

# BULLETIN

## EXCELLENCE IN UNITY



**UUP ESC NEWS: FEBRUARY 2016**

**Pamela Malone**, Chapter President

**Richard R. Wells**, Vice President for Academics

**Dave Puskas**, Vice President for Professionals

## Yes, This Is Our Time

*Pamela Malone, President*

Brothers and sisters,

I am writing towards the end of a very busy week. On Saturday, I sat in on workshops and meetings with the statewide Contingent Employment Concerns Committee, also attended by our Chapter Contingent Officer Mary Helen Kolisnyk. The concerns committee continues to work towards improving the working conditions of our part time and other contingent employees; educating others about the dire salaries of our part time members; and developing strategies to keep our part time and adjunct members connected to our union.

Have you all seen the UUP television spot about our adjuncts? See the video here, and share it widely:

<https://www.youtube.com/watch?v=QOeGk9SS7DQ>

Chapter presidents were presented with training on “managing with union values.” This served as a reminder that although we may serve as managers and supervisors (and often in our case, supervisors of our union brothers and sisters), **we do not have to sacrifice our union values to do so.** We can manage in ways that ensure our employees are treated with respect and are allowed all of the rights to which they are entitled.

The Delegate Assembly itself focused on engaging our members. The hearing of the Friedrichs case before the US Supreme Court has served as a wake-up call for us. Never in my life have I worked with a group of people who are working so hard for others as I have with my members at ESC and UUP. However, we must realize that we have to remain connected to all of the members in our union and realize the strength that we have in our union that we do not have alone. The UUP ESC Chapter leadership is working on ways to provide better information on the work we are doing as well as the benefits available to you. We would love to hear from you in doing so—more importantly, we need to hear your ideas for making our union stronger. Please contact your officers with your ideas!

*Yes, This Is Our Time Continued*

Also at the Delegate Assembly, Tom Hoey from the University at Albany was elected statewide Membership Development Officer. We are looking forward to working with Tom along with the other UUP officers! Important resolutions were passed including one that combines the statewide Secretary and Treasurer positions into one. This is an example of the work UUP is doing to manage resources.

Lastly, many advocates stayed to talk to their legislators on Tuesday—UUP’s first Advocacy Day of the legislative season. More information will follow on how you can become involved!

Things are moving forward with negotiation of the faculty review procedures and we will have much more information soon—including a survey of faculty. **I encourage anyone with questions to reach out to our VP for Academics Richard Wells.**

We continuously ask at our monthly meetings about the changes at the college—and we cannot ask specifics without your help. When you reach out to your chapter leadership, you are providing us with the information that we need to advocate for you and other members. There are a lot of horror stories and a lot of uncertainty. Please reach out to your center reps and help plan union meetings at your centers. The chapter leadership works together to bring issues forward and meetings regularly by conference call with the center reps and the officers.

Recent issues related to the college reorganization, workload, the One Stop Shop, the “human capital committee” (I refuse to capitalize that!), vacancies, the college budget and enrollment, part time issues, and more.

We will be holding union meetings this month in the Long Island, New York City, and Hudson Valley regions; we are working on the Northeast Center and will be out to central and western New York soon.

At the All College Conference, we will hold our union meeting on Wednesday from 8:15 am-9:15 am and will have our Hospitality Suite on Wednesday as well. We are working on once again providing workshops on that Tuesday morning and will send more information soon.

UUP President Fred Kowal reminder delegates this week “**This is our time.**” We must live that motto and seize the opportunities and benefits that we have in our union.

In solidarity,



Pamela



# The Faculty Handbook: What is Negotiated and What is Not

*Richard Wells, Vice President for Academics*

The place to start is on p. 7, under “POLICY CONTEXT FOR THIS HANDBOOK.” Here the Handbook states: “Policies and procedures for faculty re-appointment, continuing appointment and promotion reviews fall under the heading of ‘terms and conditions of employment’ and are therefore subject to labor-management negotiations. Such policies and procedures are found in Parts IV and VI of this handbook.” This is the key language, and it is repeated at the start of section IV (p. 31). At the end of section IV, the handbook discusses how these policies and procedures can be amended. If the changes are minor, they are made through consultation between management and labor; indeed, we (the UUP/ESC chapter) meet every Spring with OAA to work out these minor changes. On the other hand, if “relatively complex and/or substantive issues” (p.51) are involved, formal negotiations must take place until the issues bargained to conclusion.

It is important to keep in mind that beyond these negotiated sections, the handbook is the creation of OAA. After noting the negotiated sections of the handbook, the final lines of the “POLICY CONTEXT” section lay this out: “The Office of Academic Affairs is responsible for the remainder of the information in the Faculty Handbook, in consultation with college administrators, governance bodies, SUNY System and others, as appropriate” (p.7).

Often, when the procedures for review are discussed, faculty ask about possible changes in role of the criteria for review: Mastery of Subject Matter; Teaching Effectiveness; Scholarship; Service; Ongoing Development. Given what the Provost has said over the last 6 months in various contexts about “upping our game” in the area of scholarship, this is understandable. We must understand, however, that the discussion of the criteria in section 3 of the handbook represents the ESC interpretation of the general criteria set by SUNY policy. Therefore, changes to these criteria are NOT per se subject to negotiations. That said, if the criteria were re-defined in such a way that then required a significant increase in workload that is not offset or compensated in some way we could then be looking at terms and conditions.

A final note: Chapter members should not confuse the statewide contract negotiations beginning this year with the prospect of the local negotiations between the UUP/ESC Chapter and ESC College management over the review procedures. While members should provide input to the chapter leadership on both processes, they are separate.

In Solidarity,

Richard

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## Part-Time Reviews and Contract Negotiations

*Mary Helen Kolisnyk, Contingents Officer*

Happy New Year! I am looking forward to connecting with and working on behalf of part-timers around ESC in 2016. There is currently a small network of people that I can turn to when I need to find out what is on the minds of contingents across the state – there was almost 1,000 of us in the fall semester! Members and reps will continue, I think, to reach out to people they know when they want to contact the chapter, but for those who want to contact me directly, my email is [mhkuup@gmail.com](mailto:mhkuup@gmail.com).

### Part-Time Reviews

Please be aware that the chapter continues to bring part-time issues to monthly labor-management meetings; be in touch if there is something you think should be raised. At November's meeting, with Merodie Hancock in attendance, we got an assurance that current deans are aware of their obligation to complete reviews for part-time employees before their departure from their roles. NB: the college is now reporting that deans will remain in their roles at least until July 1.

The final labor-management meeting of 2015 (Dec), I was able to get some attention to HR issues pertaining to part-timers. We got a commitment that the college would advise those who hire adjuncts around the college about who is eligible for health-insurance so that hiring decisions can be made with that important factor in mind.

Merodie Hancock is scheduled to attend Labor-Management meetings in February – we hope to get questions about CDL on the agenda.

### Contract Negotiations

The statewide Contingent Employment Committee is meeting on Saturday January 30, just before the Winter DA, to strategize bargaining for part-timer issues, among other things. After a review from Jamie Dangler of how bargaining strategies have fared in past negotiations, the plan is to workshop the following 4 options:

- **One: Setting the value of what one pro-rated course is worth and making the argument that it's one fourth, 25% time and at least 10 hours equivalent. AND:** Although full-time downstate UUP employees get a “location stipend” added to their base pay for geographical cost of living differences, part-time employees who live in the same region do not.
- **Two: Pursuing Longer-Term Contracts for Long-Serving Part Time Employees** -- especially important for those of us who are as active in Campus committees, governance, etc as few part-timers participate due to lack of respect & recognition of their service after years at their college.
- **Three: Designing our own Mechanism for Promotion of Current Part-Time to Full-Time positions, for both academics and professionals.**

*Part-Time Reviews and Contract Negotiations Continued*

- **Four: Addressing ever-increasing wage levels required for PT Professionals to obtain access to health insurance.**

Labor-Management is only one responsibility of the chapter officers – an important one, but only one. But enforcing the contract also requires the involvement of members.

Be in touch!

Mary Helen Kolisnyk

## SUNY ADJUNCTS DESERVE BETTER



**Bentley Whitfield, Farmingdale**

**"I received SUNY's Excellence in Teaching Award."**



**Rebekah Tolley, Albany/Oneonta**

**"I have a master's in fine arts and I've exhibited worldwide."**



**William Lee, Cortland**

**"One hundred ninety-two students took my course in one semester."**

Adjuncts make up one third of the faculty at SUNY and many have advanced degrees. However, their compensation falls far short of matching the important work they do.

Many are paid so little, they struggle to make ends meet.

Many others are forced to find employment at different colleges to earn a living wage.

Yet students pay more than ever before.

It's an economic injustice that can no longer be tolerated.

**Stand with adjuncts in their fight for equitable treatment.**

**Share the ad—<http://goo.gl/DvTLkF>—on Facebook and Twitter.**



**United University Professions**  
President Frederick E. Kowal, Ph.D.

**#adjuncts**

## Respectful Communications



**This is a one day course, apply for either:  
March 15 or 16, 2016**

### **Course Description:**

This course is designed to provide participants with tools and techniques for improving communications in the workplace. Case studies, small group discussions, and listening skill building activities are included.

### **Topics:**

Interpersonal communication  
Personal responsibility  
Keys to effective communication  
Disrespect in the workplace  
Self-respect/assertive behaviors  
Responding with respect to workplace clashes

This course is being offered  
through the New York State/  
United University Professions  
Joint Labor-Management  
Committees

### **Location:**

SUNY New Paltz  
Student Union Building  
New Paltz, New York

### **This is a full-day training:**

9:00 a.m.—4:40 p.m.

### **Application deadline:**

Feb. 26, 2016

### **For More Information**

#### **Contact:**

NYS/UUP JLMC  
2 Empire State Plaza, 13th Fl.  
Albany, New York 12223

#### **Phone:**

518.486.4666

#### **Fax:**

518.486.9220

#### **Email:**

[nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)







NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS  
JOINT LABOR-MANAGEMENT COMMITTEES

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**NYS/UUP JLMCS' SUNY SYSTEM-WIDE APPLICATION**

**RESPECTFUL COMMUNICATIONS**

*Please complete this application and return it to the NYS/UUP Joint Labor-Management Committee by **February 26, 2016**.*

**COURSE DATE(S):**

**Select One**

- ☐ March 15, 2016 9:00 a.m. – 4:30 p.m.  
☐ March 16, 2016 9:00 a.m. – 4:30 p.m.

**COURSE LOCATION:**

SUNY New Paltz  
1 Hawk Dr., New Paltz, NY  
Student Union Building SUB 62/63  
Student Union Building – SUB 100

**I. APPLICANT INFORMATION**

Name (Print): \_\_\_\_\_ Title/Rank: \_\_\_\_\_

Division/Department/Program: \_\_\_\_\_

Campus: \_\_\_\_\_

Work Mail Address: \_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Email: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**II. APPROVAL OF DIVISION/DEPARTMENT/PROGRAM**

The applicant is approved for the following to attend this training:

☐ Release time

☐ Reimbursement of travel expenses

Name (Print): \_\_\_\_\_ Title/Rank: \_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**III. SUBMIT YOUR APPLICATION**

**Mail:** NYS/UUP JLMC  
2 Empire State Plaza, 13th Floor  
Albany, New York 12223

**Email:** [nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)  
**Fax:** 518.486.9220

*The New York State/United University Professions Joint Labor-Management Committees do not discriminate on the basis of race, color, national origin, gender, religion, age, disability, or sexual orientation in the admission to, access to, or employment in its program activities. Reasonable accommodation will be provided on request.*

## UUP's Legislative Successes

UUP has achieved the following—and more—with voluntary advocates and voluntary contributions.

- ♦ Saved hundred of jobs at SUNY Downstate Medical Center and fought off repeated attempts to down-size the Brooklyn hospital.
- ♦ Defended SUNY's public leading hospitals from numerous privatization threats.
- ♦ Fought to expand SUNY's Opportunity Programs and to increase SUNY capital funding.

UUP is the leading advocate for expanded access to affordable public higher education. UUP fights *for* legislative advances and *against* harmful anti-public higher education and anti-union proposals to protect our University, our students, our work and our union. Membership dues are not used to fund this fight.

### Some of UUP's successes include:

- ♦ Defeated the governor's plan to privatize SUNY's hospitals.
- ♦ Defeated the governor's plan to de-register undergraduate teacher education programs based on faulty certification exam scores.
- ♦ Increased funding for SUNY's Educational Opportunity Program by \$4.4 million for 2015-16.
- ♦ Increased funding for SUNY's Educational Opportunity Centers (including ATTAIN lab funds) by \$3 million.
- ♦ Increased SUNY capital program funding.

### Successfully advocated for the Senate and Assembly to:

- ♦ **Pass** the Maintenance of Effort bill to require the state to provide support to cover SUNY and CUNY mandatory costs, and SUNY's Health Science Centers.
- ♦ **Pass** a bill that requires the governor to submit five-year CUNY and SUNY capital plans in his Executive Budget to provide annual appropriations of capital funds to cover all crucial maintenance needs.
- ♦ **Pass** a bill to bar the state from moving tuition, fees and hospital charges into the general fund.
- ♦ **Pass** a bill to allow public employees who served in the military to receive pension credit for military service regardless of when they served.



**United University Professions**

*The union that makes SUNY work*

President Frederick E. Kowal, Ph.D.



## Join the NYSUT Member Benefits MAP Team!



- ◆ Be among the first to [hear about new, endorsed programs and program updates](#).
- ◆ Receive [special offers](#).
- ◆ Help us test out potential new programs and [provide us your feedback](#).
- ◆ Give us your [opinions on new programs](#) under consideration.
- ◆ We will [not share your email address](#) with any outside interests.
- ◆ Member Benefits will oversee the frequency of all email communications to ensure you won't be inundated with emails.

### NYSUT MAP Registration

<https://www.nysut.org/mbforms/signup.aspx> or call  
Member Benefits at 800-626-8101 for assistance

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## NYS Employee Assistance Program



The contract for the NYS-Balance resource and referral service, jointly funded by the State and the unions, expired on December 31, 2015. If you need information or assistance related to resources and referrals, please contact the NYS Employee Assistance Program (EAP) at (800-822-0244 (24/7) or [nyseap@eap.ny.gov](mailto:nyseap@eap.ny.gov). You will be connected with an EAP coordinator who will be able to provide you with customized resources and referrals for a wide range of issues including work, family, daily life, finances, health and well-being, mental health, addiction, and stress. A list of EAP coordinators is available at [http://www.worklife.ny.gov/eap/coordinatorlist.cfm?limit\\_to=all](http://www.worklife.ny.gov/eap/coordinatorlist.cfm?limit_to=all).

## 2015 Flex Spending Account Claims Deadline Approaching

Employees enrolled in the Flex Spending Account (FSA) for the 2015 plan year have until **March 31, 2016**, to send in reimbursement request for eligible 2015 expenses incurred under the Health Care Spending Account and the Dependent Care Advantage Account.

FSA reimbursement requests may be mailed, faxed or submitted online through [www.myFBMC.com](http://www.myFBMC.com).

For more information, log on to [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or call 1-800-358-7202.

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## Upcoming Events

- February 10 ECP/EOC Advocacy Day
- February 17 at 2:00 pm Labor Management Meeting
- February 22 at 11:00 am Center Representatives/Committee Chairs Conference Call
- February 23 at 12:00 pm Communication Committee Conference Call
- February 24 NYSUT Higher Ed Day Briefing
- February 25 NYSUT Higher Ed Action Day
- March 1 HSC Advocacy Day

**Visit our website for a complete listing of Upcoming Events:**

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

## UUP LEAD Institute

UUP is please to offer members and chapter leaders this series of online based workshops as supplemental learning tools to introduce and reinforce union concepts necessary to maintain and grow a vibrant labor union, and assist members in developing their careers.

Workshops can be taken in learning tracks by theme, designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members.

All workshops are planned and presented by NYSUT Labor Relations Specialists assigned to UUP and guest presenters.



### Help us spread the word!

Let your colleagues know about workshops that maybe of professional or personal interest

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### Latest Workshop:

Member Engagement:

Having a one-to-one conversation with a prospective UUP member.

### One-Demand Workshops Available:

- ◆ Dealing Effectively With Difficult People
- ◆ Grievance Investigation, Filing and Presentation
- ◆ Introduction to Collective Bargaining
- ◆ Motivating Members to Action
- ◆ Performance Programs:  
How to Use Them to your Advantage
- ◆ Permanent Appointment:  
Freedom after 7 Years of Indentured Servitude
- ◆ The Path to Continuing Appointment

### How do I sign up??

1. All of the previously recorded webinars are available on-demand anytime by selecting a workshop link <https://uuphost.org/leadinstitute/>
2. Fill out the required info and you will be emailed a code and link to access your selected workshop

**It's that simple!**

# 5 *Benefits Of Being a NYSUT Member*



1. Higher pay & better benefits
2. A contract you can rely on
3. A strong voice at work
4. Professional learning

## 5. NYSUT Member Benefits

**NYSUT members & their families can choose from a variety of insurance, financial, legal, and shopping & travel programs designed with the NYSUT member in mind -- including term life insurance, auto insurance, legal & financial services, car rentals, vacation packages, and much more!**

## Member Appreciation Month is back again this February!

Since it was such a big hit last year, we're doing it again! Member Appreciation Month is coming February 2016.

To be eligible for these drawings, all you need to do is participate in our voluntary MAP Alert email service.

This year will be even bigger because it's a leap year... that means more chances to win even more great prizes!!!

Once again, Member Appreciation Month will be filled with a series of special prize drawings for items donated by Member Benefits and our endorsed program providers. Prizes will include gift cards, Beats headphones, a Go Pro camera and more.



We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer more than 40 endorsed programs & services designed with you in mind.

For more details about this exciting event, visit the Member Benefits website at [memberbenefits.nysut.org](http://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.



## The Benefits of Being UUP

Maintaining high-quality health insurance coverage and affordable deductibles/copayments remain top priorities for UUP. Over the years, UUP has been able to thwart efforts that would have severely diminished health care coverage. For example, UUP:

- ✓ Administers the UUP Benefit Trust Fund (BTF), which offers dental, vision and life insurance plans.
  - Vision benefits include free annual eye exam and glasses/contact lenses, many no-cost extras such as scratch-resistant coating, and a \$200 per eye laser benefit
  - Members can choose between two dental plans that have no deductibles; the PPO plan covers implants
  - Active members are provided a \$6,000 life insurance policy at no cost.

### UUP has:

- ✓ Won an improper practice charge filed with PERB that, ultimately, prohibits BTF payments from being suspended during protracted contract talks. In other words, state payment to the BTF do not sunset.
- ✓ Second year-round health insurance for eligible part-time SUNY employees.
- ✓ Negotiated pre-tax Flexible Spending Accounts (for dependent care, health care and public transportation). The Dependent Care Advantage Account includes a negotiated state contribution to individual accounts of up to \$800/year.
- ✓ Negotiated a program that allows full- and part-time members to exchange vacation time (up to a \$500 credit) to offset the employee share of the health insurance premium.
- ✓ Negotiated the use of Centers of Excellence that provide a transplant and infertility services, including transportation and housing allowances, expanded in the 2003-2007 contract to include Cancer Resource Services.
- ✓ Secured 12 months of free health insurance coverage for covered dependents of employees called to military service.
- ✓ Created a member Services Trust Fund to offer members a broad range of discounts and services.
- ✓ Today, UUP members pay no more than 16 percent for individual health insurance coverage, including the prescription drug plan, or 31 percent for family health care and prescription coverage. Employees who earn less than \$40,137 a year pay a lower percentage



**United University Professions**

The union that makes SUNY work  
President Frederick E. Kowal, Ph.D.



## Join the Union

You are not a member of the union until the UPP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union. Signing the UUP Membership Application will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement
- attend union meetings
- hold union office
- elect union leaders on your campus and choose your representatives at the state and national levels
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs
- maintain membership after retirement and be eligible for benefit programs

## Join the Union

Complete the UUP Membership Application at <http://uupinfo.org/defendunion/joinunion.php>

## UUP's Negotiated Gains

### Did you know?

In the most recent contract with New York state (2011 – 2016), UUP secured the following:

- A \$500, on-base salary increase, in addition to across-the-board salary increases.
- A \$500 on-base, one-time payment for reaching continuing or permanent appointment.
- UUPers in fundraising, lecturer and Division III Athletic title get a one-time, on-base \$500 payment when they complete seven years on the job.
- On-call/recall provision that expands the positions eligible for compensation. The provision requires employees be given 30day notice if they are put on-call by campus administrations.
- The right to file class-action grievances.
- Expansion of “no discrimination” protection for all veterans.
- Up to 15 family sick days can be used for adoption and foster care.
- A reduction to four semesters for part-time professionals to receive a term appointment.
- Steps for evaluations for professionals, including up-to-date performance programs, are subject to the grievance procedure.
- Eligibility for early permanent appointment for professional in all six salary levels.

**UUP has worked to achieve these – and other – gains throughout its 42-year history, such as:**

- 1973:** The right for women to work once they became pregnant.
- 1974:** Permanent appointment for professionals
- 1978:** Minimum salaries for full-time employees and a benefit package for part-timers
- 1979:** \$5,000 term life insurance paid by UUP
- 1982:** A statewide employee assistance program, and grant programs for professional development and study leaves for librarians
- 1984:** A \$100,000 study on the promotion and classification of professionals in SUNY
- 1986:** Winning an age discrimination case that ended the forced retirement of tenured faculty at age 70
- 1987:** First on-call rate for returning to work
- 1990:** Domestic partner and day care coverage
- 1999:** A 15% tax deferral of clinical-practice income as employees in Tiers I and II
- 2003:** A \$500 achievement award for employees with continuing or permanent appointments
- 2005:** Winning a grievance that forced SUNY to pay minimum salaries to Geographical Full Timers
- 2007:** Increases in discretionary pay, location stipends and Benefit Trust Fund payments.



## Chapter Officers and Center Representatives 2015-2017

### CHAPTER OFFICERS

#### President

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

#### Secretary

Jane Cudmore  
[mizj\\_1999@yahoo.com](mailto:mizj_1999@yahoo.com)

#### Vice President for Academics

Richard Wells  
[Wellsrr1@gmail.com](mailto:Wellsrr1@gmail.com)

#### Treasurer

Donna Carey  
[donnamcarey@nycap.rr.com](mailto:donnamcarey@nycap.rr.com)

#### Vice President for Professionals

Dave Puskas  
[dpuskas.uup@gmail.com](mailto:dpuskas.uup@gmail.com)

#### Grievance Officer

Tina Ungeheuer  
[tungeheuer2@gmail.com](mailto:tungeheuer2@gmail.com)

#### Officer for Contingents

Mary Helen Kolisnyk  
[mhkuup@gmail.com](mailto:mhkuup@gmail.com)

#### Affirmative Action Officer

Brenda Henry-Offor  
[bhoffor@gmail.com](mailto:bhoffor@gmail.com)

### CHAPTER CENTER REPRESENTATIVES

#### Center for Distance Learning

Himancee Gupta-Carlson at [HGUPTACARLSON@gmail.com](mailto:HGUPTACARLSON@gmail.com)

#### Central New York Center

Sheryl Coleman at [shrlelmn@gmail.com](mailto:shrlelmn@gmail.com)

#### Coordinating Center

Michelle Paine at [mpaine@nycap.rr.com](mailto:mpaine@nycap.rr.com)

#### Genesee Valley Center

Dave Puskas at [dpuskas.uup@gmail.com](mailto:dpuskas.uup@gmail.com)

#### HVA Center for Labor Studies

Kate Spaulding at [katherine.spaulding@gmail.com](mailto:katherine.spaulding@gmail.com)

#### Hudson Valley Center

Martin Knowles at [martinknowles@earthlink.net](mailto:martinknowles@earthlink.net)

#### Long Island Center

Matt Schmidt at [mattschmidt@optonline.net](mailto:mattschmidt@optonline.net)

#### Metropolitan NY Center

Gennaro Bonfiglio at [gbonfiglio@hotmail.com](mailto:gbonfiglio@hotmail.com)

#### Niagara Frontier Center

Jane Cudmore at [mizj\\_1999@yahoo.com](mailto:mizj_1999@yahoo.com)

#### Northeast Center

Ralph English at [ralph@fastmail.net](mailto:ralph@fastmail.net)

#### School for Graduate Studies

Jason Russell at [Jason.Russell@esc.edu](mailto:Jason.Russell@esc.edu)

#### School of Nursing

Karen Zanni at [Karen.Zanni@esc.edu](mailto:Karen.Zanni@esc.edu)

## CONNECT With Your Chapter!



### EMPIRE STATE COLLEGE CHAPTER

**Chapter Office Location:**

111 West Avenue  
Saratoga Springs, NY 12866

**Hours:**

Monday – Friday 10:00am – 1:00pm

**Phone:**

(518) 580-4094 or Ext. 2571

**E-mail:**

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

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

**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  
111 West Avenue  
Saratoga Springs, NY 12866



**RECIPIENT NAME  
STREET ADDRESS  
ADDRESS 2  
CITY, ST ZIP CODE**