semester Deadline is October 8, 2014

Visit our website for a complete listing of Upcoming Events:

www.uupescchapter.com

Programs designed specifically for NYSUT members



Get expert legal assistance today!

The NYSUT Member Benefits-endorsed Legal Service Plan -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters ranging from dealing with a speeding ticket to handling estate planning.

- Low annual cost of just \$85 (\$55 for retirees)
- Unlimited toll-free legal advice
- Free Simple Will
- Two, free, hour-long consultations with a plan attorney

Don't wait to get the legal assistance you need. Learn more about the plan today!

***Please note that if you belong to a local association that provides a group legal service plan through the local or its benefit fund, remember to take advantage of the plan's benefits.*

Easy Online Enrollment!
See web address below



Time for an insurance check-up!

Find out what your insurance policies currently cover.

Keep your policies in a secure, fire-proof location

Determine if you have enough coverage to meet your needs today and in the future.

We encourage you to check out the variety of quality, competitive insurance programs endorsed by NYSUT Member Benefits, including Term & Level Term Life Insurance; Disability Insurance; and MetLife Auto & Home Insurance, among many others.

Learn more about these endorsed programs and many others by calling **800-626-8101** or visiting **memberbenefits.nysut.org**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

It's Election Season!*Submitted by Pamela Malone*

It's Election Season!

Endorsement Conference

On August 11 and 12, President Malone will attend the NYSUT Endorsement Conference. She and other local presidents will help determine the endorsements of statewide candidates. **Your input is valuable!**

Please email Pamela at pmalone.uup@gmail.com with any information about candidates for the NYS Senate, Assembly, or other offices. She will share this information at the conference.

Your Efforts CAN and WILL Make a Difference!

We **CAN** help candidates who support public education, access to health care and labor rights get elected! They need our support and time—and every little bit helps! **Please do one or more of the following this election season:**

- ❖ **Organize an effort for your local candidate through the chapter or UUP!** You will receive a list of NYSUT endorsed candidates after the endorsement conference.
- ❖ **Participate in a campaign for an hour, an afternoon or a day!** You can assist with phone banking, canvassing, or preparing campaign materials.
- ❖ **Contribute to Vote/Cope!** Remember, all of our efforts to support candidates are funded through voluntary contributions. Even \$1 per paycheck makes a difference. If you contribute now, consider raising your donation.

Email Pamela at pmalone.uup@gmail.com and we'll get started!

Why Contribute to Vote / Cope, the Nonpartisan Political Action Arm of NYSUT and Affiliates?

- ❖ It is imperative that we elect politicians that understand and support labor and higher education.
- ❖ All political action activities by UUP and NYSUT are funded through voluntary contributions.
- ❖ Political action groups with immense wealth are attacking the middle-class protections provided by a strong labor movement, including the right to organize and safety regulations!
- ❖ You can donate as little as \$1 per paycheck, and **help make sure your voice is heard!**

Please sign up now!

The Vote / Cope registration card is available on the UUP website at www.uupinfo.org under Legislation then Political Action, or get one from your Center Representative or the Chapter Office.

2014 Spring Delegate Assembly: Elections and Other Business

Submitted by Maureen Kravec

Over 300 delegates from across the SUNY system attended UUP's 2014 Spring Delegate Assembly May 2-3 in Albany. Delegates also elected three statewide officers and five Executive Board members, adopted the union's 2014-2015 spending plan, and passed 10 resolutions and special orders of business.

Every spring, delegates hold elections for half the officer and executive board positions. This year, delegates reelected all incumbent officers and board members to their statewide posts for another two-year term.

Re-elected without opposition were VP for Academics Jamie Dangler, VP for Professionals Philippe Abraham, and Treasurer Rowena Blackman-Stroud.



Unopposed for re-election to the board were Mike Lyon of Upstate Medical University and Carolyn Kube of Stony Brook HSC. Incumbents Ray Gleason of Alfred and Idalia Torres of Fredonia held off challenges to retain their board seats. Gleason defeated Todd Bates of Canton; Torres won over Tom Hoey of Albany and Bates. Ezra Zubrow of Buffalo Center defeated Joe Petrick of Alfred.

In his State of the Union Address, President Fred Kowal stated that UUP must "rethink everything we do as a union" to survive in these difficult and dangerous times. "We must proactively seek out the best ways we can imagine of 'being union.'"



He said UUP must respond to attacks on unions and public higher education. He cited efforts to privatize SUNY Downstate Medical Center in Brooklyn, the intrusion into curricula by private, for-profit corporations, and a federal court battle that could deny unions the right to collect dues from all bargaining unit members among the challenges confronting UUP.

2014 Spring Delegate Assembly Overview Continued from Page 22

Kowal said the union must develop useful strategies for the long-term viability of SUNY. He called on delegates to “become the engine of ideas for our University.”

“Let us commit ourselves to forging a strong community, one founded on our sacred obligation to serve our members, and to dream into being a new future for our union, our University and our society.”



In other business, delegates adopted an annual operating budget of \$8.5 million that reflects the union’s priorities for 2014-2015: service to the membership, outreach activities and recruitment of new union activists.

Also adopted during the two-day policymaking convention were 10 resolutions and special orders of business. Among them were resolutions calling on UUP to:

- Press SUNY to implement U.S. Senate recommendations to respond to sexual assaults on college campuses;
- Urge lawmakers to pass the New York Health bill that would afford New York the opportunity to implement single-payer health care in 2017; and
- Support Unit 62 of CSEA Local 809 in its fight for a fair contract with the Chenango County Board of Supervisors.

A complete list of DA actions will be posted soon to the UUP website at www.uupinfo.org.



“Basket Bazaar” Winners - 2014 Spring Delegate Assembly

Thank you for supporting the UUP Scholarship Fund!

Family Game Night Basket

Donated by Empire State College Chapter

Winner: Jeri O'Bryan-Losse /Morrisville Chapter

Wining Amount: \$17.00



Family Movie Night Basket

Donated by Empire State College Chapter

Winner: Jeri O'Bryan-Losse /Morrisville Chapter

Wining Amount: \$31.00



News from CSDC - UUP Scholarship Development Committee

Submitted by Joyce Haines

Another UUP Spring Delegate Assembly has come and gone. These meetings occur Friday and Saturday three times a year: winter, spring and fall. But since several meetings are scheduled on Thursday evening or early Friday, most delegates, observers and committee members arrive early and stay until noon on Saturday.

The committee on which I serve is the UUP College Scholarship Development Committee. I am also an alternate delegate which often gives me the opportunity to vote in elections if the number of professional delegates has not been met.

During the winter assembly the CSDC solicits new or gently used items to sell as a fundraiser and we also have cookbooks available for sale at every DA.

The committee holds a silent auction of the baskets provided by our State University UUP Chapters which are on display at the spring assembly which provides the committee with an ample amount for the investments used for scholarships. We sincerely appreciate the ESC-donated items.

At the fall DA, three or four scholarships are awarded and students attend with their families to be recognized. These are top-notch students and the annual awards have been made for over 25 years. Additionally, this coming fall our committee has proposed a Poetry and Prose reading for delegates, observers and guests to read something of their choice as a “fun-fund-raiser” with a voluntary donation. A sign up form will be available mid-summer on the uupinfo.org website.

If you are not a delegate, observer or committee member attending the assembly meetings, please consider donating to the college scholarship fund through travel vouchers, ordering a cookbook, or sending a donation to the UUP office in Albany. As always, we are appreciative of your continuing support.

2014 Spring Delegate Assembly - Contingent Committee Report

Submitted by Miriam R. Russell

In the fall of 2013, the Contingent Committee made an effort to call attention to the need for Campus Equity posters and letters to editors. The Campus Equity Week, October 23 – November 2, focused on the following issues:

- 50% of higher education faculty work as low-paid adjuncts
- Student debt totals 1.4 trillion
- Campus workers and college graduate assistants receive poverty-level wages
- Corporate-led “reform” is heading from K – 12 to higher education
- Race and gender inequities pervade student access to higher education

Members would like to repeat this effort again next fall. The goal is to reach a \$5,000 minimum for all single course instruction.

At the winter DA, February 3-4, the committee met and took action on the following awards:

- Discussed Samuel Fayaz award for courageous service by Part-time Academic and professional faculty; also discussed the 2014 Nina Mitchell Award for Distinguished Service to the United University Professions
- Established the Steven M. Street Award for a student interested in Social Justice
- Proposed establishing an award to support adjuncts who wish to join professional organizations

Additionally, the committee tabled an initiative to establish an annual national Mobilization for Equity on May 1 to continue to call attention to the Campus Equity issues.

Both full and part-time members were encouraged to attend the eleventh biennial conference of the Coalition of Contingent Academic Labor (COCA) conference at John Jay College, August 5 -6, 2014.

The theme of the conference is “Shaping an Equitable and Democratic Future for Higher Education: The Way Forward.” Planned plenary sessions include:

1. Towards an International Coalition – visions of the way forward
2. The Nuts & Bolts of Contingent Organizing-from both outside the Academy and within
3. Going Forward – crafting a collective take-away

Visit <http://cocalinternational.org/> for details. If interested in attending, contact Carolyn Kube, email: ckube@uupmail.org

Union Membership - Are You Moving?

Are You Moving?



If you want to receive your UUP mail and vital Benefit Trust Fund information, it's important to fill out a **Change of Address Card** and send it to the Union's Administrative Office. Mail the completed form to:

United University Professions

P.O. Box 15143

Albany, N.Y. 12212

For additional forms, visit www.uupinfo.org/benefits/forms.html or call the Fund Office at (800) 887-3863.



United University Professions

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SS # (Optional)

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New Address (Number & Street City, State, Zip Code)

New Telephone Number

Effective Date Of Change

Member Signature X



Useful and Informative Websites

Visit our website for more useful
and informative websites!

www.uupescchapter.com

UUP (United University Professions)

<http://uupinfo.org/>

NYSUT (New York State United Teachers)

<http://www.nysut.org/>

AFL-CIO (American Federation of Labor & Congress of Industrial Organizations)

<http://www.aflcio.org/>

AFT (American Federation of Teachers)

<http://www.aft.org/>

National Mobilization for Equity

<http://nationalmobilizationforequity.org/>

Labor Notes

<http://www.labornotes.org/>

Legislative Gazette

<http://www.legislativegazette.com/>

The Union Edge: Labor's Talk Radio

<http://www.theunionedge.com/>

Benefit News

Submitted by Karen LaBarge



Focus on Vision Care for Part-timers Eligible part-timers and dependents have access to a variety of services through Davis Vision coverage. Beyond the annual comprehensive eye exam and one pair of prescription eyeglasses (or contact lenses for an additional charge) that are offered, members also can take advantage of the Laser Vision Program, as well as a mail-order replacement contact lens service.

Laser Vision Correction

Davis Vision offers this program at a discount through a network of credentialed surgeons. By using the laser vision program in-network providers, members save up to 25 percent on the provider's regular rate or 5 percent off any advertised rate. More information can be found at <http://www.davisvision.com/Laser-Vision-Correction/> or by calling 1-800-584-2866 (enter client code 7512). UUP also has negotiated a \$200 per eye reimbursement regardless of the provider used.

Claim forms can be accessed at <http://www.davisvision.com> or by calling 1-877-923-2847.

LENS123

This service provides a fast and convenient way to purchase replacement contact lenses at significant savings. Members can learn more about the program at <http://www.lens123.com> or by calling 1-800-LENS123.

Who is Eligible?

Active employees of the Professional Services Negotiating Unit (PSNU) who are **not** eligible for enrollment in the New York State Health Insurance Program (NYSHIP) are eligible to purchase dental and/or vision coverage through the UUP Member Services Trust Fund. For details, go to www.uupinfo.org; on the Benefits tab, select "Part-Timers" to view plan highlights and enrollment forms.

Retiree's Committee News

Submitted by Jay Gilbert

To all ESC Active Retirees;

Please join me in forming a small active retiree committee to explore ways to assist and support our UUP ESC Chapter.

A Retiree Committee could contribute to the success of our chapter efforts within the college, as well as assisting the chapter with advocacy for UUP's statewide legislative agenda.

Please contact me at jay.gilbert@esc.edu

Jay Gilbert, UUP Member
Retired Academic
Hudson Valley Center



ACTIVE

SUPPORT

ADVOCACY

SUCCESS

Safety & Health Committee News

Submitted by Timothy Cosgriff & Cynthia Rybaltowski

The charge of the committee is to identify and review safety-related issues affecting employees. When appropriate, the committee shall present recommendations to address safety and health issues that have been raised. Previously the committee worked with staff in Niagara Frontier Center regarding a safety issue there.



Continuous training is the key to keeping everyone at the college safe and healthy.
The committee is looking for input from you!



In a time of diminished resources, the committee is sourcing free online trainings around the areas of safety and health as well as any funding support available from UUP. **If you attended a safety/health seminar and have slides to share**, please send them to Kate Yaddaw at uupescchapter@gmail.com.

If you identify any online training resources that may be of benefit to your colleagues please send them in as well. **If you have a safety/health issue you would like the committee to address**, please send an email to Cindy Rybaltowski at rybal429@gmail.com and Timothy Cosgriff at tcosgriff.uup@gmail.com.

Communications Committee News

Submitted by Alec Meiklejohn



The Communications Committee is looking for more members especially from centers that are not currently represented, and from the faculty. At the moment our representation is as follows:

- ◆ 2 from OIT in Saratoga
- ◆ One from Genesee Valley, Rochester
- ◆ One from Niagara Frontier, Buffalo
- ◆ One from Central New York, Watertown
- ◆ One from the Labor Center, NYC

We have one faculty member, and the rest are PEs.

Hudson Valley, Long Island, Metro, and non-Saratoga locations of the Northeast Center are prime candidates. But **any and all who are interested are welcome!**

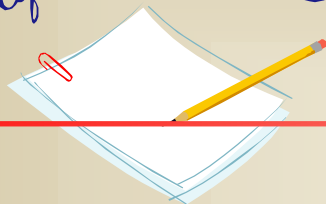
Our work to date has focused on preparing the chapter newsletter, along with the recent special May Day Bulletin. We are currently considering on what role we can best play in the college re-organization discussions, particularly how we can help facilitate communications across centers and keep this a chapter-wide process.

In addition to your **direct participation**, we encourage you to **give us your ideas** on what the committee can do to **strengthen communication** among chapter members. What would you like to know about that you don't presently feel you do? What do you think others should know that isn't being widely enough conveyed?

You can reach us at UUP-Communications@esc.edu, or contact me directly at Alec.Meiklejohn@esc.edu. This is an important time to **be active in building communication within our Chapter**, and we are looking forward to working with you to do that!

Administrative Professional's Day

Administrative Professionals Day



The Chapter celebrated, recognized the work of and gave thanks for our Chapter Assistants in honor of Administrative Professionals Day on April 23rd!

"As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them."

John F. Kennedy

Name the Newsletter Award

In the Summer 2013 Newsletter, we called on our creative membership to come up with a name for our Newsletter in a “Name our Newsletter Contest!”



We are excited to announce that a name has been chosen and the winner has been awarded!



Name our Newsletter Contest Winner:
Kate Yaddaw for
“Excellence in Unity”.



CONNECT With Your Chapter!

EMPIRE STATE COLLEGE CHAPTER

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Editorial Policy: Opinions expressed in *Excellence in Unity* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its Empire State College Chapter, who are not liable for any errors or inaccuracies.

UUP ESC Chapter's Purpose

Scripted from our Chapter Bylaws:

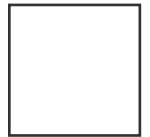
The purpose of the ESC Chapter shall be:

- To promote the aims of UUP
- To improve the terms and conditions of employment
- 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
- To monitor local compliance with the Agreement between UUP and the State of New York
- 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.



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