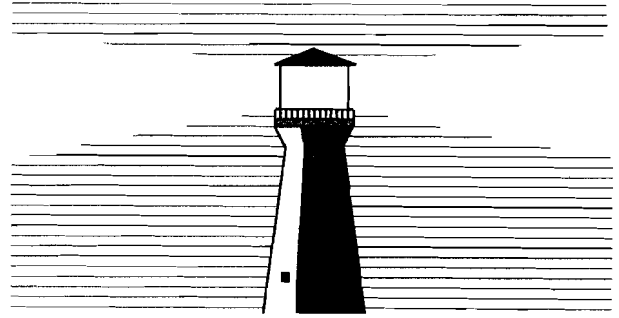


BEACON



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President's Note

Gary Owens, President
Brockport Chapter UUP



On the Horizon

You would ask the question what kind of title is this for this first article of the New Year. Well to answer your question that's the impression I have for the beginning of this New Year. As I look towards the horizon with anticipation of a new contract and the hopes that we will arrive there soon. All of us look to the horizon considering we have a new governor and we wonder what type of budget SUNY will have in 2008 – 2009. We at Brockport look to the horizon as we welcome all our new faculty and staff with expectations of a successful 2007 – 2008 year.

We look forward to working with a new Provost, Dr. Anne Huot and a new Vice President for Enrollment Management and Student Affairs, Dr. Katy Wilson. We also extend a warm welcome to the new President Fellow, Carl Almer. So you can see how "On the Horizon" can be most appropriate. As for now, I hope all of you will have a grand and successful year. I encourage each of you to become involved in the union. We invite you to our monthly meetings held every first Wednesday of the month at 4:30pm in 220 Seymour College Union. I also encourage you to get involved in the college. It can be a lot of fun.

Useful phone numbers, fax numbers,
e-mail addresses and websites:

- UUP Central - 1-800-342-4206
- UUP Office - 585-395-2208
 - E-mail - brockport@uupmail.org
 - Fax - 585-395-2138
 - Website - www.uuphost.org/brockport
- Cigna Dental - 1-800-481-1213 www.cigna.com
- Davis Vision - 1-800-999-5431 www.davisvision.com
- Heather Sponenburg, Labor Relations Specialist -
1-315-431-4040
- Benefits Office - 1-800-UUP-FUND
- Retirees Benefits - 1-800-342-4206 ask for Anne Marine

BROCKPORT CHAPTER OFFICE HOURS

9:30AM - 2:30PM
Monday - Friday

The UUP Office is located in
B4C Cooper Hall.

Phone: (585) 395-2208
Email: brockport@uupmail.org
Fax: (585) 395-2138
Brockport Chapter Website:
www.uuphost.org/brockport
UUP Central website:
www.uupinfo.org

Negotiations Bulletin

Contract remains in effect as talks progress

-Darryl McGrath

UUP President William Scheuerman wants members to know that good progress is being made in negotiations, and that their contract remains in effect, even though the 2003-2007 agreement expired July 1.

Negotiations for the successor agreement have moved forward at a steady pace, especially considering there's a new state administration across the table.

The process has already gone through several critical steps: the exchange of proposals between the parties; the clarification stage, in which both sides set out the meanings and definitions of the language in their proposals; and the presentations, in which UUP and New York state offered a detailed explanation of the reasoning behind specific topics in the proposals, along with comparative information such as agreements at other universities around the country, including SUNY's aspirational peers.

Preparation Pays Off

UUP and state negotiations teams are continuing their sessions. On July 12, the state reported its assessment of the mandatory versus non-mandatory nature of collective bargaining under the New York State Public Employees Fair Employment Act's standards, based on UUP's written and clarified proposals.

"We're proceeding at the pace we expected with a new administration," UUP President William Scheuerman said. "It is typical to encounter some delays as new players on each side become familiar with each other, and there's a new group of people on the state's side. But we are making good progress."

UUP spent the year leading up to negotiations gathering input from members, and that groundwork is paying off.

"Thanks to the member suggestion forms and the high return rate of UUP's negotiation survey, as well as the Negotiations Teams visits to every UUP chapter, we know what's important to the membership across the board, and that's helping us now as we deal with the state," said Negotiations Vice Chair Michael Smiles of Farmingdale.

In accordance with the Taylor Law, in New York state all provisions of the 2003-2007 contract continue – unless they specifically sunset – until the UUP membership ratifies a new agreement.

"Thanks to the state's Taylor Law, our members will continue to be protected under the last agreement," Scheuerman said. "We want our members to know that their right and benefits continue through the current negotiations, and we also want them to know that we expect to obtain the best agreement possible for the membership, even if it takes additional time."

Benefits Remain in Effect

The benefits extended to bargaining unit members under the expired contract remain in full force and effect until UUP and New York state reach a new agreement, and that successor agreement is ratified by the UUP membership.

Allocation for the Joint Labor/Management Committee

grant programs are depleted from the 2003-2007 agreement. UUP has proposed that increased funding for additional years be contained in the next contract.

"The Joint Labor/Management Committee grant program has worked out well for members," said UUP Chief Negotiator and Vice President for Academics Frederick Floss. "We think the state also recognizes the value of a program that helps academics and professionals hone their skills. We expect to press for continued funding for the joint committee in negotiations."

The Team will continue to provide regular updates on the progress of negotiations. Watch the UUP Web site – www.uupinfo.org – and upcoming editions of *The Voice* for more details.

As always in negotiations – and especially in negotiations where the two sides are getting to know each other – there will be occasional disagreements. In one such development, the state recently presented a health care proposal to UUP that would increase the individual's health care premium percentage and co-pays, and significantly shift costs from the state to UUP members.

"That is unacceptable, and UUP will be working very hard with other unions to push that proposal back and to strengthen health care benefits," Floss said

Guaranteed Hikes from the 2003-2007 Agreement

Even while talks are under way, UUP bargaining unit members look forward to the 2003-2007 contractually provided increase of up to \$800, effective June 30, 2007, to eligible full- and part-time employees. Members are also eligible to be given a discretionary salary increase by their campus presidents no later than Dec. 31.

The salary increases of up to \$800 were provided by UUP's 2003-2007 agreement with the state, and apply to all eligible full- and part-time employees, even though the previous contract expired July 1. The increases are paid on schedules that vary according to the types of appointments held by different employees, and their professional obligation, up through the Oct. 3 paycheck.

Scheuerman announced the basic annual salary increase in a letter to the membership in late June. In that letter, he outlined the schedule by which the increase will appear in paychecks, according to the appointments held by employees:

- If you are on a calendar-year or college-year appointment, your increase was effective June 28 and appeared in the July 25 paycheck.
- If you are on a 21-pay-period academic year appointment, your increase took effect Aug. 23 and will appear in your Sept. 19 paycheck.
- If you are on a 26-pay-period academic year appointment, your increase will take effect Sept. 6 and will appear in the Oct. 3 paycheck.

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You will also receive this increase if you meet one of the following descriptions:

- You are an incumbent of a position on June 30, 2007, and you have been on leave without pay. You will be eligible for the increase when you return from leave, provided you remain in the bargaining unit on your return.
- You are in service on April 30, 2007, but your employment expired prior to July 1, 2007, and you would have been eligible for the salary increase if your employment had continued through July 1, 2007. You will be eligible for the salary increase if you are re-employed in an equivalent position for at least one semester or the equivalent of the 12-month period commencing July 1, 2007.
- You are in service during a portion of the 12-month period commencing July 1, 2006, for at least one semester of the equivalent, but your employment expired prior to July 1, 2007. You will be eligible for the salary increase if you are re-employed in an equivalent position for at least one semester or the equivalent of the 12-month period commencing July 1, 2007.

Part-time employees receive a prorated share of the increase, based on their professional obligation.

If needed, contact your UUP chapter office for assistance.

DSI money on the way

The discretionary salary increase (DSI) is a contractual benefit which, according to the 2003-2007 contract, must occur no later than Dec. 31, and will be retroactive according to the member's professional obligation.

The policies on how and when DSI money is distributed vary by campus. UUP bargaining unit members should inquire at their chapter office or at their campus Human Resources Department about the distribution process for DSI funds by their campus president.



Office of Alumni Relations and UUP Tailgate Parties Come Join Us

SUNY Brockport Local Chapter of the United University Professions along with the Office of Alumni Relations and the Brockport Alumni Association will host Picnic/Tailgate Parties. You are also invited to join the student body in supporting the college football team. The picnics will be held in Lot V and will begin at 11 a.m. until 1:00 p.m. so come and enjoy. Bring your family for a fun filled afternoon!



Mark Your Calendar

September 22 – Brockport vs. Frostburg
October 13 – Brockport vs. Springfield
October 20 – Brockport vs. Wesley

Did you get your \$500?

Do you now or did you ever have a permanent or continuing appointment, or a second five-year term appointment during your career at SUNY before April 1, 2007?

If you have or ever had these appointments, you were eligible for a \$500 increase to your basic annual salary.

Employees who received continuing or permanent appointment or a second five-year term appointment during their careers in SUNY before April 1, 2007, received a \$500 increase in basic annual salary.

Employees who received such appointments effective after April 1, 2007, but effective before July 1, 2007, also receive this \$500 increase in basic annual salary.

Eligible employees received this \$500 increase in basic annual salary in their May 2, 2007 paycheck.

If you have not received this increase and believe you are eligible for it, or if you have any questions about it, please contact your UUP chapter office.

UUP Retirees to meet in Brockport

Bill Rock, VP for Retirees

The fall luncheon meeting of UUP retirees from the eight SUNY college and university centers in Western New York will be held in the New York Room, Cooper Hall, on Tuesday, October 16. UUP retiree members will receive an invitation four to five weeks before the event. The meeting is open to the entire college community and others who may want to attend should e-mail Bill Rock at wdrock@aol.com to receive an invitation.

The meeting will begin at 11 a.m. with coffee and registration. The morning speaker will be Angie Shortino, Lifespan, who will discuss *Your Health Insurance and Medicare*. Following lunch, Art Mason, Lifespan, will speak on *Elder Abuse: Myths and Realities*.

BROCKPORT CHAPTER OFFICERS 2007-2009

President.....Gary Owens
VP Academics.....Herbert Fink
VP Professionals.....Sharon Belle-Render
VP Membership.....Richard Castner
VP Retiree Concerns.....William Rock
VP Part-time Concerns.....Vacant
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VP REOC (Academics).....Patricia Chakalis
VP REOC (Professionals).....Sharon Crews-Perkins
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Stress Busters: 10 Little Things To Try

EAP Newsletter, September 2007

Researchers at the National Institute of Mental Health indicate that many of us experience a growing sense of stress during the fall months. In some cases, this relates to the opening of school and all that this entails, such as shopping for clothes and readjusting schedules. For others, it is the anticipation of the coming winter months as we say goodbye to the laid-back days of summer. But the concept of "stress management" can itself become stressful when one considers intimidating therapies such as "autogenic training," "biofeedback" or "transcendental meditation." However, stress management can sometimes be achieved by making minor adjustments rather than radical makeovers! Here are 10 such suggestions that are easy to try:

1. Go to bed just 15 minutes earlier at night. You will feel noticeably refreshed in the morning and more energetic in taking on the day and its challenges.
2. Nourish your friendship circle. Reconnect with an old friend.
3. Learn to say no. Resist the urge to accede to someone's request for your time or assistance if you're already multi-tasking. This does not make you a selfish person.
4. When faced with stressful situations, reflect on similar situations that you have successfully withstood in the past. You survived those and you'll survive these!
5. Learn to appreciate your family and co-workers. All too often, we tend to take their positive traits for granted and focus instead on traits we wish we could change, alter or redirect.
6. Don't procrastinate. When we postpone burdensome tasks, they continue to loom on the horizon and drag us down.
7. Avoid perfectionism. The discovery of fuzz balls under the bed doesn't mean that you must embark on a cleaning crusade.
8. Focus on improving yourself in some small way. According to Leslie Bonci, a dietician at the University of Pittsburgh Medical Center, "four fewer bites of food per day can translate into a weight loss of ten pounds per year."
9. Limit interaction with "negative" acquaintances who chronically reinforce feelings of hopelessness, anger and despair.
10. Catch yourself when tempted to "catastrophize;" i.e., when your mind fixates on some remotely threatening situation and anticipates a horrendous outcome.

Chronic stress can drain the joy out of living and contribute to physical illness as well. Your EAP invites you to contact us for confidential and constructive assistance in developing an effective stress-busting strategy.

www.theEAP.com

1-800-252-4555

THE BEACON

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Welcome Center & Parking Services – Update



Welcome Center & Parking Services
SUNY College at Brockport
350 New Campus Drive
Brockport, New York 14420

August 2007

New Visitor Policy

A new Parking policy goes into effect this fall which charges \$2 per day for a daily parking pass. This daily visitor parking pass can be obtained from the Conrad Welcome Center. We encourage departments to order passes in advance and to cover the cost for their guests when possible. As in the past, meters remain an alternative for short term parking needs.

In all instances, visitors to Admissions, parents of enrolled students, and members of various campus advisory boards are exempt from paying and parking fee. However, these visitors need to obtain a free pass from Conrad Welcome Center. In addition, Admissions' visitors have the option of obtaining a parking pass from the Admissions office.

During SUNY Brockport athletics and arts events, visitors will not incur a charge to park in designated lots. For all other events with 10 or more participants, contact Welcome Center & Parking Services for parking arrangements at least 10 business days in advance of the event.

The following are two key advantages of this new policy:

- It will help keep student parking fees to a minimum and more fairly charge all users for the maintenance and administrative oversight of the parking lots.
- For casual visitors and events under 10 participants, parking will be permitted in any lot, except lot L (outside Admissions).

For more specific information on this policy and to download a visitor pass request form, visit www.basc1.com/parking

Additional Parking Now Available

Welcome Center & Parking Services is pleased to inform the campus community that nearly 400 parking spaces have been added this summer with the addition of lot Y, located on Townhome Terrace, and the expansion of lot D1, located on Holley Street. The completion of these lots brings the total number of spaces added since 1998 to approximately 1,050.

Lot Y has been designated as resident parking for those students living in the townhomes. Faculty/staff and commuter students will be able to take advantage of the additional parking that lot D1 provides. There are also meters available in lot D1 for short-term parking needs. Two blue light phones have been placed in lot D1 for emergency use and for walking escorts.

This fall, lot W1 off Townhome Terrace near the Drake Memorial Library will be paved, providing an additional 23 spaces for commuters and reserved parkers.

Parking Changes

- **Townhome Terrace** (*previously known as Allen access road*)
In order to improve traffic safety, all parking has been eliminated along Townhome Terrace.
- **Seymour Union Driveway**
The drive located on the west side of Seymour Union has been designated as a service drive to accommodate deliveries to the building. Permanent parking has been relocated in lot O.
- **Thompson Sidewalk**
Parking on the sidewalk east of Thompson Hall will be prohibited. This area must remain clear of vehicles in case of an emergency.
- **Construction**
Crews are busy improving our campus, which may result in temporary loss of some of our parking spaces. Give yourself ample time to park and walk.



What's all the buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new programs and provide feedback.



Frequently, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction last spring, MAPers have entered drawings for Bose® Quiet Comfort 3 Acoustic Noise Cancelling Headphones, free admissions to the National Baseball Hall of Fame and Museum, a summer fun pack filled with a variety of items, and an OfficeMax gift card worth \$100. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly raffles; to date, prizes included digital cameras and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from

its providers of endorsed programs. Member Benefits oversees the frequency of e-mail communications to ensure you will not be bombarded. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits does not share your e-mail address with outside interests other than endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting, new program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to www.memberbenefits.nysut.org and see the feature on our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.

