

UUP ESC NEWS: EXCELLENCE IN UNITY

June 2015 Bulletin

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Vice President for Professionals

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STATE UNIVERSITY OF NEW YORK



EMPIRE STATE
COLLEGE

President's Message

Dear Members,

Welcome to the first edition of the *Excellence in Unity* Bulletin! This monthly bulletin of our newsletter will transform my previous “chapter updates” emails and will provide you with important and timely information.

Thank you to our Chapter Communications Committee for all of their hard work gathering this information for you and setting up a schedule for regular communications with the membership!

As you know, our contract will expire in about a year, and UUP is already making preparations. Vice President for Professionals Philippe Abraham has been named our next Chief Negotiator. For those of you who do not know Philippe, he has many years of experience in UUP and is an incredibly strong advocate for our members. We are fortunate to have such a leader for our next round of contract negotiations!

I learned a few things about negotiations when I served on the last team. First, it's a lot harder and more complex than it appears! Most importantly, however, is that the power of our team, and the power of our union, lies with our membership. Information gathering for upcoming negotiations will begin this fall, with campus visits, a member survey and more. I know that the input from the members plays a role from start to finish in the negotiations process. Believe me, your input is valued, important and necessary! Please participate and stay involved in the process!

With five terms, high workload, and with all of the planned and enacted changes, it's hard to imagine a “quiet” time at Empire State College. I do hope you will be able to take a breath and enjoy time with family and friends this summer before the flurry of the fall semester.

And we need something else, too. In the last two years UUP has become stronger than ever in our advocacy for SUNY funding, public education, and the public good. There is only one way that we can continue: we need more advocates. In the coming months, you will

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hear about the many ways to get involved—from your center rep, in these bulletins, via email. I am asking every member to donate one day to advocacy each year.

Although the state budget has passed, there are several key post-budget issues that need to be addressed by our legislators, including language for a true maintenance of effort for SUNY funding. There was “maintenance of effort” language in the rational tuition plan that increased tuition for our students every year for five years. However, the “maintenance of effort” did not include contractual, energy and other inflationary increases. Rising tuition was supposed to be invested in student academic programs, services and faculty but was instead used by the campuses to pay mandatory costs. UUP is advocating for a true maintenance of effort in SUNY funding.

The post-budget advocacy agenda also includes the need for transparency and accountability through better Freedom of Information legislation, support for a full time faculty and professional staff endowment, and support for SUNY hospitals.

All of the information on our legislative agenda and ways you can become involved is available on the UUP website at www.uupinfo.org and click on “legislation.” There are two advocacy days left on June 9 and 10! You can sign up for them here:

<https://uuphost.org/myuup/Registration/ADVOCACY/RegForm.php>

Still have questions about advocacy? Here are answers to some FAQs:

<http://uupinfo.org/legislation/faq.php>

You hear from me at every turn how important it is to become involved. Our chapter is ready to take more steps into our future, and let’s take them all together.

In solidarity,



“All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.”

Martin Luther King Jr.

From Vice President for Professionals David Puskas

Colleagues –

I would like to start out by saying how honored I am to be able to serve you as the Vice President for Professional Employees. Over the last six years as Grievance Chair I've had the opportunity to assist many of you around a variety of issues, and I look forward now to focusing my efforts on the concerns of Professional Employees across the College.

I would like to welcome Tina Ungeheuer, who as of May 11th is our Chapter's new Grievance Chair. Tina's appointment was heartily approved by our Executive Board, and I will soon assist in transitioning her into her new role with the assistance of our Labor Relations Specialist, Maureen Seidel. Maureen is an invaluable resource to our Chapter, and to the work of the Grievance Chair in particular, and I would like to thank Maureen for all the work she's done for me over the last six years, and for the continuing support she'll provide to Tina.

Another thank-you should go out to Reynolds Jones for providing his leadership to the Chapter; as he steps down and I step up, I am aware that I have very large shoes to fill! His support for colleagues both locally at ESC and at the state-wide level in UUP is much appreciated.

I will shortly be engaging with our Chapter's Professional Concerns Committee, a committee of and by Professional Employees of our college community that works to identify issues, discuss opportunities, and formulate agendas around bettering our working conditions. If you are interested in serving on that committee, please send your name to me via email.

As our College moves into the next phase of ESC 2.0 restructuring, I would like to call your attention to the document titled “operations_consultants_charge” (or “Advisory Role for ESC 2.0 May2015”) in the Message from the President Exchange article on June 1. In particular, item #4 in the Action Plan calls for requesting performance programs from the Office of Human Resources. Professional Employees should have accurate, up-to-date performance programs on file. If you do not, please let us know! In the best of circumstances it is important to have this document in place; during this transition, it is imperative. If you do not have an accurate, up-to-date performance program, CONTACT US. If you have not had your performance evaluation done on time, CONTACT US. If you have ANY questions or concerns about your program or the evaluation process, CONTACT US.

On that note - please do not hesitate to contact me at David.Puskas@esc.edu or at dpuskas.uup@gmail.com if you need any kind of assistance that our Union may provide. Please let us know how we can serve you best.

Highest Regards, and In Solidarity,

Dave Puskas

“Common Sense Economics” Program a Huge Success!

UUP website: <http://uupinfo.org/communications/uupdate/1415/150521.php>

Working families will never have economic equality until New York adopts a progressive tax structure. That was one of many messages delivered May 21 during an AFL-CIO “Common Sense Economics” presentation at Empire State College in Saratoga. Hosted by the Empire State College Chapter of UUP and presented by the Saratoga Area Labor Council, the event—simulcast to seven ESC locations statewide—is designed to raise awareness about income inequality and to build a network of citizens ready to fight for economic policies that work for all Americans.

UUP President Fred Kowal was guest speaker for the program. He cited a few of the hard-fought gains UUP achieved this legislative session, but warned that the challenges posed by ill-conceived economic policies—such as the 2 percent cap on school taxes—will continue to take a toll on working families. “No matter how hard we work to improve the lives of New Yorkers, we must realize that we’re only nibbling around the edges. Because the reality is, New York’s tax system is grossly regressive,” Kowal said. “Labor has to change the game so that everyone has a fair chance to get a good public education and an accessible, affordable public higher education. This is an issue that can unite us all.”

Kowal’s comments set the tone for the AFL-CIO’s Common Sense Economic program, which uses its area labor federations to train local labor council leaders—who, in turn, develop a network of activists. The Capital District Area Labor Federation was a partner in the Saratoga presentation. Saratoga Area Labor Council President Walt Lynds, Capital District ALF field organizer Will Hayward and CSEA Local 1000 labor education specialist Patty McArdle were the presenters.



Building a network of activists:

ESC Chapter President Pamela Malone, above, said the program provided UUP members, labor leaders and advocates the information they need “to play a role in changing the economy for the better.” “We have an opportunity to stand united with labor and social justice advocates in our communities across the state,” she added. “Please share what you’ve learned with your colleagues, family and friends.”

Malone urged everyone to “start here, start now” by downloading the NYSUT MAC app on their smartphones and signing up for text updates (text UUP to 235246 for AFL-CIO updates and text NYSUT to 38470 for NYSUT alerts). She also encouraged them to sign up for UUP Regional Advocacy Days, set for June 2, June 9 and June 10 at the Legislative Office Building in Albany.

“We *can* participate in a movement to reduce income inequality, to strengthen our economy, and to promote fairness in our society,” Malone said. “We *can* engage others in the process and work together. We *can* unite our voices and our actions and make a difference.”

More than 25 people attended the Saratoga presentation; dozens more participated via webcast at ESC centers in Cheektowaga, Rochester, East Syracuse, Latham, Hartsdale, Manhattan and Old Westbury.

'Corporatization of the University'

Submitted by Mary Helen Kolisnyk, Ph.D.

The 'corporatization of the university' is a phrase being used lately to describe some of the troubling trends in college administration across the country. It refers, basically, to the ways in which college administrators – presidents, provosts and other decision-makers at the university who are not faculty – are responding to the fiscal situation that confronts all of us: the diminishment of public funding for higher ed. It's interesting to consider how and whether corporatization is a problem for ESC, which is subject to some distinct pressures as a state school.

So, how are college administrators responding? Many people are aware of increasing tuition costs as a way to make up for shortfalls, but when you look at what colleges nationwide are 'investing' this increased tuition in, that sense begins to dissolve. Growing the ranks of administrators on college payrolls, often with outsized salaries? Slashing investment in instruction with over-reliance on contingent faculty? Buying up more real estate, and marketing campuses with 'luxury facilities?' These don't jibe with the presumed need to making up for diminished state and federal funding by charging students more.

But these choices do influence how the public at large see the university, what students believe they can get out of it, and what professors provide for students. And all of this is changing the original mission of the university, which for centuries was to provide a space for free and rigorous inquiry into the forces that compose society, into a competition for a client base and for wealthy donors. The university has always been a place to explore how societies work, and how we can achieve more; that mission is now at risk due to the market-driven thinking that dominates amongst private college administrations – and state schools are not protected from the forces that are effecting those changes.

The labor community at large is following these developments. The Labor and Employment Committee of the National Lawyers Guild (New York Chapter) sponsored a series of discussions on the corporatization of the university on April 10 at NYU Law School. Speakers included grad students, professors, labor lawyers and labor activists, and all offered insights on responding to the tactics that administrators are bringing to bear on students, workers and the public. I attended with a view to better understanding how universities are working now to make it harder, not easier, to get a good education.

The discussion ranged across large issues such as the socially and personally impoverishing effects of student debt, and specific issues such the challenges of organizing academics or maintaining a local once it is established. As you might guess, many of these issues are more pronounced for private colleges. But as a publicly funded college with union representation, it makes sense for us to be informed and aware of these trends. Below are just a few observations of note from the panels that are relevant to everyone; I've also included some links at the end of the article for further reading.

1. According to SEIU (which published data compiled around the country), colleges and universities nationwide spend less than 1/3 of their revenue on instruction (that is, faculty salaries). And, 25% of the families of part-time faculty are enrolled in some form of public assistance. That means that taxpayers are subsidizing the institutions that refuse to invest in instruction. See <http://seiufacultyforward.org/wp-content/uploads/2015/03/Professors-in-Poverty-Factsheet.pdf>
2. A 'flexible workforce' is an administrative code-phrase for sustained use of contingent faculty and staff – workers who are cheap, and easy to replace. One presenter wondered whether the increasing need for this flexibility might actually (temporarily) drive up wages for contingents and adjuncts, without offering any prospect for improved job security.

“Corporatization of the University” Continued from Page 5

3. Union members need to see themselves as stakeholders in their institutions, and being advocating for a place on boards of trustees. Here's a recent incident showing trustees' influence. The Board of Governors of UNC (a state school, and one of the oldest universities in the country), recently decided close its law school's Center on Poverty, Work and Opportunity, saying its work was too political. Here is the AAUP's take on that closure: <http://www.aaup.org/povertycenter>

The one point of agreement amongst all speakers was that a collective response – organizing – is essential to countering the influences that are pulling higher ed away from its mission.

FURTHER READING:

For some insight into how colleges and universities are using their revenue, see Kevin Carey on the evolution of George Washington University “How to Raise a University’s Profile: Pricing and Packaging” *New York Times* Feb 6 2015 <http://www.nytimes.com/2015/02/08/education/edlife/how-to-raise-a-universitys-profile-pricing-and-packaging.html>

For info on the ways that student debt affects all of us, see Robert Hiltonsmith, analyst at Demos <http://www.demos.org/news/real-student-loan-crisis>

For an account of why admissions to graduate schools remain high even though there are few academic jobs available, see Marc Bousquet, “The Rhetoric of “Job Market and the Reality of the Academic Labor System” *College English* 66:2 (November 2003), 207-228

DRP and Salary Increase Reminders

Here are a few reminders regarding the Deficit Reduction Program (DRP):

- ❖ June is the last month for DRP extractions.
- ❖ We have had a total of 9 days extracted and 7 of those days will be repaid at the rate at which it was taken.
- ❖ Repayment of the 7 days will be over 39 payroll periods beginning in June 2016.
- ❖ Employees who separate from service prior to full repayment will have the balance of what is owed to them paid at the time of separation.

Upcoming Salary Increases:

- ❖ 2% on base salary increase on July 1, 2015
- ❖ \$500 on base salary increase, prorated for part timers, effective July 1, 2015 and payable by December 31.

Note: There is a one-half of a percent Discretionary Award pool, not on base, that must be paid by December 31.

2015 NYSUT Representative Assembly

Submitted by Brenda Henry-Offor, Ph.D.

The 2015 NYSUT Representative Assembly (RA) took place in Buffalo New York from 2:00pm on Friday, May 1 to Saturday, May 2, 2015. As usual, the meeting was well attended with representatives from throughout the state.

It was a sad moment when delegates were asked to recognize the passing of Dr. Warren Weinstein who was a faculty member at the State University of New York, Oswego, and observe a moment of silence in his memory.

Four Proposed Constitutional and Bylaw amendments were brought to the floor and each was passed: #1 Article VI: Membership Dues; #2 Article VII: Officers – Maintenance of five (5) NYSUT Officers; Article VII: Officers; Article IX: Board of Directors.

Of special note is Resolution #5 The Search for Justice in Cases where Civilians are Killed by Police Officers submitted by Professional Staff Congress. While other resolutions were debated before and after this resolution came to the floor, members debated this resolution with dignity and heartfelt emotion. The resolution passed with a strong vote.

The noon rally on Friday, May 1st, was an affirmation of NYSUT members' commitment to their students and their dedication to the education discipline. Members turned out in large numbers at Niagara Square in Buffalo to tell Governor Cuomo that he is wrong about education and the people who put him in office have rights too.

Among the many speakers at the convention were NYSUT President Karen E. Magee, a favorite with the crowd, AFL-CIO Executive President Tefere Gebre, CSEA Regional Vice President Flo Trippi, and several elected politicians from the Buffalo Area.

Invited speakers included American Federation of Teachers President Randi Weingarten; Buffalo Mayor Byron Brown, New York State Comptroller Tom DiNapoli and, President of the New York State AFL-CIO Mario Cilento.

The UUP breakfast meeting was well attended by senior UUP officials as well as members. The Convention ended on a high note with reminders about why we teach.

Chapter Officers and Center Representatives 2015-2017

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Membership Enrollment

ARE YOU A MEMBER?

Submitted by Jim McMahon

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross	Fed Taxable Gross
Advice # 123456789		Pay Start Date 09/10/2013		Current: 3456.78	1234.56
Advice Date 09/10/2013		Pay End Date 09/24/2013		YTD 45,678.90	34,567.89
Department ID 1234		Net Pay 1,234.56			
EARNINGS		Pay Rate 56,789.10			
Current Hrs/Days Earnings		YTD Hrs/Days Earnings		TAX DATA	
Regular Pay Salary Employee Location Pay		45,678.00 678.90		Federal	State
456.78 56.78		45,678.90 678.90		NYC	Yonkers
Marital Status 4 Allowances 2 Add. Amt. 0					
TAXES		Current YTD			
Fed Withholding 3,456.78 Medicare 45,678.90 Social Security 3,456.78 NY Withholding 45,678.90		1,234.56 34,567.89 1,234.56 34,567.89			
BEFORE TAX DEDUCTIONS Current YTD		AFTER TAX DEDUCTIONS Current YTD			
Regular Before Tax Health Supplemental Ret. Annuity Prog. TIAA Retirement Before Tax		456.78 1,234.56 678.90 5,678.90 56.78 1,234.56		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.

Upcoming Events

- ❖ Labor Management Meeting June 17, 2015 at 2:00 pm
- ❖ ESC Chapter Executive Board Retreat June 23-24, 2015
- ❖ Center Representatives/Committee Chairs Conference Call June 29, 2015 at 11:00 am
- ❖ Officers Conference Call July 1, 2015 at 3:00 pm

Visit our website for a complete listing of Upcoming Events:

www.uupescchapter.com

Benefit News*Submitted by Karen LaBarge***Is your high school graduate heading off to college?
Make sure they're covered!**

Parents: Your unmarried dependent children could still receive dental and vision benefits under the UUP Benefit Trust Fund if they are:

- ◆ age 19 but under age 25
- ◆ full-time students at an accredited secondary or preparatory school, college or other educational institution
- ◆ otherwise not eligible for employer group coverage.

To ensure your dependents' eligibility, valid "Dental and Vision Student Verification" forms must be on file with UUP, and updated **annually**. The form contains full information about length of eligibility, as well as contacts for questions.

To access the "Dental and Vision Student Verification" form:

- ◆ go to <http://uupinfo.org/>
- ◆ on the "Benefits" tab, select "Forms"
- ◆ in the lower portion of the page will be a drop-down menu called "Benefits Forms"; under the bold "Benefit Trust Fund" heading, select "2014-2015 Student Verification Form."

(Quick link: <http://uupinfo.org/benefits/forms/VerificationForm1415.pdf>.)

For more information on all benefits, go to <http://uupinfo.org/benefits>

"Labor will remain united and continue to work to protect the interests of America's working families."

William Burrus

Chapter Spotlight

Hi, I'm Jane Valetta, Chapter Assistant in the UUP Office at 111 West Avenue. I am a former SUNY employee and a longtime union member and proud to be serving the ESC UUP members. My main responsibilities involve the oversight of the chapter office and responding to phone and email inquiries. I provide administrative support for the chapter and assist Chapter President Pamela Malone with event planning, ordering supplies & publications, setting up conference calls, making flyers, administering surveys and more. If you need UUP assistance, don't hesitate to contact me at x 2571 or email me at uupescchapter@gmail.com. I am in the office Monday – Friday from 10am – 1pm. After work you can usually find me in the garden or on the weekends, out riding with my husband John.



Hi, I'm Kate Yaddaw, Chapter Assistant for the UUP ESC Chapter Office. I am honored to be serving you the ESC UUP Members. My main responsibilities involve maintaining the Chapter membership lists and contact information for the chapter office and working with the Communications Committee to publish the Chapter Newsletters and Bulletins. Additionally I provide administrative support for the chapter and assist Chapter President Pamela Malone with special projects and research as needed. Although not located at the Chapter Office at 111 West Avenue, if you need UUP assistance, do not hesitate to contact me via email kmwyaddaw.uup@gmail.com.





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.



Earn 3 graduate credits for only \$645!

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

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



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/>

“Basket Bazaar” Winner - 2015 Spring Delegate Assembly

Thank you for supporting the UUP Scholarship Fund!



Family Fun Night Basket
Donated by Empire State College Chapter

Winner: Rebecca Bryan/Cortland Chapter
Winning Amount: \$50.00

Thank you for supporting the UUP Scholarship Fund!

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.



UUP Empire State College Chapter
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CITY, ST ZIP CODE**