

2015 MAYDAY SPECIAL EDITION

UUP ESC NEWS: EXCELLENCE IN UNITY

Pamela Malone

Chapter President

Reynolds Jones

Vice President for Professionals

Richard R. Wells

Vice President for Academics



STATE UNIVERSITY OF NEW YORK



EMPIRE STATE
COLLEGE

President's Message

Brothers and Sisters,

Let me first start by thanking all of you for your support in my reelection as your Chapter President. It is an honor to serve you and I will continue to work hard for you and our chapter.

Please join me in congratulating our elected officers: Richard Wells, who was reelected as your Vice President for Academics. Richard is and will continue to be a strong advocate for our academics as well as our chapter as a whole. Our newly elected Vice President for Professionals is Dave Puskas, who brings with him many years of experience as our chapter Grievance Chair. Mary Helen Kolisnyk is our newly elected Officer for Contingents, and will bring many ideas from her experience to our chapter. Jane Cudmore and Donna Carey have been reelected as Chapter Secretary and Chapter Treasurer, respectively, and will continue their efforts on behalf of our members. Many thanks to all of our officers for stepping forward and answering a call to serve. I'm looking forward to working with all of them!

Special thanks go to our departing Vice President for Professionals Reynolds Jones and Officer for Contingents Martin Knowles. Thank you, Reynolds and Martin, for your service to the chapter the last two years. We are fortunate that both of these former officers will remain involved in our chapter!

When the new terms begin on June 1, our chapter Executive Board will be a combination of returning and new delegates and center representatives. Again, a huge thank you goes out to all of our members who are stepping up to serve the membership. Our board will begin our term with a summer retreat in June, where we will engage in workshops, presentations and a board meeting.

May 1, International Workers' Day, provides us with an opportunity to reflect on the labor movement. Our efforts during the recent NYS budget process were effective—we found that legislators wanted to hear what UUP had to say about education and SUNY funding. Our message of a *public* institution serving the *public* good was heard. Many damaging components of the governor's budget were stopped. How did this happen? **It happened because members showed up.**

Contents

Message from President	1-2
Message from	
Vice President for Academics	3-4
Officer for Contingents-Incoming	5
Summary of Part-Time Survey	5-6
Common Sense Economics	7-8
Be Seen and Be Heard!	9-10
Workload Creep	
Academics	11
Professionals	12
ESC Chapter Committees	
Affirmative Action	13
Communications	13
Retirees	14
Safety & Health	14
Member Enrollment	15
Administrative Professionals' Day	15
Useful & Informative Websites	16
Benefit News	16
Food Drive	17
UUP Service Awards	17
ESC Executive Board Minutes	18-20
UUP ESC Annual Membership Meeting	
President's Message	21-22
Treasurer's Report: Budget	23
NYSUT	24
Dependent Care Advantage	25-28

Contents Continued on Page 2

Message from the President Continued from Page 1

I can't convey in this report the power in the words of two students telling their stories of fantastic accomplishments at a SUNY school to a state legislator. I sat with these students, and I know that all of you know students like them with similar stories. We know what SUNY and Empire State College do for our students. We have seen the results. We have marveled over our students' work. We know where an ESC and SUNY education has taken them.

We know what works at Empire State College. We know our students, and we have been working for them for a long time. Today, I ask you to think of something else to fight for—your union. Your chapter, your fellow members, and the labor movement. It's time for all of us to be a part of it.

The most important message that I have for our membership is this: **The power of our union lies with you.** It does not lie in my hands, or the hands of the other officers. When we speak, we speak for you. I have asked many times in these last two years, and I will continue to ask, for your responsiveness and solidarity.

It's time for all of us to get involved.

It's time because of the changes going on at the college. As your chapter leaders, we need to hear from you. We need you to speak to your chapter and governance representatives. It's time because of what is happening in education and the push for privatization. It's time because of the massive movements against labor across the county.

As I said at our membership meeting at All College, we must use the tools at our disposal to claim our rights and keep them. We must look out for one another and realize that our union umbrella is the one under which we all stand. We must strengthen the conversation about the union at the college. We are a union who stays together and realizes an offense against one is an offense against all. We are a union of activists who will speak the truth.

Please join me, the chapter officers, center reps and delegates, and other chapter activists in raising our visibility. On the pages of this newsletter are many opportunities—and big or small, your contribution is important.

In solidarity,



Contents

Continued from Page 1

UUP ESC Chapter Election Results	29-33
Union Membership-Are You Moving?	34
CONNECT with your Chapter	35
Editorial Policy	35
UUP ESC Chapter Purpose	36

“There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood.”

Walter Reuther

From Vice President for Academics Richard Wells

Sisters and Brothers:

First off, I want to say thanks for all your support in the last election. Although all the candidates across the board ran unopposed, it is still good to see members participating in the process. I certainly am honored to continue alongside Chapter President Pamela Malone. Since I have been VP for Academics she has worked tirelessly on behalf of all the members, and no doubt will continue to do so. Also, I look forward to working with my fellow officers, and want to welcome Dave Puskas, who is taking over for Reynolds Jones as VP for Professionals, and my colleague from the Van Arsdale Center, Mary Helen Kolisnyk, who will be joining us as officer for contingents.

Of course the “great restructuring” is on everybody’s mind, with good reason. On this I want to offer a few comments regarding how the chapter is responding on the issue of review procedures for reappointment, tenure, and promotion. Then I will offer a few more general observations, about how we might take advantage of these uncertain times.

While we only know the barest outline of what the Administration has in mind in terms of the future academic structure of the college, the review procedures—which are the result of a local negotiations between the chapter and ESC management—will surely be impacted under any re-organization. Of course, not knowing what the new structure will look like, how the current centers might be re-configured, or what role the AOSs will take on, makes it difficult to conceive of appropriate adjustments to faculty review procedures that would protect a strong peer review component, promote objectivity, and ensure clarity and consistency regarding obligations and expectations—including those around scholarship.

Please keep in mind that it is inappropriate for management to request that we, as faculty, provide input as to how the review procedures might be changed. This is a negotiated area, so should they occur please refer any such requests to your center representative or to me or Pamela. That said, we now have the opportunity to have discussions amongst ourselves, *within* the chapter, about what we think works *and* doesn’t work with the procedures we presently have in place, and about what changes we would like to see.

To this end, the chapter’s Academic Concerns Committee will begin to collect input internally once the current round of reviews is complete. We will also collect input externally, from other SUNY chapters, to get a feel for how things are done in other institutions. If and when it becomes clear that negotiations will have to take place, we will undertake a more directed effort at a wide ranging consultation with faculty, perhaps in the form of surveys, or on site meetings. Again, this is an opportunity for us to collectively determine what we want. And just having these conversations will better connect us to each other, and to our union. Plus we will be ready!

There is a lot of worry about changing expectations regarding scholarly production, which of course makes the prospect of a review, already stressful enough, even more so. We have been told by management that things will remain as they are for current employees. All faculty should be sure to bring this up in their next planning discussion with their Deans and carefully document the results. If your Dean does not offer clear guidance, or insists on a significant uptick in scholarship, or for that matter a significant uptick in workload in general, you must let us know. Remember the metaphor of the pie, as described in the UUP’s tip sheet on workload creep that we’ve included in this edition of the newsletter. Please take a close look at it, as the document is very helpful. The basic point, though, is that the size of the pieces of the pie can change, but the pie itself, as historically constituted, should not get bigger.

Message from VP for Academics Continued from Page 3

But we must, again, take the opportunity to discuss among ourselves how we understand scholarship, why we think it important, and what we need in terms of time and resources to get it done.

I want to finish with an observation about our role as educators in a venerable state university system. As one-time SUNY Chancellor Ernest Boyer pointed out, a college education should be understood as a “staging ground for action,” a way of preparing students for the experience of engaged citizenship. In describing the purpose of college thus, Boyer hit upon a deeper political vein. Thomas Jefferson believed that universal and free education was key to producing the sort of enlightened citizenry that would sustain democracy. The Morrill Act of 1862, which paved the way for the public, land grant colleges across the US, had as its goal the promotion of “the liberal and practical education of the industrial classes.” In 1944, the GI Bill opened the college doors to a whole generation who otherwise would have been denied. Harry Truman’s 1947 Commission on Higher Education carried forward the democratizing message, insisting that restricted access to college would lead to a “class society which has no place in the American way of life.” Empire State College, surely, is deeply rooted in this progressive sensibility and tradition.

Is there really any doubt that we now live in a class society? Will the ideas about the purpose of a college education currently influencing higher education policy at the state and federal level adequately address the inequality that observers across the political spectrum now recognize as a major problem? What do we, as faculty at a progressive institution within a public university system, have to say about it?

These are of course big questions. But they point to a broader context that is bearing down on all educators, especially those in the public sector, and will likely shape our work in the years to come. Many don’t realize that May Day, as a celebration of labor, is an American twist on the ancient holiday. It was born out of the intense worker struggles at the end of the 19th century for the eight hour day. While much has changed since then, the basic desire for some control over the quality and pace of work that animated unionists back then animates us now.

Let’s take up these questions. It will bring us together.

In Solidarity,

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

“The function of education is to teach one to think intensively and to think critically. Intelligence plus character—that is the goal of true education.”

- Martin Luther King, Jr.

From Incoming Officer for Contingents Mary Helen Kolisnyk

I'm Mary Helen Kolisnyk from the Harry Van Arsdale, Jr. Center for Labor Studies, Officer for Contingents for the ESC chapter for the next 2 years. I came to New York City to do graduate work at NYU in 1992. I earned a PhD in Comparative Literature and now I am an adjunct who teaches literature and writing at 3 separate institutions (NYU and Barnard College). In addition to this new position with UUP, I am also a trustee and executive board member of ACT-UAW local 7902, the adjunct union at NYU.

My time at Van Arsdale began in 2006; I was invited to apply for the half-time position I currently hold in 2008. Unlike most ESC part-timers, at Van Arsdale we teach entirely in the classroom; I teach Literature and Society and Ed Planning. As I prepare to take on my UUP role, I am learning more about the range of responsibilities that part-timers shoulder at ESC.

I look forward to working for and with the ESC community to monitor and support all part-timers' rights and protections, and to help strengthen them as the college evolves.

Mary Helen Kolisnyk, Ph.D.
Part-Time Mentor
Harry Van Arsdale, Jr. Center for Labor Studies
325 Hudson Street, 6th Floor
ESC office phone: [646-230-1252](tel:646-230-1252)
maryhelen.kolisnyk@esc.edu

Summary of Part-Timers Survey for 2014

Submitted by Martin Knowles, Officer for Contingents

Dear Brothers and Sisters,

We had a terrific response to our survey for part-timers that went out to members over the summer of 2014. Here is a brief summary of how members responded and some of the key issues that we have identified as being of concern to the membership.

Firstly, of 844 contingent employees, we received responses from 227 members, an excellent response of over 25%. For those who were able to take the time to sit and fill out the questionnaire, we are deeply grateful.

The survey went out to both academics and professionals with a final tally of respondents comprised of 79% academics and 21% professionals. The majority of respondents are affiliated with the Center for Distance Learning (43%) with the remainder divided up fairly evenly among the other centers (averaging 6% each).

Message from Officer for Contingents Continued from Page 5

We asked 13 questions related to members' experiences at the college related to topics such as workload, supervisory support, job security and benefits. Regarding the question "My workload is appropriate for my percent line or given appointments," out of 217 respondents, 124 (almost 60%) reported that they agreed or strongly agreed that the workload was appropriate while 47 (22%) disagreed or strongly disagreed (21% were neutral on this question).

Similarly, most members felt secure that they would receive reappointments (72%) with 11% disagreeing. The item that received the most disagreement was "I am satisfied with my rate of compensation." Here, almost half (48%) considers their salary unsatisfactory. 34% see their pay as satisfactory and of these 75 members, only 8 strongly agreed that it was adequate.

Another strong response in agreement came in regard to the item "I feel supported by my supervisor" with 95 people *strongly* agreeing. The percentage of those agreeing or strongly agreeing combined for 77%. 16 people either disagreed or strongly disagreed.

One question that particularly revealed an area where there is room for improvement was "I feel connected with other faculty and/or professionals." Slightly less than half (48%) of those responding did feel connected, and 32% reported that they did not.

Many members seemed to be under informed about benefits and entitlements. In particular we have received questions about utilizing accrued vacation time and if they even have any accrued time. We strongly advise members who are not sure about their leave accruals to contact human resources to inquiry about their status, and contact the Chapter if they have any questions. Remember, part-times do accrue annual leave and sick leave and you are entitled to use it.

Another response concerned a perceived lack of professional development opportunities, along with poor communication within the college. Perhaps it was also no surprise that many members felt under compensated for their work in addition to experiencing too little respect from management for what we do. Clearly, as contingent employees we are not alone in feeling underappreciated as evidenced by the low pay, especially for adjuncts and those not on percentage lines. This is a serious national problem and many of you are aware of the press coverage this receives in the national media. We are all encouraged to look for opportunities to rally around the issue of adjunct pay and to let your local and state government representatives know how important this is.

Going forward, our chapter Contingent Concerns Committee will continue to analyze the data from the survey to further identify issues to bring to the monthly labor/management meetings, conduct further research, and prepare training topics.

In Solidarity,

Martin Knowles

Common Sense Economics

A free event sponsored by the **Saratoga Area Labor Council**

COMMON \$ENSE ECONOMICS

This free program is open to the public and will engage attendees on the economic issues facing communities across America in 2015. Common Sense Economics equips attendees with a strong foundational knowledge of how the current climate of growing economic inequality developed, and how we can begin to move towards economic policy that works for all Americans.

WHEN: Thursday, May 21st
5:00-8:00pm

WHERE: Empire State College



Light refreshments will be served. To RSVP please visit
<http://www.cdalf.org/common-sense-economics/>
For more information please contact Will at whayward@cdalf.org

Common Sense Economics Continued from Page 7

Submitted by Pamela Malone

COMMON SENSE ECONOMICS

With special guest UUP President Fred Kowal!

THURSDAY, MAY 21 from 5-8 pm

Refreshments served with program starting at 6 pm

PLEASE JOIN US AT A CENTER NEAR YOU

Presented by the Saratoga Area Labor Council
and broadcast to all of our Regional Centers!

**The presentation will take place at 113 West Avenue in Saratoga,
with broadcast to the following centers:**

Niagara Frontier: Center Rep Jane Cudmore (jane.cudmore@esc.edu)
Apple Tree Business Park, 2875 Union Road, Suite 34, Cheektowaga, NY 14227

Genesee Valley Center: Center Rep Dave Puskas (david.puskas@esc.edu)
1475 Winton Road North, Rochester, NY 14609

Central New York Center: Center Rep Maureen Kravec (maureen.kravec@esc.edu)
6333 Rte. 298, East Syracuse, NY 13057 (third floor)

Northeast Center: Center Rep Reynolds Jones (reynolds.jones@esc.edu)
21 British American Blvd, Latham, NY 12110

Hudson Valley Center: Center Rep Martin Knowles (martin.knowles@esc.edu)
210 North Central Avenue, Hartsdale, NY 10530

Metro and Van Arsdale Centers: Center Reps Gennaro Bonfiglio (gennaro.bonfiglio@esc.edu) and
Sharon Szymanski (sharon.szymanski@esc.edu)
325 Hudson Street, New York, NY 10013 (third floor)

Long Island Center: Center Rep Ed Todd (ed.todd@esc.edu)
Trainor House (on SUNY Old Westbury Campus), 223 Store Hill Road, Old Westbury, NY

For more information and to sign up:

<https://actionnetwork.org/events/4069ec9914b135be44d607a323ed139f440eb679?hash=f306fecc264dc413958c061ed3289d97>

BE SEEN AND BE HEARD!

Would you like to:

Gather with people working toward the same goals?

Shout about what you know is true?

Meet others from across the state?

Get a marching workout?

And most important...make a difference?

You can have it all by getting involved in advocacy!

Sign up for one of these events!





2015 Post-Budget Advocacy Schedule

**Tuesday, May 19 — North Country and Retirees/Veterans
Advocacy Day***

(Campuses include: Potsdam, Canton, and Plattsburgh)

Tuesday, May 28 — Western NY Advocacy Day*

*(Campuses include: Fredonia, Geneseo, Buffalo HSC, Brockport,
Alfred, Buffalo State, Buffalo Center)*

Wed.-Thur., May 20-21 — NYSUT In-District Committee 100

Tuesday, June 2 — Capital District Advocacy Day*

*(Campuses include: Albany, New Paltz, Oneonta, System Admin,
ESC, Delhi, Cobleskill)*

Tuesday, June 9 — Long Island/NYC Advocacy Day*

*(Campuses include: Downstate Medical Center, Old Westbury,
Stony Brook HSC, Optometry, Purchase, Farmingdale,
Stony Brook, and Maritime)*

Wed., June 10 — Central NY Advocacy Day*

*(Campuses include: Cortland, Morrisville, Upstate Medical Univ,
Oswego, Binghamton, ESF, SUNY Polytechnic Institute)*

REGISTRATION IS EASIER THAN EVER!

Register online via the link in the Take Action section
on the UUP home page (www.uupinfo.org).

* Bus transportation will be provided by UUP based on the number
of registered attendees.

(Subject to change)



How can Academics fight workload creep?

Suggestions for chapter-level education campaigns and action

1. Understand the basic principles that apply to academics' professional obligation (the pie analogy)
2. Bring workload issues to the chapter leadership and Labor Relations Specialist
3. Document workload increases
 - a. Begin to keep a log of work done in areas that are subject to workload creep
 - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward
 - c. Note workload increases in your annual report, identifying extra work as such in relation to previous years
4. Take steps to ensure that extra responsibilities/volunteer work does not become part of normal workload expectations
 - a. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through e-mails, letters to Department Chairs, Deans, or other administrators)
 - b. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page
5. Make sure members know that if they are asked to take on extra responsibilities, they can ask for compensation (extra service pay, reduction of duties in a subsequent semester in lieu of taking on extra duties).
6. Make sure members know that academic year appointees are not under obligation during the summer. Develop practical suggestions for ways to handle summer work that may be beyond the person's typical class preparation and research activities normally done during summer months.
7. Workload creep is often experienced individually but is part of a collective problem. Stress the importance of working collectively to address workload issues.

Work with your chapter LRS

Address workload issues in your chapter newsletters/web site articles, after consultation with your LRS and statewide officers

Hold workload workshops run by your LRS (the statewide Academic VP can assist if invited)

For further information contact

Jamie Dangler, UUP Vice President for Academics, jdangler@uupmail.org; 1-800-342-4206



PROFESSIONALS

How can Professionals fight workload creep?

Suggestions from VPP Philippe Abraham for chapter-level education campaigns and action (based on a similar document for academics created by VPA Jamie Dangler)

1. Understand the basic principles that apply to professionals' professional obligation (the pie analogy)
2. Make sure you have a current Performance Program that accurately reflects your professional obligation
3. Bring workload issues to the chapter leadership and Labor Relations Specialist
4. Document workload increases
 - a. Begin to keep a log of work done in areas that are subject to workload creep
 - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward
 - c. Make sure your Performance Program is modified to reflect workload increases, identifying extra work as such in relation to previous years
5. Take steps to ensure that extra responsibilities/volunteer work does not become part of normal workload expectations
 - a. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through e-mails, letters to your immediate supervisor, Directors, or other administrators)
 - b. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page
6. Make sure members know that if they are asked to take on extra responsibilities, they can ask for compensation (promotion to a higher salary level, salary increase, extra service pay, compensatory time in lieu of taking on extra duties).
7. Workload creep is often experienced individually but is part of a collective problem. Stress the importance of working collectively to address workload issues.

Work with your chapter LRS

Address workload issues in your chapter newsletters/web site articles, after consultation with your LRS and statewide officers

Hold workload workshops run by your LRS (the statewide Professional VP can assist if invited)

Committee for Affirmative Action

Submitted by Brenda Henry-Offor



What is affirmative action?

Affirmative action is a United States federal policy that was born of the 1960s Civil Rights Movement. In 1961, President John F. Kennedy coined the term “affirmative action.” It is intended to provide equal opportunities for members of minority groups and women in education and employment. President Kennedy signed into law an Executive Order in 1961. In that order, he directed employers and schools to treat applicants fairly and equally “without regard to race, creed, color, or national origin.” The Executive Order also established the President’s Committee on Equal Employment Opportunity, now known as the Equal Employment Opportunity Commission (EEOC). This order has not been taken seriously by many and 54 years later, there is still an urgent need for affirmative action to be kept alive in the United States on the job and in our schools.

At SUNY Empire State College we must uphold the affirmative action policies. As a faculty member of this college, I am committed to being a part of an Affirmative Action Committee that will help to increase employment and educational opportunities for minorities as well as help to ensure that the workplace is inclusive and welcoming for all employees and students. Dialogue is an important part of keeping the affirmative action policies alive and meaningful. I look forward to being a part of ESC’s Affirmative Action Group and I invite all of my colleagues to join me on this committee that plans to uphold this truth that we believe is still necessary.

If you are interested in joining me for this important work, please email me at bhoffor@gmail.com or contact Pamela Malone at pmalone.uup@gmail.com.

Communications Committee News

Submitted by Alec Meiklejohn



The Communications Committee is looking for article submissions for the ESC Chapter Newsletter and Monthly Bulletins!



Please contact Alec Meiklejohn at Alec.Meiklejohn@esc.edu or Kathy B. Cole at kcole.uup@gmail.com with any questions.

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!

Retiree 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



SUPPORT

ADVOCACY

SUCCESS

ACTIVE

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.

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							
Current		YTD		TAX DATA			
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Vonkers
Regular Pay Salary Employee	3456.78		45,678.90	4	4		
Location Pay	56.78		678.90	2	0		
				TAXES			
				Current		YTD	
				3,456.78		1,234.56	
				45,678.90		34,567.89	
				3,456.78		1,234.56	
				45,678.90		34,567.89	
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS			
Current		YTD		Current		YTD	
Regular Before Tax Health		456.78		34.56		456.78	
Supplemental Ret. Annually Prog.		678.90					
TIAA Retirement Before Tax		56.78					
		1,234.56					

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.

Administrative Professionals' Day

Administrative Professionals Day



"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

The Chapter celebrated and recognized the work of our Chapter Assistants Jane Valetta and Kate Yaddaw in honor of Administrative Professionals Day on April 22nd!



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

New Davis Vision Benefit Enhancement

Ever find yourself wanting or needing special eyeglass lenses, only to hesitate due to the price tag? Good news! Now, UUP members and retirees can get upgraded lenses at a fraction of the retail cost.



As of February 1, 2015, UUP offers a new Davis Vision benefit enhancement that allows selection from an array of lens types – from anti-reflective to “Transitions” – for just the cost of an additional copayment (ranging from \$15 to \$70).

These increased choices and lower costs can really make a difference to the well-being of our members. Complete options and pricing details can be found at

<http://uupinfo.org/benefits/pdf/DavisVisionEnhancement.pdf>

For additional information about all benefits, visit <http://uupinfo.org/benefits>.

Fun Fact: NYSUT MAP Alerts

Did you know that you can receive NYSUT (New York State United Teachers) member benefits updates on programs and services by email and/or text? The Member Alert Program can send “MAP Alerts” approximately once every three weeks to all MAP Alert members. Reminders might include information about programs such as: insurance; financial; legal; and discount, shopping and travel. To sign up, go to <https://www.nysut.org/mbforms/signup.aspx>.

Chapter Food Drive at All College a Banging Success!*

The UUP ESC Chapter organized a food drive for the Wilton Food Pantry collecting a car full of food donations and over \$150 in cash donations!

Special thanks to Jill Evans, who raffled off a snow board and boots and donated the proceeds to the cause, raising almost \$130!



Thank you to all who participated. If you would still like to donate to the Wilton Food Pantry, please visit www.wiltonfoodpantry.org/donate.



*Banging, in snowboarding:
Used when a nice trick was landed
(www.abc-of-snowboarding.com)

Jill Evans (left) with raffle winner Sandra Blackman.
Photo by Mary Beth Litz

UUP Membership & Service Awards

In appreciation and recognition for UUP Membership and Service

Five Years of Service Award

Donna Carey

Center for Distance Learning
UUP ESC Chapter Treasurer

Cindy Rybaltowski

Coordinating Center
UUP ESC Chapter Co-Chair
Safety & Health Committee

Miriam Russell

Center for Distance Learning
UUP ESC Delegate

Mark Soderstrom

School for Graduate Studies
UUP ESC Delegate

Fifteen Years of Service Award

Maureen Kravec

Central New York Center
UUP ESC Center Representative

UUP ESC Chapter Executive Board Meeting: February 13, 2015

Empire State College UUP Chapter Executive Board Meeting February 13, 2015

P. Malone, D. Carey, M. Kravec, H. Gupta, J. Beckham, J. Russell, F. VanderValk, J. Valetta, E. Todd, C. Rybaltowski, M. Forma, M. Russell, M. Seidel, T. Galuski

Adoption of the Agenda

The UUP ESC Chapter Executive Board adopts the agenda. – 1st – Frank, 2nd Jane – motion passed

Chapter Budget

Donna reviewed the budget request proposal and explained changes from last year and specific requests. The EB will approve the budget; it will be posted for membership review and voted at All College.

The UUP ESC Chapter Executive Board approves the 2015-16 chapter budget. – 1st Frank, 2nd John B. – motion passed

Executive Board Motions Requested

1. Resolved that the UUP Empire State College Executive Board approve travel and related expenditures for Labor Management Meetings.
2. Resolved that the UUP Empire State College Executive Board approve travel and related expenditures for Executive Board Meetings.
3. Resolved that the UUP Empire State College Executive Board approve travel and related expenditures for center membership meetings.
4. Resolved that the UUP Empire State College Executive Board approve necessary expenditures for travel by officers on chapter business.
5. Resolved that the UUP Empire State College Executive Board approve expenses related to chapter events at All College in March 2015.
6. Resolved that the UUP Empire State College Executive Board approve routine offices expenditures up to \$250.
7. Resolved that the UUP Empire State College Executive Board approve expenses up to \$1,500 for observers at the delegate assemblies.
8. Resolved that the UUP Empire State College Executive Board approve the renewal of the Survey Monkey subscription of approximately \$250.

Motion to approve the above motions in a single vote – 1st Jane, 2nd Tracy – motion passes

Motion to approve the Executive Board Motions – 1st Himanee, 2nd, Ed – motion passes

Principles to Guide Change at Empire State College

Whereas, the State University of New York exists to serve the greater public good for the people of New York State;

Whereas, United University Professions, a union of over 35,000 employees at the State University of New York, is guided by a set of Founding Principles which include: 1) an opposition to layoffs except for those occasioned by retirement or termination for cause; 2) Steadfast support of the *public* nature of the University, and opposition to proposals that lead to privatization; 3) support for the most vulnerable amongst the membership, namely part-timers and adjuncts; 4) Solidarity with other unions and the labor movement generally speaking;

Whereas, rights regarding the terms and conditions of employment of members of United University Professions are contained in the Agreement between United University Professions and the State of New York;

Whereas, as a pioneer in the field of nontraditional public higher education, the dedicated faculty, professionals, and staff of Empire State College will continue to serve the greater public good by providing “innovative, alternative and flexible approaches to higher education that transform people and communities;”

Whereas, the United University Professions Empire State College Chapter recognizes that changes at college, in administrative structure as well as in academic programs, will and should occur as the college strives to enhance its ability to serve the people of the State of New York and meet the educational needs of our students;

Therefore be it resolved, the United University Professions Empire State College Chapter endorses the following principles to guide change at Empire State College:

1. The mission and core values of the college are respected and preserved, as is our commitment to serve the public good through the provision of an accessible, high quality public education;
2. A process for identifying and researching problems, as they relate to the the mission and core values of the college, and that involves input from entire college community;
3. A review of proposed changes with all affected parties prior to implementation;
4. Implementation of changes does not result in job loss unless by attrition, even if this increases the time frame for implementation;
5. Complete information regarding fiscal constraints on the college is made available to the college community;
6. Changes responding to fiscal constraints are delayed until all other avenues are explored and exhausted; and
7. The members of the United University Professions Empire State College Chapter will:
 - a. Work together to protect those most vulnerable among us and bring matters of injustice to the attention of the chapter leadership;
 - b. Live by the Founding Principles of United University Professions including the recommendation 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;”

Executive Board Meeting Continued from Page 18

- c. In their daily work engage in activities that ensure the rights of UUP members are preserved.

Motion - *The UUP ESC Chapter Executive Board adopts Principles to Guide Change at Empire State College.* 1st Maureen, 2nd Miriam - passed

AA Restructure/Changes to Faculty Chairs/AOS Conveners roles update

Pamela provided the following updates based on information from the February LM meeting:

- SUNY Excel – in the Governor’s budget plan and calls for performance based funding as well as withholding of 10% of budget until each SUNY school presents a performance matrix
- Facilities and Leases – very little concrete information; all locations are being reviewed; considerations include economic impact in communities, ability to share space with other SUNY’s.
- Academic Affairs - the upper management reorganization chart was shared showing new dean and vice-provost positions. National searches are underway for several positions. Tom M. will attend the next EB meeting to discuss changes. There is much confusion regarding faculty chair roles, however release time was maintained. The stipend from the pilot job description for the AOS conveners is in place. Information must be gathered on any changes these changes have on terms and conditions.

Salary Analysis and data anomalies

Pamela shared information on the following:

- Tom Grunfeld is willing to work on a salary analysis, i.e. comparison
- Jane will assist with data
- Center reps need to continue to reduce fee payer numbers so data are not skewed
- The Exec Board will review findings and decide next steps

Know Your Rights Campaign

- Stay on top of emails
- Workshop provided by Maureen at All-College
- Planning a mid-March launch for April publicity
- Online training series
- Please give feedback to Pamela

Outreach

Important Resources:

- <https://www.budget.ny.gov/> for the governor’s budget
- www.uupinfo.org for information on UUP’s response and alternatives
- Look under “legislation” for legislative agenda, Vote/Cope brochure, Advocacy brochures and palm cards
- Important Dates:
- February 25: HSC Advocacy Day
- February 26: Student/Faculty Joint Higher Education Advocacy Day. Please plan on attending and bringing at least one student!

We need to build our network. ESC is ideally poised to be the most effective chapter in terms of our advocacy. What do we need?

- Non-EDU email addresses
- Members, members, members. Advocacy is an ideal membership development tool. New activists can contribute minimal time, get to know the process, and have a big impact.
- Involvement of the chapter EB. Not a lot of us are working in this area. Each of us, as chapter leaders, must plan on visiting our legislators at least once during the session.

Executive Board Meeting Continued from Page 19**All College Events**

Mark your calendars for an in person Executive Board meeting in the afternoon on **Tuesday, March 24 in Saratoga**. We are working to invite governance leaders to this meeting.

- Member Events at all College (**41 responses so far**)
- Wednesday, March 25
 - Contractual and Statutory Provisions Useful in Times of Change Workshop by Maureen from 9 to 1030 (22 signed up so far)
 - Pre-Retirement Workshop by Walter Apple from UUP from 1030 to noon (30 signed up so far)
 - Lunch (36 signed up so far)
- Thursday, March 26
 - Membership Meeting 815-915 (34 signed up so far)
 - Hospitality Suite—**watch for the schedule to volunteer**

Motion to adjourn

Respectfully submitted, Jane Cudmore

Minutes approved by Executive Board March 24, 2015

Upcoming Events

Visit our website for these and other upcoming events:

www.uupescchapter.com

- ❖ Labor Management Meeting May 13 at 2:00 pm
- ❖ Common Sense Economics May 21 from 5:00 pm – 8:00 pm
- ❖ Center Reps/Committee Chairs Conf. Call May 25 at 11:00 am
- ❖ Officers Conference Call June 3 at 3:00 pm

UUP ESC Annual Membership Meeting - March 25, 2015

UUP Empire State College Chapter Annual Membership Meeting Saratoga Springs, NY March 25, 2015

Call to order: 8:20 am

Introductions

Officers and Officers-elect, other members of the Executive Board, Chapter Assistant Jane Valetta, Labor Relations Specialist Maureen Seidel and NYSUT Field Organizer for Higher Education Nicki Richardson were introduced.

Announcements/Information on Handouts

- Pamela has been named co-chair of UUP's Outreach Committee
- ESC is uniquely poised to strengthen UUP's advocacy efforts across the state
- UUP President Fred Kowal has charged the Outreach Committee, and all UUP members across the state, to build an "army of activists" and our chapter is going to start here.
- Please fill out contact info sheet.
- Please text NYSUT to 38470 to get advocacy updates.
- Download the NYSUT MAC app to your smartphone to fax legislators from your phone.
- Fill out the postcard and it will be delivered to your legislator
- Please contribute to Vote Cope
- Please check on your contact sheet in which areas you would like to volunteer.
- We will draw for gift cards for those who fill out the contact sheet, download or text, volunteer for a committee, and if you sign up for outreach please get a tee shirt and you will be entered into a drawing for UUP items.
- Email Pamela or Legislative Representative John Valetta for more information.

Chapter Budget

Treasurer Donna Carey presented and reviewed the annual chapter budget request and answered questions. A motion was made to accept the budget by Frieda Mendelsohn, seconded by Elana Michaelson and passed by the body.

Service Awards

The following members were given UUP Awards for Service with congratulations from the body:

- 5 years – Donna Carey, Miriam Russell, Cindy Rybaltowski, Mark Soderstrom
- 15 years – Maureen Kravec

President's Report--Highlights

- Reminder: If you are unsure who you should ask, come to your union representatives—your center rep or chapter officer. Your union gives advice based on your needs and rights.
- Regarding the reorganization of Academic Affairs and the role of faculty chairs, AOS conveners and Area of Study Coordinators: Please keep both the union and your governance representatives informed of what is happening. Regarding evaluation procedures for faculty, remember that there are contractual provisions that may apply, and that the procedures for evaluating academics are in the negotiated section of the Faculty Handbook. It cannot be changed unless negotiated and please do not let management pick and choose who they ask about possible changes. They must come to the chapter.

UUP ESC Annual Membership Meeting Continued from Page 14

- Workload is a mandatory subject of bargaining and management cannot substantially add to your workload without negotiation. Vacancy gaps, decreased staffing, asking us to do more with less. We have a mechanism to deal with that. Come to your union!
- If management decides to relocate an employee, they will have to pay for relocation expenses. If that is a concern or you have been told this may or will happen to you, please come to us!
- Remember that your contractual rights are negotiated for you by UUP and agreed to by NYS. Workload and compensation are two mandatory subjects of bargaining that were determined mandatory by the NYS Public Employees Relations Board. These are not at the college or SUNY level—these are rights you have at the state level.

The following questions were discussed:

- Can management mandate teaching online? – Yes
- What is the process for changing anything in the negotiated section of our handbooks regarding evaluations? – The Labor Relations Specialist is monitoring the changing situation closely and will inform the Chapter when the time is right. Authority to negotiate will be obtained and a committee will be formed.
- Can new requirements for scholarship be applied to someone who is close to tenure? – This will be discussed at Labor/Management meetings, though the Provost has stated on multiple occasions that those who are already on the path will not be held to new standards. Anyone with concerns should speak with their union rep. The bottom line is that what is in the Faculty Handbook is the policy until it's changed.

Adjourned: 9:25 am

UUP ESC Annual Membership Meeting Continued from Page 22

2015-16 BUDGET REQUEST FORM

(In addition to annual allocations)

NAME OF CHAPTER Empire State8/31/2015 Chapter Cash Balance (Anticipated) \$20,000

Rectangular Snip

Note: Normal Annual Allocation = (# bargaining unit members * \$14) + \$1,500

ESTIMATED ANNUAL REVENUE	Gross September Transmittal	\$5,856	
	Gross January Transmittal	\$4,856	
	Gross April Transmittal	\$7,784	
	Interest Earned	\$0	
	Reimbursements	\$0	
	Other (Explain)	\$0	
	Total Estimated Revenue		\$18,496

ESTIMATED ANNUAL EXPENDITURES	Membership/Chptr Committee Meetings	\$11,350	
	Executive Board Meetings	\$5,000	
	Outreach Expenses	\$0	
	Grievance Expenses	\$500	
	Office Expenses	\$1,200	
	Printing/Duplicating	\$0	
	Newsletter/Publications	\$11,700	
	Telephone/Internet/Website Expenses	\$280	
	Postage/Shipping	\$1,300	
	Bank Charges	\$0	
	Workshop Expenses	\$0	
	Equipment/Furniture	\$0	
	Chapter Release Time Support	\$6,351	
	Chapter Assistant Add'l Hours	\$4,943	
	Other (Agency Fee Expenditures)	\$0	
	Other (Explain)	\$9,500	
	Total Estimated Expenditures		\$52,124

OVERAGE (SHORTFALL) (\$13,628)

The amount of shortfall, if any, should be your Supplemental Allocation Request

Requests for supplemental allocation funding should accompany this chapter budget form. All supplemental allocation funding requests will be presented to the Finance Committee for final approval.

It is recommended that agency fee expenditures not exceed 5% of the normal chapter allocations.

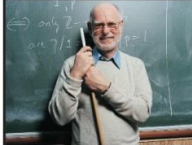
The recommended amount for the 2015-16 fiscal year is \$924.80

RETAIN ONE COPY FOR YOUR FILES

Chapter President or Treasurer

Date of chapter budget vote: _____

Results of chapter budget vote: In favor _____ Opposed _____ Abstained _____



Benefits that matter to you!

Membership in NYSUT allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits.

These endorsed programs include crucial products that the majority of NYSUT members already purchase:

- Homeowners Insurance
- Auto Insurance
- Legal & Financial Services
- Life Insurance
- Shopping & Travel Programs

To learn more about Member Benefits-endorsed programs & services, visit **memberbenefits.nysut.org** or call **800-626-8101**.

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



For more than 30 years, the NYSUT Education & Learning Trust has been offering professional development programs created with the NYSUT member in mind -- providing an extensive online inventory with studies to fit your busy schedule.

The Education & Learning Trust offers online, VESi or in-classroom courses for graduate, undergraduate and in-service credit. Professional development training is available for public education issues such as:

- School Quality
- Student Achievement
- Achievement Gaps
- Teacher Retention
- Special Education
- Cultural Diversity
- Classroom Management
- And Much More

To learn more about ELT programs available and/or register online, visit **nysut.org/inspire** or call **800-528-6208**.





2015 Dependent Care Advantage Account

If you are a state employee in an executive branch agency represented by CSEA, PEF, Council 82, NYSCOPBA, DC-37, GSEU, or UUP, or designated M/C and experience an eligible Change in Status event, then you may be able to enroll! The following is a list of eligible changes in status:

- Marriage
- Separation or Divorce
- Death (Spouse or Dependent)
- Birth or Adoption
- Beginning or End of Employment (Employee or Spouse)
- Dependent Disability
- Change in Care Provider (including summer day camp)
- From Full-time to Part-time Employment or Vice Versa (Employee or Spouse)
- Beginning of or Return from Leave of Absence (Employee or Spouse)
- Change in Custody of Dependent
- Change in Rate Paid (Provider-Initiated)

NYS Bargaining Units Eligible to Participate in DCAA

**CSEA • PEF
Council 82 • NYSCOPBA
M/C • DC-37 • GSEU • UUP**

Bargaining Units Also Eligible for Employer Contribution

**CSEA (02, 03, 04, & 47) • PEF (05) • UUP (08)
Council 82 (61, 91) • NYSCOPBA (01, 21)
GSEU (28) • DC-37 (67) • M/C (06, 13, 18, 46)**



DCAAccount EMPLOYER CONTRIBUTION

Great news for employees who have to pay child care, elder care, or disabled care expenses in order to work! The Employer Contribution for the Dependent Care Advantage Account program is available to employees represented by the bargaining units listed above.



<u>If Your Salary Is...</u>	<u>The Employer Contribution Is...</u>
Over \$70,000	\$300
\$60,001-\$70,000	\$400
\$50,001-\$60,000	\$500
\$40,001-\$50,000	\$600
\$30,001-\$40,000	\$700
Up to \$30,000	\$800
GSEU Employees only (regardless of salary)	\$600

Have Questions? Call or write to us.

www.flexspend.ny.gov 1-800-358-7202 (press 2)

The Flex Spending Account is sponsored by the Work-Life Services Advisory Board and the Joint Labor-Management Committees on Health Benefits, the Governor's Office of Employee Relations, the Civil Service Employees Association, Public Employees Federation, United University Professions, NYS Correctional Officers & Police Benevolent Association, Inc., Council 82, District Council 87, Police Benevolent Association, New York Police Investigators Association, and the Graduate Student Employees Union.

The Dependent Care Advantage Account

The Dependent Care Advantage Account and Summer Day Camp for 2015

Questions and Answers for
NYS Bargaining Units Eligible to Participate in DCAA
CSEA • PEF • Council 82 • NYSCOPBA

M/C • DC-37 • GSEU • UUP
and

Bargaining Units Also Eligible for Employer Contribution
CSEA (02, 03, 04, & 47) • PEF (05) • UUP (08) • Council 82 (61, 91)
NYSCOPBA (01, 21) • GSEU (28) • DC 37 (67) • M/C (06, 13, 18, 46)

The Dependent Care Advantage Account (DCAAccount) is a negotiated State employee benefit that allows you to set aside up to \$5,000 in pre-tax salary to pay for child, elder, or disabled dependent care expenses. Please refer to the enrollment book for complete program details. Call 1-800-358-7202 (press 2) or visit our web site at www.flexspend.ny.gov.

Is it true that New York State will help me pay for summer day camp when I enroll in the Dependent Care Advantage Account?

Yes, if you are a State employee in an executive branch agency represented by a participating bargaining unit, then you are eligible for an Employer Contribution when you enroll in the Dependent Care Advantage Account for summer day camp. Enrolling in the DCAAccount does not automatically enroll New York State employees in a summer day camp program.

How much is the Employer Contribution for 2015?

The contribution from New York State depends on your annual salary as follows:

2015 Employer Contribution Rates

<u>If Your Salary Is...</u>	<u>The Employer Contribution Is...</u>
Over \$70,000	\$300
\$60,001-\$70,000	\$400
\$50,001-\$60,000	\$500
\$40,001-\$50,000	\$600
\$30,001-\$40,000	\$700
Up to \$30,000	\$800
GSEU Employees only (regardless of salary)	\$600

*The Dependent Care Advantage Account Continued from Page 26****I thought the open enrollment period was over. How can I enroll in the Dependent Care Advantage Account now?***

The open enrollment period is over. But, if your child care expenses will go up because you send your child to summer day camp in order to work, then that is an eligible Change in Status that allows you to enroll mid-year.

What do you mean by a Change in Status?

Please read the Change in Status information in the Enrollment booklet or log onto the web site at www.flexspend.ny.gov. You will see a list of changes allowed by the IRS regulations. Sending your child to day camp probably means you are changing your care provider for the summer or changing the rate you pay for care. Either of these reasons qualifies as a Change in Status that will permit you to enroll now, even though the open enrollment period is over.

Now that I plan to send my child to day camp, when should I enroll in the Dependent Care Advantage Account?

As soon as you make summer camp arrangements, you can enroll with the Change in Status application. Your payroll deductions will begin within two pay periods. You will receive a confirmation letter stating the amount of the bi-weekly deduction and when it will take effect. Don't delay—we must receive your application *before* camp begins if you want to claim expenses beginning with the first day of camp. You can submit an online Change in Status form at www.flexspend.ny.gov or by calling 1-800-358-7202 (press 1).

What about overnight camp?

Sorry, the IRS regulations permit day camp expenses only. And your child must be under the age of 13.

How do I save money using the Dependent Care Advantage Account for summer day camp? You will save federal, state, and social security taxes on the money you set aside from your salary to pay for day camp. The savings can add up to as much as 42 cents of every dollar, depending on your tax situation. Calculate the total cost for camp and a pro-rated amount will be deducted from your bi-weekly paychecks until you reach the total you elected to set aside.

Will I have any new tax reporting responsibilities?

Yes. If you participate in the Dependent Care Advantage Account in 2015, your DCAAccount contributions will appear in Box 10 on your W-2 form. You **MUST** complete IRS Form 2441 when you file your income tax returns for 2015. Complete this form even if you enrolled for only the Employer Contribution.

Where do my deductions go?

Your DCAAccount pre-tax deductions will be set up in a reimbursement account for you and will accumulate until you send in claims for reimbursement. You can always check the status of your account by logging into our secure web site at www.flexspend.ny.gov or by calling 1-800-358-7202 (Option 1).

*The Dependent Care Advantage Account Continued from Page 27****How do I get my pre-tax salary deductions back?***

Submit a reimbursement claim form on a weekly or bi-weekly basis after your child begins attending day camp. Reimbursement claim forms can be submitted online, mailed to the address printed on the form, or faxed toll-free to the number that is printed on the form. Since the DCAAccount is a reimbursement account, you can be reimbursed only after services are provided.

How long does it take to get reimbursed with my pre-tax dollars?

Reimbursement can be very quick. Submit your reimbursement request online or fax the reimbursement claim form instead of mailing it and you will reduce the processing time. You can also have your reimbursement directly deposited to your savings or checking account by filling out the Rapid Access Check Express (RACE) form. If you choose to have a check mailed to you, it will take longer to get your reimbursement than if you use the direct deposit option.

I am eligible for an Employer Contribution. When will the Employer Contribution be deposited in my account?

After you enroll in the DCAAccount, the Employer Contribution will be deposited in your DCAAccount before your first payroll deduction is taken.

I know that I will be paying \$800 for Summer Day Camp and I am eligible for a \$300 Employer Contribution. I want to take full advantage of the tax savings. What amount do I put on the form?

Put the total amount you have to pay for Summer Day Camp—using this example, you would fill in \$800. When we process your form, we will adjust your bi-weekly deduction by the amount of the Employer Contribution.

My spouse is also a state employee and is represented by CSEA. May we both enroll in the DCAAccount and receive the Employer Contribution?

Certainly—each of you must fill out a separate enrollment form and you may divide your child care costs between you. This is a negotiated employee benefit, and the State and the unions want you to take full advantage of the savings this program has to offer.

**IMPORTANT ENROLLMENT
INFORMATION**

What if I only want the Employer Contribution and don't want any pre-tax deductions taken from my paycheck?

You can enroll just for the Employer Contribution if you wish.

www.flexspend.ny.gov

1-800-358-7202 (PRESS 2)

UUP ESC Chapter Election Results : March 2015

UNITED UNIVERSITY PROFESSIONS OFFICIAL 2015 ELECTION REPORT

Empire State: 40828

SUMMARY PAGE

<u>DEC. 31, 2014</u>	• Membership certification date.
<u>JAN. 09, 2015</u>	• Date notice of election and call for nominations mailed to home address of chapter members.
<u>FEB. 04, 2015</u>	• Date nominations closed.
<u>FEB. 20, 2015</u>	• Date ballots were mailed to home addresses of chapter members.
<u>MAR. 18, 2015</u>	• Date ballots were due at the UUP Administrative Office in Albany.
<u>MAR. 20, 2015</u>	• Date ballots were counted.

ACADEMIC RETURNS

<u>139</u>	• Number of Academic Control Envelopes:
<u>0</u>	• Number of INVALID control envelopes and reasons invalid:
<u>0</u>	• Non-eligible voter.
<u>0</u>	• Other: _____
<u>139</u>	• Number of valid control envelopes.
<u>1</u>	• Number of INVALID ballots and reasons invalid.
<u>0</u>	• Not in sealed inner envelope (secrecy compromised).
<u>1</u>	• Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
<u>0</u>	• Other: _____
<u>0</u>	• Number of blank ballots
<u>138</u>	• Number of valid ballots.

PROFESSIONAL RETURNS

<u>78</u>	• Number of Professional Control Envelopes:
<u>1</u>	• Number of INVALID control envelopes and reasons invalid:
<u>0</u>	• Non-eligible voter.
<u>1</u>	• Other: <u>Received from an Agency Fee Payer</u>
<u>77</u>	• Number of valid control envelopes.
<u>2</u>	• Number of INVALID ballots and reasons invalid.
<u>2</u>	• Not in sealed inner envelope (secrecy compromised).
<u>0</u>	• Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
<u>0</u>	• Other: _____
<u>1</u>	• Number of blank ballots
<u>74</u>	• Number of valid ballots.

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. **The term of office for each position is from June 1, 2015 through: May 31, 2017.**

SIGNATURES ON FILE

David H. Kreh & Jeanne L. Galbraith
Co-Chair, Elections and Credentials Committee

SIGNATURE ON FILE

Eileen Landy
Secretary

Date: **MARCH 20, 2015** Tellers: List of Tellers on File. No teller worked on his/her Chapter's elections.

UUP ESC Chapter Election results: March 2015 Continued from Page 29

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2015 ELECTION REPORT
EMPIRE STATE COLLEGE CHAPTER
(40828)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.

* = NO ONE ELECTED — Call the Co-Chairs of the Elections and Credentials Committee.

PRESIDENT AND DELEGATE

Candidate	Total	Rank
MALONE, PAMELA J	160	X
BERGER, JACQUALINE	7	
LAWLESS, JOHN	1	
ADLER, MOSHE	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Rank
WELLS, RICHARD R.	102	X
GILBERT, JAY	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Rank
PUSKAS, DAVID A.	47	X
JONES, REYNOLDS	1	

SECRETARY

Candidate	Total	Rank
CUDMORE, JANE E	150	X

TREASURER

Candidate	Total	Rank
CAREY, DONNA M	155	X

OFFICER FOR CONTINGENTS

Candidate	Total	Rank
KOLISNYK, MARY H	143	X

ACADEMIC DELEGATE

Candidate	Total	Rank
GUPTA-CARLSON, HIMANEE	81	1
WELLS, RICHARD R.	80	2
HENRY-OFFOR, BRENDA M	76	3

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2015 through May 31, 2017.

Signature on File
David H. Krah, Jeanne L. Galbraith
Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landy
Secretary

Tellers: List of Tellers on file. No teller worked on his/her Chapter's elections.

Date: March 20, 2015

UUP ESC Chapter Election results: March 2015 Continued from Page 30

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2015 ELECTION REPORT
EMPIRE STATE COLLEGE CHAPTER
(40828)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.
* = NO ONE ELECTED — Call the Co-Chairs of the Elections and Credentials Committee.

BERGER, JACQUALINE G	76	4
RUSSELL, JASON A	75	5
REMES, JACOB	73	6
GILBERT, JAY	72	7
KNOWLES, MARTIN J	66	8
SZYMANSKI, SHARON	9	9
TEPPER, BARBARA	7	10
SPAULDING, KATHERINE	6	11
FLYNN, STEPHEN	5	12
KRAVEC, MAUREEN	3	13
VANDER VALK, FRANCIS	3	14
SCHMIDT, MATTHEW	2	15
LAWLESS, JOHN	1	16
BECKER, ANN	1	17
GALUSKI, TRACY	1	18
ADLER, MOSHE	1	19
McMahon, James	Ineligible	1 N/A

PROFESSIONAL DELEGATE

Candidate	Total	Rank
DELBIDGE, KRISTINA G	28	1
COSTA, ANTHONY J	22	2
HUGHES, JOHN	21	3
PERILLI, ROBERT M	20	4
JONES, REYNOLDS C	19	5
MALONE, PAMELA J	18	6
PAINE, MICHELLE	16	7
MCMAHON, JAMES A	16	8
VALETTA, JOHN W	12	9
PUSKAS, DAVID A	10	10
MEIKLE, JOHN, K ALEC	8	11
HAINES, JOYCE M	2	12
CAREY, DONNA	1	13

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2015 through May 31, 2017.

Signature on File
David H. Kreh Joanne L. Galbraith
Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landy
Secretary

Tellers: List of Tellers on file. No teller worked on his/her Chapter's elections.

UUP ESC Chapter Election results: March 2015 Continued from Page 31

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2015 ELECTION REPORT
EMPIRE STATE COLLEGE CHAPTER
(40828)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.
* = NO ONE ELECTED — Call the Co-Chairs of the Elections and Credentials Committee.

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - CENTER FOR DISTANCE LEARNING**

Candidate	Total	Rank
GUPTA-CARLSON, HIMANEE	45	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - CENTRAL NEW YORK CENTER**

Candidate	Total	Rank
COLEMAN, SHERYL Ineligible	5	N/A
KRAVEC, MAUREEN	1	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - COORDINATING CENTER**

Candidate	Total	Rank
PAINE, MICHELLE	30	X
COLEMAN, SHERYL	1	

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - HARRY VAN ARSDALE JR. CENTER FOR LABOR
STUDIES**

Candidate	Total	Rank
SZYMANSKI, SHARON K	15	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - HUDSON VALLEY CENTER**

Candidate	Total	Rank
KNOWLES, MARTIN J	11	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - LONG ISLAND CENTER**

Candidate	Total	Rank
SCHMIDT, MATTHEW	3	X

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UUP ESC Chapter Election results: March 2015 Continued from Page 32

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**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - METROPOLITAN CENTER**

Candidate	Total	Rank
BONFIGLIO, GENNARO	19	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - NIAGARA FRONTIER CENTER**

Candidate	Total	Rank
CUDMORE, JANE E	4	X
BERGER, JACQUALINE	1	

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - NORTHEAST CENTER**

Candidate	Total	Rank
ENGLISH, RALPH	1	X
WEDDERBURN, NADINE	Ineligible 1	N/A
JONES, REYNOLDS	Ineligible 1	N/A

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - SCHOOL FOR GRADUATE STUDIES**

Candidate	Total	Rank
RUSSELL, JASON A	9	X

**CENTER REPRESENTATIVE TO CHAPTER EXECUTIVE
BOARD - CENTER FOR NURSING**

Candidate	Total	Rank
ZANNI, KAREN L	5	X

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Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landy
Secretary

Tellers: List of Tally on file. No teller worked on his/her Chapter's elections.

Date: March 20, 2015

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New Telephone Number

Effective Date Of Change

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CONNECT With Your Chapter!



EMPIRE STATE COLLEGE CHAPTER

Chapter Office Location:

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Saratoga Springs, NY 12866

Hours:

Monday - Friday 10:00am - 1:00pm

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(518) 580-4094 or Ext. 2571

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We're on the Web!

www.uupescchapter.com

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UUP ESC Chapter's Purpose

Scripted from our Chapter Bylaws:

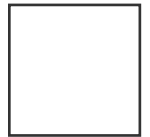
The purpose of the ESC Chapter shall be:

- 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.



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



Recipient Name

Street Address

City, State Zip Code