

Connection *uup*

Binghamton Chapter, United University Professions

From the Chapter President

New Contract! New Challenges!

*by Sean Massey
Women, Gender, &
Sexuality Studies*

It has been a busy and exciting summer! Some of that excitement comes from good news and some from bad news.

Good News

We now have a 6-year ratified contract! In 2015, the UUP negotiations team traveled across NYS, talking to members about their concerns and identifying priorities for negotiations. Thanks go out to UUP's negotiations team which included Chief Negotiator Mike Smiles, assistant negotiators Pamela Malone of Empire State College and Jason Torre of Stony Brook, and others who sat across the table from SUNY and NYS and held the line against cuts to our benefits and compensation. Additional thanks go out to the UUP officers who toured the state and went to every SUNY campus during these negotiations to make sure people knew what we were fighting for and what was at stake. A tentative agreement was signed on May 23. The membership voted, and on September 5, the AAA (American Arbitration Association) ratified the contract.



The new 6-year (2016–2022) contract between UUP and NYS was ratified by a positive vote of 14,582 for and only 334 against. An overwhelming 98% of voting members supported it. This is one of the largest voter responses in UUP's history and as UUP's President Fred Kowal pointed out, "This shows that UUP members are dedicated to their union and that UUP is stronger than ever." Because we were without a contract for 2 years (2016–2017), we effectively have this contract for 4 more years, through July 1, 2022.

It is a really good contract!

The new contract provides a 2% increase for every year of the contract, starting in 2016. It makes sure that we will not only get the in-

creases we are due, but also all the retroactive pay for those first two years of the contract. It includes a first-ever paid family leave benefit and also a first-ever minimum wage for our adjunct faculty. In this contract UUP was able to negotiate four years of discretionary salary increases (added to base salary), rather than the discretionary awards (or one time bonuses) received in previous contracts. In the the first two (previous) years of the contract we will still receive discretionary awards, the first a \$600 bonus and the second DSA similar to those we received in the past. One new aspect of these discretionary increases is that UUP and NYS agreed that a portion of these increases (50%) would be designated to address salary equity and compression issues.

There are many more good things in the new contract. You can read through the entire agreement (or a summary of the highlights) at <http://uupinfo.org/negotiations/index.php>. If you have specific questions, feel free to call UUP's Statewide offices at 518-640-6678 or email at contract@uupmail.org.

By the time this newsletter is printed, we should have started to receive the pay adjustments mentioned above, which will include: \$600 bonus for 2016 (pro-rated for part-time employees); 2018 discre-

Connection

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

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tionary awards if eligible; three 2% raises, which are compounded and should equal approximately 6.1%; and the first half of the retroactive pay we are owed for 2016–2017. The second half of the retroactive pay we are owed is expected after the end of the Spring 2019 semester (sometime in July). The particulars of how to determine the salary compression and equity adjustments is currently being discussed by UUP, SUNY and the Governor's Office of Employee Relations.

Additional information is to be provided about the dependent scholarship program, money for Individual Development Awards, the Productivity Enhancement Program (PEP), the Drescher leave

awards, and other campus grants.

Bad News

The summer's bad news was the June 27 ruling by the U.S. Supreme Court on the *Janus v. AFSCME Council 31* case. A breakdown of the Janus case and what is at stake was included in the Spring 2018 newsletter. In a 5-4 decision, the court decided that non-union members—who will continue to benefit from the hard work of the union and take advantage of the raises and benefits won during the unions advocacy and negotiation with SUNY—no longer have to pay their fair share (also known as *agency fees*) to support that work.

The *Janus* case itself was never really about fairness, or argued in good faith. It was an organized attack on public sector unions by a group of union-busting corporate CEOs and wealthy special interest groups whose primary aim was to decimate public sector unions nationwide. Consequently, it was no surprise that the plaintiff, Mark Janus, upon winning his case, immediately quit his state job and went to work for an anti-union right-wing think tank that bankrolled his case.

How does this affect UUP, and how does it affect us here at Binghamton University?

According to UUP Statewide, the union took a significant hit financially. The ruling went into effect immediately, and UUP lost the financial support of all the non-member fee payers. However, given the political climate and the makeup of the court, the decision was not completely unexpected. Because of strong leadership and smart budgeting, our statewide organization was prepared for this.

In addition, the strategy of the anti-union groups may have backfired. Since the *Janus* ruling, UUP's

CONTRACT HIGHLIGHTS

- 2 percent salary increases each year of the contract, retroactive to July 2016
- Coverage under the state's Paid Family Leave Law—making UUP the first New York state employee union to negotiate this statutory benefit
- Starting in 2019, a minimum salary for part-time academics who are compensated on a per-course basis. After years of effort, this is an historic gain for part-time academics on SUNY's state-operated campuses!
- Dedicated on-base funds to address salary compression at campuses statewide
- The re-establishment of on-base discretionary salary increases (DSI)
- Provisions to address hospital needs regarding on-call and holiday pay
- Professional development and other grants to address the professional needs of UUP members and SUNY

membership has actually increased. Previously non-member fee payers have chosen to sign membership cards, and of the 35,000+ members across NYS, only 35 have chosen to resign from the union. Apparently, most of SUNY's faculty and professional staff can see through the lies and see the *Janus* case for what it is—an attack on labor, an attack on public higher education, and an attack on fairness and respect for the people that make SUNY work!

AM I STILL A MEMBER?

If you were a member, you still are a member. That has not changed. However, the anti-union groups that launched the *Janus* case have not relented. They are now using direct mail and phone campaigns, paying for ads on billboards and radio, producing slick commercials, even visiting union members at their homes to urge them to quit the union, telling them that they can still get union-negotiated benefits and protections for free. One of the anti-union groups, *New Choice NY*, an affiliate of the anti-union groups *Americans for Fair Treatment* and the Michigan-based *Mackinac Center* (the group that backed Mark Janus, and is supported by foundations tied to Betsy DeVos), has spent \$10 million post-*Janus* in attacks against unions, sending out an email blast to state and local employees reminding them that they can now quit the union and stop paying fees.

Do not be fooled by these groups. Their goal is to destroy unions and public higher education. And if they are successful, here is some of what is at risk:

- Fair and equitable increases in wages and benefits
- High-quality health insurance coverage and affordable de-

- ductibles/copayments
- Effective due-process
- Protections for tenure/permanent appointment and academic freedom
- The ability to defeat harmful anti-public higher ed and anti-union proposals to protect our university, our students, our work and our union
- Professional and academic development programs (health, technology, retraining, affirmative action and individual and campus programs), funded by the union

UUP just negotiated and ratified a good contract. The compensation and benefits included in this contract did not result from the benevolence of SUNY or the goodness of Governor Cuomo's heart. They only happened because we are a strong union. Four years from now we will be negotiating another contract. The terms of that contract depend on UUP being able to sit across the table UNION STRONG to demand that SUNY listen to us again, negotiate in good faith, and show us the fairness and respect we deserve.

UPDATING YOUR MEMBERSHIP

In an effort to strengthen our base of membership, UUP is asking all current members to sign an updated membership card. This accomplishes two goals. The first goal is to bring all our existing membership cards in line with recent changes made to the Taylor Law. These changes, approved in March by Governor Cuomo and the state Legislature, were put in place to protect unions from some of the threats posed by the *Janus* case. For example, one change is that unions no longer have to represent

non-members in disciplinary cases (outside of some terms of conditions of the contract). The second goal is to provide each of us with an opportunity to reaffirm our support for and commitment to our union. It is important to speak out against those attacking our union and public education, and show them that instead of weakening, we stand together with our union brothers and sisters in solidarity and pride. So, if you have not yet renewed your membership card, please do so.

WHAT IF I WAS JUST A FEE PAYER?

There is no way to sugar coat this—you are now a non-member who is taking advantage of the union's hard work, and the contributions of your colleagues, without paying your fair share. It is something you can easily correct by signing a membership card. A few of you have said that before the *Janus* decision you never bothered to sign a membership card because it did not matter—you were paying agency fees so you were supporting the work of the union. With *Janus* the situation has changed—and it is time to step up, sign up, and stand with your colleagues against this assault on our union and our institution.

HOW TO JOIN?

You can join or renew your membership in the following ways: stop by the UUP Chapter Office (LNG) and fill out a membership form; use the form at the end of the newsletter; send me an email at uupbing@impactvalidity.com and I will drop by your office with a card; complete a form electronically on UUP's website or print one and send it to UUP via U.S. Mail. If you still have questions about the value of your union

membership, call UUP's dedicated membership information line at 518-640-6678 and speak to a statewide officer or a UUP staffer.

UUP President Fred Kowal put it this way: *"We want to ensure that our members recognize the need for a strong union and believe, as we do, that anyone represented by a union should pay their fair share for benefits the union provides—like negotiating salary increases and terms of employment."*

WHAT ELSE CAN I DO?

There is a lot more you can do to help us make our union stronger. You can talk to your colleagues about why it is so important to join the union and stand united. You can promote, share, and attend union events. You can participate in union organizing activities or volunteer to serve on a local or statewide union committee. You can even take on a leadership role by running for elec-

tion as one of our chapter officers or as a statewide delegate representing our chapter. If any of this sounds like something you could do, or if you have any questions, please feel free to contact me or one of the other chapter officers.

Discipline: Know Your Rights

Another important aspect of our contract is that it provides a number of protections for UUP members who find themselves the subject of disciplinary action. It is important for you to be aware of what your rights are and how to access them when you need them. These rights are described in Article 19 of the contract (<http://uup-info.org/negotiations/contract.php>). This protection applies to all UUP dues-paying members who have temporary, permanent, or continuing appointments.

Discipline Rights

If any disciplinary action is taken against you, as a UUP Member, the first thing you should do is to contact your UUP chapter leadership (listed on page 2 of this newsletter) who will contact our NYSUT representative (Labor Relations Specialist Darryl Wood).

Investigative Interview

If your situation involves an investigative interview, you should immediately ask for a union repre-

sentative and invoke the following rights:

1. Ask the subject matter before questioning, and confer with your representative privately before questioning begins.
2. Have your representative present during the interview to provide assistance.
3. Offer statements or evidence to prove or support your version of the incident.

It is very important that you assert your right to representation from the beginning. Refusal to answer questions before asserting your right to a representative could result in discipline for insubordination.

Suspension or Reassignment Rights

If you are about to be suspended without pay or temporarily reassigned, request that a UUP representative be present, and be aware of the following rights:

1. You can only be suspended or reassigned if your continued

presence at work represents a danger to persons or property or would severely interrupt operations. In such cases, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment.

- Details of charges against you must be outlined in a written NOD.
- You must be served a copy of the NOD by certified mail or personal service.
- You have 10 working days to file a disciplinary grievance to challenge the charges outlined in the NOD.

Additional information may be obtained from your UUP chapter representative.

2. You can be suspended or reassigned if you have been charged with the commission of a crime. The NOD must be served to you within contractual timelines (Article 19.7 (a) (2)).

“Professional Obligation:” What it Means to UUP Faculty

by Benita Roth
Sociology

(with thanks to Darryl Wood,
NYSUT Labor Relations Specialist)

Some of you who have contacted UUP about workplace issues have been told by us that UUP employees do not punch time clocks: instead we have this thing called a “professional obligation.” But what does that mean and where does the concept come from?

The idea of UUP faculty having a professional obligation comes from the Policies of the SUNY Board of Trustees (Article XI, Title H, section 2). It states “(t)he professional obligation of an employee consistent with the employee’s academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee’s professional obligation.” The president of a SUNY university/college has the right to determine professional obligation, and modify it, but only if s/he does not increase the amount of work. In other words, if one’s professional obligation was a pie, the slices could be shifted around in size—but the pie cannot get bigger.

If the pie does get bigger, UUP could go to the New York state Public Employment Relations Board (PERB—see <http://www.perb.ny.gov/>) and challenge changes made unilaterally by management (that is, the administration). PERB was created by the passage of the Public Employees’ Fair Employment



Act of 1967, which is better known as the “Taylor Law” (you can see PERB’s explanation of the Taylor Law here <http://www.perb.ny.gov/taylor-law/>). PERB’s mission is to implement the provisions of that act, and there are a number of things that matter to us as state employees. Most of us know that the Taylor Law aims to prevent strikes by public employees, but with that stick there are carrots that have to do with protecting our rights to organize and collectively bargain on our own behalf. PERB is also tasked with the “issuance of determinations on charges of improper employment practices,” which is bureaucratic speak for figuring out when management has acted wrongly.

What does it mean to say that management has acted unilaterally? Broadly speaking, a unilateral change is one where a party alleges that something—a part of a professional obligation—that should be a mandatory subject for bargaining has been changed without negotiations. Determining if management has acted unfairly means thinking about what someone’s professional obligation has been, that is, seeing things in a historical context: what has an employee been doing in the past?

If the tasks assigned to an employee in the coming year are significantly different than what would be expected in the coming year, then there must be a shifting around of the pie slices, not an increase of the pie. A simpler and non-pie related way to say this is that if you have to do more of one part of the professional obligation—say more teaching—then you would be expected to do less service and less research. Alternatively, you could be offered additional compensation, or what is known as “extra service.”

Ideally, if professional obligation shifts, you should talk to your supervisor about how to change the mix of the component parts of that obligation. This is a fancy way of saying that you and your supervisor should work out something together that is fair to you. If you have consulted with your supervisor, and you do not think that things have been adequately and fairly rearranged, UUP Binghamton Chapter leadership would suggest that you come to us. Again, if your duties shift, and if you feel that you have had your workload increased through greater demands for more work without a proper reduction in other parts of your professional obligation, or without proper compensation, we would like to know about it and we would like to help you. Protections around professional obligation that are written into laws are general as a necessity; your situation will likely feel very, very particular to you. We can help you navigate the kinds of responses that will work best to address your concerns.

Workload creep is a reality of working in this day and age, and probably 'twas ever thus. We faculty are in this game and part of this institution because we are self-motivated to do this work; we are, as a group, people who care about what we do, whether it be our research, our teaching or our service. As such, we can be taken advantage of, particularly in a state school whose budgets are always subject to strain. Luckily, our state school is unionized, which is not something we can take for granted in the current political climate.

Meet Jordan Helin



I am a union organizer assigned to work with the Binghamton chapter of UUP. To me, this means that my goal is to make sure that every member of UUP at Binghamton knows that they are the union: that the union is their organization and it reflects their values and needs. To make that a reality, we need to build that organization up. An organized union should be able to sustain itself by bringing in new members, developing new leaders, and replicating itself year after year. By accomplishing this, we will ensure that you, the faculty and staff of Binghamton University, have a strong and united organization made by, for, and of yourselves.

The mission of union organizing aside, I am excited to be back to Binghamton. As it turns out, I am an alumnus of this university. I studied computer science and worked in IT for a few years after graduating. After that, I decided to try a different career path in education, and for the past few years I was a graduate student in the History Department of Stony Brook University. I was involved in the Graduate Student

Employees Union there and it was one of the most rewarding parts of my experience as a graduate student. Political activism and organizing became a greater and greater passion for me from there, and union organizing was something of a natural outgrowth from that as a career path. My experience in academia has given me the perspective needed to understand the challenges faced by workers in higher education and so I look forward to helping you organize and fight for your rights.

The organized labor movement is at a crossroads. It is under attack at nearly every level of government. However, remember that unions built themselves up when organizing as workers was illegal. We can thrive in the face of adversity if we join together. If you are interested in working to make the university's union at Binghamton a stronger force for your rights as a worker, don't hesitate to contact me at: jhelin@uupmail.org



Retirees' Corner

*by Bob Pompi
Physics, Applied Physics
and Astronomy*

So you decided to 'call it' a career at Binghamton University. You have met with Human Resources, contacted the carrier for your pension, determined your retirement health care option, decided to join the UUP retirees chapter (COARM—Committee of Active Retirees), turned in your office key, and surrendered your SUNY desktop computer. However, you have retained your intellectual curiosity and interest in learning. You have



Photo by Jonathan Cohen

not surrendered those portions of your brain you found most useful during your very active career.

- Did you know there is an activity where you can retain your inquisitiveness and actively engage in Life Long Learning? That activity is joining Lyceum. Lyceum is the outreach program of the Department of Teaching, Learning and Educational Leadership that in turn is under the College of Community and Public Affairs. Lyceum offers a variety of courses over an academic year and schedules interesting field trips. With 2018 being the hundredth anniversary of New York State granting women the

opportunity to vote, this year's trip involved going to Seneca Falls to tour the Women's Suffrage Sites. We then proceeded to Auburn to visit the Seward and Tubman houses. William Seward was the Secretary of State under Abraham Lincoln when Alaska was purchased and Harriet Tubman was active in establishing the Underground Railroad that provided a way for fugitive blacks to get to Canada.

The courses Lyceum offers span a broad range covering climate change, art, politics, film, music, literature, great ideas, and science. We have group attendance events at the Tri cities Opera and Cider Mill Stage. A number of Lyceum courses

are taught by Binghamton University faculty. In fact, the leadership of Lyceum in recent years has been well represented by retired BU faculty and staff. Al Tricomi, English, is currently president. In the recent past, Don Blake, Harpur Dean's Office, and Stan Masters, Economics, have served as president. Lyceum was started at BU by Tom Kowalik and Linda Biemer and first met at the President's home on Vestal Avenue. We quickly outgrew that location and now meet at WSKG on Gates Road in Vestal. We currently have almost 600 active members.

We present two very popular lectures that are open to the public. Al Tricomi endowed a series involving BU faculty presentations. Anne Bailey gave this year's lecture based on her book "The Weep-

ing Time." In the spring we will be having the endowed Mall Lecture that presents a topic of current interest and is usually given by a scholar of international repute from the Northeast.

So give us a try. Kick the tires and take us for a spin. We have an office on campus and a call to Rhonda Branca, Lyceum Director, at 607-777-2587, will get you more information and a current listing of courses. You can also look at the Lyceum website at <https://www.binghamton.edu/tlel/community/lyceum/index.html> or access it from the campus directory. Personally, I have found my Lyceum membership to be very rewarding and I look forward to seeing some of my old BU colleagues at an upcoming Lyceum event.

Living the Better Life!

Health and Wellness Incentive Reimbursement Pilot Program

by Mac Gunter

There is method to my madness here, so allow me to SEGUE in a manner that may not at first make sense.

As educators, the influence we have on our students is often life altering. It is not only the information we share with our students, it is how we are perceived by them that may have the greater impact on their lives! My inspiration to become a high school teacher was very much a product of the dedicated teaching staff when I was in school.

As a high school teacher in Toronto, I still remember the last day of classes many years ago when a grade 12 student stayed behind to thank me for.....? This is where the story shifts in the most unexpected direction. The student's family had undertaken a corporate transfer from

afar the year before. He thanked me for a 'great year' and said that **because of me** he had decided not to return to his hometown that summer to propose to the girlfriend he had left the year before! Say what!! It seems that he saw me as a very positive role model. In his eyes I was happy and single, and he believed that he was 'rushing things.' Really!!

Over the years, I came to realize that there was some truth to the anachronistic words in the Education Act of Ontario:

"It is the duty of a teacher to inculcate by precept and example respect for morality and the highest regard for truth, justice, loyalty, love of country, humanity, benevolence, sobriety, industry, frugality, purity, temperance and all other virtues."



Although these words unrealistically place the educator on a pedestal, there is some truth to the fact that we do "inculcate by precept and example," and our students leave us with much more than the content of the courses we teach.

SEGUE

For me, one of the most profound lectures I attended at the University of Western Ontario's Ivey Business School was by Professor Mikalachki in his course on Personnel Administration. He talked about setting priorities in one's life and the importance of balancing competing interests. I never forgot what I perceived to be the basic premise of his wisdom: ultimately, you will not be happy if you are not happy with yourself, and to be happy with yourself you must feel good both physically and mentally. **The first priority in life should be to look after 'numero uno,' yourself!** Only then can you successfully share your life with your family and friends and your colleagues at work.

Too often, we lose perspective when it comes to the priorities in our life. Most of us 'need' to work. Most of us want to maintain good friend-

ships and family ties. All of us want to feel good about ourselves! How often have you found yourself working too hard at the expense of your own well-being and the healthy relationships with those you love? We all need to bring these competing life interests into balance on a regular basis and not allow one to run roughshod over the others.

To say that the **first priority in life should be to look after 'numero uno'** sounds selfish, and on one level it is. However, I would argue that when you look after yourself both physically and mentally, you bring the best you have to offer to your family and friends and to the workplace where your colleagues and students will see you as a healthy role model.

SEGUE

Did you know about the Health and Wellness Incentive Reimburse-

ment Pilot Program offered by Campus Recreation in support of the University-wide B-Healthy initiative? This pilot program allows you to apply for a 50 percent reimbursement of their FitSpace fitness membership fee after completing a set number of exercise sessions. This initiative offers a great incentive to be active and improve your overall health. Details about the program can be found at: <https://www.binghamton.edu/campus-recreation/memberships/pilot-program.html>

My hope is that you will recognize the many benefits of **looking after yourself**: you will feel better physically and mentally, and you will bring a happier you to your family, friends, colleagues and students. Here's hoping you will live the better life!

UUP Members Enjoy Fall Frolic

United University Professions (UUP), Binghamton Chapter invited faculty and professional staff to the "Fall Frolic" on October 3. The event was held in the Mandela Room located in the University Union.

Music was provided by the Harpur Jazz Ensemble Chamber Group.

UUP President Sean Massey gave a brief presentation to members who were celebrating the recent contract settlement.





Let's Work Together Against Workload Creep

*Jamie Dangler, UUP Vice President
for Academics*

*Tom Tucker, UUP Vice President
for Professionals*

The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms.

As we attempt to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees' definition of *Professional Obligation* is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department or unit's full professional obligation is exceeded.

Here's how it works.

According to the SUNY Board of Trustees Policies, "The professional obligation of an employee consistent with the employee's academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2).

The specific content of the employee's professional obligation is set at the time of hire. It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can

take to combat workload creep:

1. Extra work and volunteer work should not become part of regular workload

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary because it is beyond the employee's full professional obligation. It should be clearly identified as either **extra service** (with the appropriate paperwork completed prior to the commencement of the assignment) or as **voluntary**. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try

and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

2. Document your workload and workload increases

It's very important to keep a log of work done in areas of your professional obligation that are subject to workload creep. For example, are you and your colleagues being asked to do more in specific arenas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years. Professionals should have the additional work documented in their performance programs. If the supervisor will not include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York state-UUP contract.

3. Ask your UUP chapter officers for assistance

If a member comes to their UUP leaders with a workload problem, the first course of action is to review the specific content of that

person's professional obligation. If there has been an increase, chapter officers, in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action.

When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion

of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.

4. Hold a chapter workload workshop to explore problems and consider solutions

If there are pervasive workload issues at a chapter, the UUP labor relations specialist assigned to the chapter can conduct a workload workshop to review the basics and provide members with the tools they need to address their individual circumstances and work with the chapter to develop strategies to confront collective workload problems.

5. Reject the “guilt trip defense” of workload creep

While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be mindful that “helping out” should not lead to permanent increases in our workload, and uncompensated work that will jeopardize our health,

professional well-being, and the quality of our service to our students and our campuses.

Bottom Line

If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

If a UUP academic's workload is increased by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes increase substantially or if new administrative duties are required of an academic department, it's possible for UUP to engage in “impact bargaining” with the campus administration to seek adjustments or additional compensation.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues.



In order to improve our outreach, organizing, and communication efforts, our chapter has been building and utilizing our page on Facebook. The page will be a place to post news,

updates, calls for action, photos from events, as well as opportunities to show our strength and our solidarity with our allies.

All posts to the page will be moderated to avoid things like spam, trolls, flame wars, or tedious repetition. I also promise to try not to inundate you with too many posts.

So, if you are a Facebook user, please look us up at: <https://www.facebook.com/uupbinghamton/> and “like” our page.





Updated Membership Form

*Full Name: _____

Date of Birth: _____

*Street Address: _____

*City, State, Zip: _____

Home Phone: _____

Cell Phone: _____

*Preferred Email: _____

*Chapter: _____

** Required Information*

YES! I request and accept membership in United University Professions/AFT Local 2190 (UUP), and its affiliates, New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA), and the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

I recognize the need for a strong union and I believe everyone represented by a union should pay their fair share to support the union's activities. I hereby request and voluntarily authorize my employer to deduct an amount equal to the regular monthly dues applicable to members of UUP and remit that amount to UUP. I understand that this authorization and assignment is not a condition of my employment and shall remain in effect, regardless of whether I am or remain a member of the union, for a period of one year from the date of this authorization and shall automatically renew from year to year unless I revoke this authorization by completing and sending the UUP opt-out form via U.S. mail during the annual window period of July 1-31.

By providing my cell phone number and signature I am expressly consenting to receive autodialed and/or prerecorded calls and/or text messages from UUP on contract or benefits. I understand that this consent is not a condition of my membership with UUP, its national affiliates or the local organization named above.

*Signature: _____

Date: _____

United University Professions
Binghamton Chapter
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Binghamton University
PO Box 6000
Binghamton, NY 13904