

Connection

Binghamton Chapter, United University Professions



From the Chapter President

UUP Works for You — Welcome to a New Academic Year

by Darryl M. Wood
Anderson Center

We are very excited about the beginning of the new year and look forward to assisting you throughout the 2005-2006 academic year.

Our first newsletter this year focuses on the positive contributions of UUP to you and to SUNY. You can read in these pages about issues of relevance to both academics and professionals and how we have helped those groups. Contributions to part-timers are also highlighted.

Traditionally, unions are seen as focusing on salaries and benefits. UUP has been very successful in the last two contract negotiations, with both salary enhancements as well



the campus.

UUP at Binghamton has regularly been concerned with issues of relevance to both academics and professionals. Our surveys of professional concerns resulted in changes to the performance evaluation forms and an increased concern

as benefit preservation in the face of severe budget shortfalls state-wide. We are about more than just those two basic items, though. We are also concerned about your work environment and the larger needs of

about recognition of their efforts. Discussions at labor/management meetings are ongoing about professional development and career/promotional opportunities. We are also in discussions with the campus administration about retention and how we can enhance this in the face of external forces.

Concerns of academics were central in the Vision Survey completed and distributed last year. The results were reported to the University and suggested a number of revisions to the draft strategic plan then under consideration. While not all concerns expressed by Binghamton's UUP members were fully noted in the final version of the strategic plan, many were, and we continue to discuss issues with the campus administration.

We will contact you again this
continued on page 8

2005-2006: Year of the Part-Timer

by Beth Turcy Kilmarx
Chapter Part-Time Concerns
Representative
BU Libraries

At a specially convened meeting this past June in Albany, UUP President Bill Scheuerman met with SUNY campus chapter presidents and part-time concerns representatives to talk about part-time related issues. At the meeting, he announced that this academic year would be the year for UUP's part-time em-

ployees.

What does this announcement mean for the UUP constituency? It means that the union is making a full-scale effort to insure that part-time UUP employees (academic and professional staff members) are recognized and accepted as equals by the entire membership. It also means that UUP will be focusing many of its efforts this year on issues directly related to part-time employees: pay equity and job security.

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Provost's Committee Issues DSON Report

The Provost's committee to investigate the events of last year in the Decker School of Nursing has issued its final report. UUP-Binghamton will publish an analysis of the report in the next issue of the *Connection*.



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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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UUP's Drescher Awards Program Supports BU Faculty Research

Grant Funds Study of U.S. Courts of Appeals

by Kelley Wemette
Academic Affairs

Wendy Martinek, assistant professor in the Department of Political Science, recently completed a Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave. This is a State of New York/United University Professions program established to enhance employment opportunities for minorities, women, employees with disabilities and Vietnam-era veterans who are preparing for permanent or continuing appointments.

Professor Martinek used the leave time under this program to work on a series of papers investigating amicus curiae briefs in the U.S. Courts of Appeals. These are the major appellate courts in the federal system, sitting right below the U.S. Supreme Court. They hear the vast majority of appeals in the federal system and, as a consequence, are important actors in judicial policymaking.

Amicus curiae briefs are filed by third parties in a case, offering their perspectives on the appropriate resolution of the case. While these briefs were initially intended to serve as a neutral source of information for the courts, they are now widely acknowledged to be a tool of advocacy, a tool most commonly used by interest groups. While there is a great deal of scholarship devoted to understanding amicus curiae in the Supreme Court, students of the courts know little about amicus curiae in the U.S. Courts of Appeals.

In January of 2005, Professor Martinek presented the results of her initial analysis on the nature of amicus activity at the aggregate level in the Courts of Appeals at the an-



Wendy Martinek, Department of Political Science

nual meeting of the Southern Political Science Association, held in New Orleans, Louisiana. Her results suggest that interest groups are quite choosy when it comes to the decision to participate in the U.S. Courts of Appeals as amici. Cases are more likely to attract greater amicus curiae activity when they are good vehicles for making policy. Further, when judges face an informational deficit (i.e., in complex cases), groups are more likely to capitalize on that fact and participate more.

During her leave under the Drescher program, Professor Martinek also gathered extensive data intended to help answer two other questions about interest group participation as amicus curiae in the Courts of Appeals.

First, she collected information on the kinds of groups (e.g., trade associations, citizen interest groups) that participate in the Courts of Appeals. Preliminary analysis of that data indicates that, compared to the kinds of groups that participate in

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Number of Faculty Increases at BU Campus

by Jim Dix
Chemistry Department

The week before classes started, I attended the UUP-sponsored luncheon for new faculty and professionals. In years past, this event has been somewhat an intimate gathering — lively and exciting, but lacking in numbers.

This year's event was lively and exciting, and, for the first time, well populated. While UUP won't have final numbers from Albany until later in the semester, it appears the dearth of full-time faculty is finally being addressed.

The increase in number of new faculty represents a tangible commitment by the Administration toward a goal of the now final Strategic Plan: to increase the number of faculty by 20% to achieve a student-to-faculty ratio of 20:1 in the next five years.

The metrics by which this and other goals are to be measured have not been fully specified. For example, how will part-time faculty be counted? Will the student and faculty be counted as full-time equivalent or



by head count? The Administration has said that metrics used to measure progress toward the strategic goals will be established during the plan's implementation phase. We will be track-

ing the progress.

If the goal of faculty recruitment is full-time faculty, and this goal is met, then in five years we will have 600 full-time faculty members. If the student enrollment does not grow by 20%, then we will have made real progress in addressing what many

**'We've been
transfused with
new ideas'**

of us expressed last year as an area for improvement at BU.

In the meantime, judging from the excitement and vitality and intellectual vigor of the new faculty seen at the lunch, we've been transfused with new ideas about teaching and research. Let's embrace our new colleagues as we work toward the goals of the Strategic Plan.

Drescher Program

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the Supreme Court, more groups pursuing economic benefits participate than groups pursuing ideological goals.

Second, she began cataloging the types of arguments that groups make in the actual briefs that they file. While this process is time-consuming and likely to be ongoing, it will offer unique insights into the kinds of arguments groups make at the U.S. Courts of Appeals, how they compare to those made in Supreme Court, and how successful they are.



Chapter Executive Board members met with Assemblywoman Donna Lupardo in the spring of 2005 to review the needs of the University and how we could cooperate to meet the challenges of finding appropriate funding for campus initiatives. Donna expressed a willingness to work with UUP in support of public higher education needs. Above, she listens to Tom O'Connor, in the company of BU Chapter President Darryl Wood, her staff member Michael Kennerknecht and UUPer Robert Pompi.

What UUP Can Do for New Colleagues

by **Edward Chidester**
Budget Office

UUP would like to extend a warm welcome to all employees who have joined the University since June 1. We believe that the University is an excellent place to work and sincerely believe that your career here will be a rewarding experience.

I would like to encourage all eligible employees who have not become a member to do so. Please review the UUP membership information and follow the links at the BU Chapter website: <<http://www.uupbinghamton.org/join.htm>>, or contact me directly at 607-777-2048 or <echidest@binghamton.edu>.

What is UUP?

United University Professions (UUP) is the union representing more than 30,000 academic and professional faculty on 29 State University of New York campuses, plus Central Administration, Empire State College, and the New York State Theatre Institute. UUP is affiliated with the New York State United Teachers and the American Federation of Teachers, AFL-CIO.

With some 800 job titles included in the bargaining unit, UUP reflects the diversity of the State University. Members include:

- academic faculty
- student affairs personnel
- librarians
- public relations personnel
- doctors, dentists, nurses and other professionals at teaching hospitals and health science centers
- graphic artists
- student recruitment professionals
- instructors in the Educational Opportunities Center
- financial aid counselors
- central administration staff
- performing artists in the New

York State Theatre Institute

- student resident hall personnel
- admissions counselors.

At the bargaining table

UUP represents SUNY faculty and other professionals at the bargaining table and works to protect their interests by:

- achieving improvements in salary, fringe benefits, working conditions and retirement programs
- providing funding for professional growth and development through leaves, awards, conferences and other grant programs
- obtaining state resources for the state university through effective legislative and political action
- seeking to enhance and preserve the quality of the university.

As the largest higher education union in the nation, UUP is also a

source for information on labor unions, state work force and bargaining issues, higher education reform, college faculty concerns and a variety of higher education topics.

How to join UUP

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the 08 Bargaining Unit).

- For an Active Membership Application (in PDF): <<http://www.uupinfo.org/memberapp.pdf>>
- For a retiree membership (in PDF): <<http://www.uupinfo.org/retireememberapp.pdf>>
- For an Active Membership Application while on leave without pay (in PDF): <<http://www.uupinfo.org/lwop.pdf>>.

Binghamton Chapter Welcomes New Members

The Binghamton University Chapter of UUP welcomes the following new members (since June 2005):

Abdmahmoodi, Azam (Wendy)
Basta, Mona
Beederman, Susan
Bieman, Melissa
Bishop, Christopher
Boehm, Stephen
Bohunicky, Debra
Bradburn, Douglas
Brownstein, Jennifer
Bruckner, Rene
Burns, James
Campbell, David
Cardona, Joanna
Carney, Erin
Carr, Jeffrey
Clark, Elyse
Cohen, Elizabeth
Cohen, Jonathan
Coker, Rachel
DalForno, Elena
Dehaan, Heather
DeJoy, Nancy
Dikirr, Patrick
Dowd, Patti
Dwyer, Christopher
Eagan, David

Falter, Brian
Faust, Kristen
Feng, Quingfu
Filippov, Mikhail
Fridrich, Jessica
Friedman, Randy
Gleason, Mary
Gordon, Jennifer
Gouin, Vladimir
Grace, James
Greenfield, Lawrence
Hansen-Thomas, Holly
Hanusa, Christopher
Holmberg, Sharon
Hapgood, Jennifer
Horn, Holly
Hu, Bi-Zhong
Hunt, Emma
Hurba, Ryan
Hwang, Angela
Jacobs, Cory
Jenks-Brown, Angeliq
Johnson, Bernitha
Jones, Zachary
King, Shannon
Korchynsky, Kasey
Kozlowski, Karen Abuchon

Kreider, Stephen
Krentsel, Eugene
Ku, Ji-song (Robert)
Kuester, Gregory
Langsford, Kathryn
Lu, Kohya
Ma, Tongshu
Maramba, Dina
Mathieson-Devoreaux, Gail
McNulty, John
Medionte, Krista
Mehta, Monika
Moran, Elaine
Morrison, Tara
Nicaise, Robert
O'Connor, Tricia
O'Keefe, Sean
Ontaneda, Pedro
Paley, Nicholas
Piurowksi, Robert
Poutouridou, Margarita
Reiber, Christine
Richardson, Jennifer
Rogers, Karen
Sheridan, Patrick
Shvetsova, Olga

Sileo, Richard
Sirju-Johnson, Nicole
Smerz, Allison
Spychalski, Amy
Straniero, Monica
Sussman, David
Tallerico, Marilyn
Ton, Ali
Trela, Kimberly
Vest, Sandra
Volpe, Daniela
Wang, Qi
Wells, Alair
Wharton, David
Wiener, Diane
Williams, Kern
Wrighter, Marnie
Xu, Gang
Yetzer, Nathan
Yu, Lei

Digital Thin Air: Where Will Your Files Be in 20 Years?

by **Randall Miles**
BU Libraries

We live in an information-rich culture, but is it an information-stable culture? That is, will the information we create or use today be available tomorrow, or next week, or next year? For example, will the texts which we study and produce be available to future generations?

I don't much like the answers I am finding to these questions — despite having looked into it professionally, if not scientifically. I am no expert and can only hope to be far enough behind the curve that I am totally unaware of promising developments to preserve digital records — because there don't seem to be any. Maybe my concerns will elicit more knowledgeable commentary from and for the benefit of the BU community.

My first question is: How is the digital file stored? Basically there are three ways: magnetic (hard drives, floppies, tape), optical (CDs, DVDs), and floating gate (USB or thumb drives). Without getting into issues of file format stability (i.e., changing software), the question remains, "Is any of these storage media physically stable enough to be considered archival?"

To take the one I know the least about first, floating gate storage may be the least susceptible to failure, though easily lost or crushed. Since they have been in common use only for a few years, it may be too soon to estimate the long-term stability of data stored by this method.

What about magnetic media, the most common storage method for digital files? Are magnetic media capable of safely holding information in the for *la longue durée*?

The National Archives and Records Administration (NARA) seems to think the answer is yes. It's not clear to me that the intended storage media are magnetic, but considering the amount of data to store, this is a pretty safe guess. The NARA has recently awarded a contract to



Remember when floppy disks were actually floppy?

Lockheed Martin to roll out a digital archiving system which is to be fully operational by 2011. I do know that Lockheed Martin intends to address the problem of format stability through emulation: software will mimic the operating system and application used to create the file. Nonetheless, how will they deal with data rot, the fact that portions of files sometimes just go bad, and the fact that hard drives have limited life spans. And then, of course, there is the issue of what happens when Lockheed Martin's system becomes obsolete.

The Grammy Foundation, on the other hand, puts little faith in magnetic storage. In their grant infor-

mation for audio digitization projects, they specifically state that storing the digital files on a hard-drive is not archival; they consider only CDs to be archival. However, it is my understanding that optical media has archival issues, too.

This question was recently explored at a conference sponsored by the Northeastern Document Conservation Center — and an op-ed piece by Ted Rall makes the same conclusion: CDs, especially recordable CDs, are ephemeral. Experts maintain that a recordable CD has a life expectancy of five to seven years. Rall is also deeply concerned about the long-term viability of magnetic storage.

I really like computers; I think Ted Rall does too, and so do the good people at the Grammy Foundation and the Northeastern Document Center. I use computers all day long at work and cannot imagine being without them. When I go home I spend a good part of my evening on one, or both, of my machines.

However, since we seem to have no reliable, long-term storage for digital files, we need to treat them for what they are. They are fragile, very fragile.

Will the future change this situation? I truly hope so. In the meantime, back up any files you care about. Store them on different media, even multiple times on several different hard drives and CDs.

And, if there is information you really cannot afford to lose, consider printing it out.

Further reading

Ted Rall: http://news.yahoo.com/s/ucru/20050824/cm_ucru/afateworsethandeath

National Archives and Records Administration: <http://www.washingtonpost.com/wp-dyn/content/article/2005/09/11/AR2005091101019.html>

Grammy Foundation: http://www.grammy.com/grants/Methodology_2006_Final.pdf

2005-2006: Year of the Part-Timer

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UUP has a history of being a strong advocate for SUNY's part-time employees. Appendix A-30 of the most recent contract actually has been an integral and long standing section in the past two agreements. This appendix states that the "University shall instruct campuses to appoint part-time term faculty to full-year appointments where they are in the position to do."

The appendix also states that the University should "encourage campuses to provide support services and facilities needed by part-time faculty in conjunction with the performance of their professional obligation. Examples include office space, access to telephones, photocopying and secretarial services.

UUP has worked hard to insure that part-time employees and full-time employees receive almost identical benefits and working conditions. Unfortunately, these rights and benefits are not always recognized by the administration or colleagues. Part-time academics and professionals should be viewed as campus assets and colleagues rather than as the competition.

Thus, UUP will continue to work to improve job security, benefits and working conditions for all part-timers.

For example, in its most recent action taken on behalf of part-time professional employees, UUP settled a class action suit with the SUNY system administration regarding

holiday compensatory time for part-time professional UUP staff. (See article above.) In this settlement, part-time professional employees "shall be granted a compensatory day off when any holiday indicated herein falls on a Saturday or Sunday: (New Year's Day; Martin Luther King Day, Lincoln's birthday; Washington's birthday; Memorial Day; Independence Day; Labor Day, Columbus Day, Veterans' Day; Election Day, Thanksgiving Day and Christmas Day)."

Not only will part-time professionals be able to accrue holidays that fall on pass days or weekends, but these employees have received three holiday compensatory days to make-up for the days they had not been able to accrue under the previous agreement. This class action suit settlement was a win-win situation for all UUP members.

At the Binghamton Chapter level, part-time concerns have been taken seriously and have been at the forefront of several campus labor/management meetings. In past meetings, UUP-Binghamton has requested the University send out memo outlining Appendix A-30, reminding the campus community of the rights and workplace needs of part-time employees. Human Resources agreed to send out this memo and did so rather quickly.

UUP-Binghamton has also been working with Human Resources to provide an informational handbook

and website that are solely dedicated to part-time academic and professional employees. UUP-Binghamton and HR have worked well together on this project, and the handbook and website should be available soon.

In the last several labor/management meetings, UUP-Binghamton has discussed the issues of salary increases and equity and job security for part-time employees. Although UUP-Binghamton has not received any positive feedback about these ongoing issues, we will continue to talk about them until all three of them are addressed to our satisfaction by the Administration. We will be looking into the pay equity issues very seriously this year. If SUNY-New Paltz (and the Delhi and Cortland campuses) can provide substantial pay increases to their part-time academics, then such raises can be given to Binghamton's part-time academics and professional staff members.

Although holiday comp time, job security, salary increases and working conditions were discussed in this article, UUP is well aware that there may be other part-time related issues that may concern the constituency. Please contact us and let us know about your concerns. We're here to help, especially since it is the Year of the Part-Timer.

If you have any questions, please contact Beth Turcy Kilmarx at 7-3403 or bkilmarx@binghamton.edu.

UUP Settles Class Action Suit over Holiday Compensatory Time for Part-Time Professionals

**by Beth Turcy Kilmarx
BU Libraries**

UUP recently settled a class action suit with the SUNY system administration regarding holiday compensatory time for part-time professional UUP staff. According to the

settlement in a memo sent to eligible employees:

Part-time professional staff members represented by UUP will be considered eligible to accrue the holiday compensatory time indicated in this settlement if they are eligible for health insurance. Eligibility for

this compensatory time will begin at the start of the waiting period for health insurance coverage.

A part-time professional staff member who is eligible to observe holidays and is required to work on a holiday shall be granted a com-

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UUP Professionals – Committed and Taking Action

**by Frances L. Goldman
Asian and Asian American
Studies Program**

During the first week of August, I was fortunate to be able to spend a five days in Ithaca as a participant in the NYSUT and Cornell School of Industrial and Labor Relations Leadership Institute. What I learned during that period was that unionism is a strong and vibrant entity in New York state and that there are many committed and eager to making it even better.

The enthusiasm and dedication of the participants and facilitators was certainly evident and, I must say, invigorating. In addition to learning much about unionism and leadership skills, it provided an opportunity to reflect upon UUP's role at Binghamton and the positive things the chap-

ter has done as well as where we need to be.

Over the course of the past few years UUP has had a growing presence in many aspects of the University community that range from our participation in BU Advocacy Day to being more proactive on issues which affect our membership.

This has helped many feel more empowered in their everyday work life and it is certainly evidenced by the growing number of professional employees who are taking action and have become members of the UUP Executive Board.

For example, this past spring nine professional staff chose to run for a delegate position in addition to those already elected. This is the largest



number of new faces on the executive board in recent history and further demonstrates a commitment to UUP and its leadership.

To continue to meet the needs of our constituents, a Professional's Work Group has been formed for the purpose of more closely investigating such issues as compensatory time, the timeliness of performance programs and evaluations which in turn has an impact on renewals, permanent appointment, promotions, salary and discretionary increases. You will be hearing more about this group.

Once again, I congratulate those who have chosen to become active and welcome any who are considering this route. Please give me a call (7-4938) or e-mail (frances@binghamton.edu) if you are interested in issues which impact your work life at BU.

Empire Plan Enrollees: Read This!

**by Cheryl Suzanne Spiese
BU Libraries**

How many of us read word-for-word our UUP contracts or the booklets that come from our health plans? Many of us, this writer included, do not. However, I recently learned of a relatively new Empire Plan benefit that could, quite literally, be lifesaving. The UUP contract for 2003-2007 offers enrollees in the Empire Plan expanded access to cancer care through an organization called Cancer Resource Services (CRS). If you have been given a diagnosis of cancer, CRS offers "...direct nurse consultations, information and assistance in locating appropriate care centers, connection with cancer experts at CRS Cancer Centers, a

travel benefit and paid-in-full reimbursement for all services provided at a CRS Cancer Center." (Article 39, page 59 of the *Agreement between United University Professions and the State of New York, July 2, 2003-July 1, 2007*, a.k.a. the contract.)

You do need to use one of CRS's recognized "centers of excellence," and in New York those currently include Memorial Sloan Kettering in NYC and Roswell Park Memorial Institute in Buffalo, both of them considered outstanding. But once you have chosen one of these centers, your treatment is covered in full.

More information about CRS's services can be found at their web site: <http://www.urnweb.com/gateway/public/cancer/cancer.jsp>.

Or call CRS at 866-936-6002.

And, cancer services is not the only expanded coverage area for the Empire Plan. CRS is part of a larger entity called United Resources Network (URN). For details, go to <http://www.urnweb.com/gateway/public/welcome.jsp>. In addition to providing cancer support, URN provides full coverage for infertility and transplant services for Empire Plan enrollees.

Apparently, with all of these services, a big advantage is that your care is coordinated by a case manager, so that you need to deal only with this one individual.

For more information about any of these services, you can begin by contacting Kim Avery, campus Human Resources, ext. 7-2187.

Welcome to a New Academic Year

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coming year to determine what issues are important to you and then take them to the Administration for discussion and resolution. Please let us know what is on your mind.

You also know that UUP has been central to increasing SUNY's funding for a number of years. It has primarily been our efforts with the New York State Legislature that have repulsed attempts to cut public higher education funding.

Our efforts were fully recognized last year when SUNY essentially accepted all our major initiatives when they put forth their budget proposal to the state. The \$50 million SUNY-wide in 2004, approximately \$3 million for Binghamton, have allowed for the hiring of many additional faculty this year and should allow for real stability in many programs and departments for a number of years. Additional moneys in 2005 are allowing for additional hiring.

This down payment on rebuilding our campus must be enhanced this coming year. If the strategic plan is to be fully implemented at Binghamton, UUP will need your help and we must fully partner with the campus administration to secure needed funds. We will be contacting you to write letters, e-mail or fax your support for SUNY to your legislators later this year.

We will also need your assistance with the Binghamton Advocacy Day program in this spring. This program, initiated by UUP and fully accepted by the campus administration, has brought over 100 Binghamton advocates to Albany each year to review the real benefits our campus brings to the region and to the state.

In all these activities, UUP has taken a leadership role in arguing for your needs. We will continue to do that. We are happy to work for you.

UUP Wins Holiday Time for Part-Timers

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compensatory day off. If they are required to work on Thanksgiving or Christmas they shall be granted 1.5 compensatory days off for that effort.

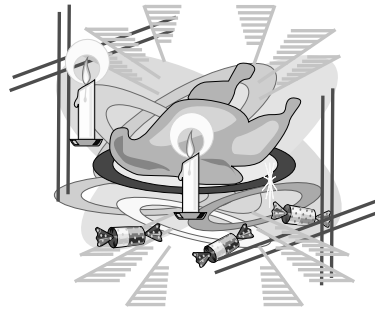
A part-time professional staff member who is eligible to observe holidays shall be granted a compensatory day off when any holiday indicated herein falls on a Saturday or Sunday: (New Year's Day; Martin Luther King Day, Lincoln's birthday; Washington's birthday; Memorial Day; Independence Day; Labor Day, Columbus Day, Veterans Day; Election Day, Thanksgiving Day and Christmas Day).

The terms of this settlement are retroactive to July 3, 2003, and are applicable to eligible part-time professional staff who have an appointment at the time of the execution of this settlement. As a result of this settlement, eligible professional staff members should add three (3) addi-

tional holidays (Christmas, New Year's and Lincoln's birthday) to their current leave record (July-Sept. 2005), with a note indicating "UUP settlement" next to it. Please add the two days in the month of August 2005 only.

Also, if you have a college-year obligation, and do not accrue during the summer months, please add the additional days to the month of September. Under the terms of this settlement, you will be provided two (2) years from the date such time is received to use the additional time. If not used within that time frame, the holiday compensatory time will be forfeited.

If you have any questions about this settlement, please contact Beth Turcy Kilmarx at 7-3403 or bkilmarx@binghamton.edu, or Kathy Zentz in the UUP Binghamton Chapter office at 7-4382 or UUP@binghamton.edu.



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