



## President's Note    Hope in Uncertainty

Gary Owens, President  
Brockport Chapter UUP

Welcome everyone. I know we're a bit late but so much has been going on to begin this academic year. We delayed this addition of our newsletter, in order to be best able to inform you. Well things are still not altogether clear but we do know we are in difficult fiscal/financial times in SUNY, the State of New York, nationally and most of all in our own personal lives. By now all of you are aware SUNY has experienced a budget reduction of approximately \$210 million dollars. I say approximately \$210 million because this number can change by the time you read this. We are told that the Brockport campus amount has yet to be determined to date. So the College has implemented an action plan in order to be somewhat prepared when in fact this information becomes available. On October 7, 2008, Lou Spiro, Vice President for Administration and Finance, sent out a letter to the campus indicating The College at Brockport's plan of action to date. We are printing the excerpts from this letter so that you might have every opportunity to be informed. Make no mistakes these are difficult times for all of us. The effect is felt all across the board and it will take all of us working together to get through it. Please know that we will get through it and I want to encourage you to find a way you can personally contribute in a positive manner. I want to emphasize that our President has indicated the intent for vacant faculty positions to be filled everywhere possible. Quality education is an important core value we need to protect.

Given these recent budget developments, it is now time for The College at Brockport to take action.

- \* Our best *estimate* is that we will face a \$1.9 million base reduction in state support as our portion of the \$96 million permanent reduction to SUNY in 2008-09. Again, we should be receiving a more exact figure shortly from SUNY based on the standard BAP II formula.
- \* We have determined that it is essential to permanently reduce campus spending by \$750,000 in 2008-09 and to use up to \$1.2 million of campus reserves to temporarily meet the remainder of the anticipated reduction. We are most fortunate to have built our reserves over the past few years.
- \* The Provost's, Vice Presidents' and President's Offices all have been assigned a goal to meet this \$750,000 reduction according to their divisional proportion of the staff salary pool.
- \* A rolling staff hiring freeze will now be implemented that will allow the Provost and Vice Presidents to identify funded but vacant lines to meet their reduction goals and these vacant lines will be held separately in a budget reduction pool.
- \* This provides the flexibility for the Provost and Vice Presidents to continually review vacant staff positions and to move vacant positions in and out of the reduction pool to best fit their priorities while still achieving their reduction goals.
- \* The intention is to retain these lines for possible reinstatement when financial conditions improve; however, *if* SUNY becomes subject to state line controls, these positions *may* have to be eliminated.
- \* It will also be possible for the Provost's, Vice Presidents' and President's Offices to identify non-salary reductions to meet their reduction goals and they may institute spending restrictions in their divisions for this purpose.

We will continue to work with the Budget and Resource Committee to identify additional strategies, as we must also prepare for a likely substantial reduction in state support for 2009-10.

In our continuing efforts to keep the campus informed as budget developments continue to unfold, we are committed to providing more information as it becomes available.

## UUP Decries Paterson: Plan to Cut \$96M in Funding for SUNY

By David Sims

From *The Chief-Leader*, August 15, 2008

Phillip H. Smith, the president of United University Professions, spoke out against Governor Paterson's plan to cut \$96 million in aid for the State University of New York on Aug. 5, saying that the cuts could "result in tens of thousands of students being turned away" and would threaten SUNY's "core mission."

The proposed reduction on top of a previous reduction in state aid to SUNY would total \$148 million, an amount Mr. Smith called "inconceivable ...just weeks before classes are scheduled to resume." He said, "This massive cut is, for example, equivalent to the entire operating budget of at least one of [SUNY's] University Centers, or the combined operating budgets of three University Colleges."

The UUP leader also noted that SUNY has been ordered to reduce its non-general fund spending by \$109 million, which will affect operations like residence halls and food service. But, he added, these latest cuts will likely have much more impact on education. "This reduction ...could result in tens of thousands of students being turned away, or closed out of courses needed for graduation. An education delayed is an education denied," he said.

UUP spokesman Donald Feldstein said that what to cut was in the hands of SUNY, although he was sure the cuts would translate to service reductions rather than layoffs. "The L-word hasn't found its way into this dynamic," he said.

More-likely changes would be the growth of classes and the reduction in the frequency that classes are offered. "Students may not be able to take all the required courses they need to graduate on time," said Mr. Feldstein. "Having to spend an extra semester or two to obtain a four-year degree would put a further strain on the already hard-pressed budgets of New York's working families." Mr. Feldstein added that instructors would likely suffer too, as they had to deal with more students per class. "Students will not get as much attention and assistance ...faculty members are better able to tend to the individual needs of students if they have 20 students in the class instead of 50."

### 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](mailto:brockport@uupmail.org)

Fax - 585-395-2138

Website - [www.uuphost.org/brockport](http://www.uuphost.org/brockport)

**Delta Dental** - 1-800-471-7093 [www.deltadental.com](http://www.deltadental.com)

**Davis Vision** - 1-800-999-5431 [www.davisvision.com](http://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

## Statement Regarding American International Group (AIG)

NYSUT Member Benefits Trust

Needless to say, this is a trying time for the economy. Every day seems to bring more alarming news, and this economic anxiety seems to be impacting every aspect of our lives. Here at NYSUT Members Benefits Trust, we are monitoring developments and have been particularly engaged in the financial situation of AIG.

Member Benefits endorses various insurance and benefit programs from a variety of companies. Among those companies is AIG, which has been the provider for many years of the endorsed voluntary term life insurance program, as well as the endorsed voluntary and group catastrophe major medical insurance plans.

These past few days, AIG has been in the news due to issues surrounding the company's financial status, including AIG's ratings from financial-rating firms. On Monday, September 15, Governor Paterson announced that New York State is allowing AIG to use certain insurance assets as collateral as the company seeks to obtain funds to strengthen its financial position. AIG will likely be looking to other sources for capital, including the federal government and the selling of some of its businesses.

We understand that NYSUT members who have AIG policies are concerned about these developments. The trustees of NYSUT Member Benefits Trust share these concerns and will be closely monitoring this situation as it evolves over the next several weeks. Members with AIG coverage can rest assured that Members Benefits will continue to act as an advocate to make sure that all eligible benefits are paid.

As always, do not hesitate to contact Member Benefits if you have further questions or concerns.

### Office of Alumni Relations and UUP Tailgate Parties

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

October 11 - Brockport vs. College of New Jersey

October 25 - Brockport vs. Western Conn. State

November 15 - Brockport vs. Buffalo State



## Introducing: Tools for Tough Times

*EAP Newsletter*, September 2008

No doubt about it – we're living in some tough financial times. Recent headlines tell the story:

- "Americans Drove 9.6 Billion Fewer Miles in May Than A Year Earlier." – *The Washington Post*
- "World Food Price Rises Set to Hit Consumers." – *The Financial Times*
- "Winter Home Heating Costs Could Spike 10 to 20%" – *USA Today*
- "Housing Foreclosures Now 7,000 Per Day; Up 184% From One Year Ago – *National Public Radio*

But there's good news also! Your Employee Assistance Program has created a new financial component that we call Tools for Tough Times. These financial resources can be accessed online at your EAP Information Resources@ Website or by simply picking up the phone and contacting an EAP counselor. A peek inside "toolbox" reveals a huge medley of moneysaving ideas as well as a comprehensive listing of organizations that can help with even the most serious financial challenges. Be sure to check out:

- **GasBuddy.com:** Can help you find cheap gas prices in your city of anywhere in the nation. It is a network of more than 181 gas price information Websites and offers the most comprehensive listings of gas prices anywhere.
- **Deal Catcher:** Hundreds of online coupons, close-out prices, special deals and discounts on everything from boxed wooden hangers to office supplies to high fashion clothing by well-known designers.
- **Farmers Market Search:** The freshest produce at the lowest prices! The U.S. Department of Agriculture's nationwide directory of local farmers markets.
- **50 Ways to Save Money Every Time You Shop:** Here's but two ideas – Eat before you shop and save \$20 to \$50; Avoid purchases at the check-out counter. Why pay 85 cents for a pack of gum when you can buy a multi-pack for just a little more?
- **Energy Star:** This joint program of the U.S. Environmental Protection Agency and the Department of Energy lists qualified appliances and products that will save you hundreds of dollars in annual energy costs while qualifying for federal tax credits.
- **Instant Annual Credit Reports:** By accessing this free, secure site, you can receive your current report and FICO score in minutes.
- **Foreclosure Rescue Scams:** Sound to good to be true? Don't sign on to any "rescue" plans, no matter how legitimate they seem, without first consulting this site.
- **Financial Calculators:** To lease a car? To purchase a car? To rent a home? To purchase a home? Don't make a move before using these simple tools.

Your Employee Assistance Program is staffed by professional counselors who care about you and will assist you in locating the most reliable and relevant financial resources to impact your personal situation. No matter how serious or desperate your personal financial situation may seem, we are dedicated to providing you with hope, reassurance and guidance. Your privacy is always respected and your dignity is always respected. Don't just *worry* about your financial challenges; partner with your EAP to *attack them* in a logical, thoughtful manner!

## AP-AOL Poll:

### Debt Hurts Your Body, Too!

(Associated Press, June 9, 2008)

*EAP Newsletter*, August 2008

Most of us realize that a growing pile of bills can cause great emotional stress. But the headline above may have caught your attention because it presents evidence that high debt loads can adversely affect one's physical health as well. Research psychologist Paul J. Lavrakas, who analyzed the survey results, indicates that 10 million to 16 million American are "suffering terribly due to their debts and their health is likely to be severely impacted."

Among those reporting high debt stress in the poll, the AP story reported that:

- 27% had ulcers or digestive tract problems, compared with 8% of respondents with low levels of stress
- 44% reported migraines or other severe headaches, compared with 15%
- 29% experienced severe, disruptive anxiety, compared with 4%
- 23% suffered from severe depression, compared with 4%
- 6% reported suffering actual heart attacks, which is double the rate of those with low debt stress
- 51% reported severe muscle tension including debilitating lower back pain compared with 31%

And it's likely that these affected individuals are experiencing job-related problems as well since most of them reported significant sleep and concentration problems. Many also reported experiencing the "volcano effect" whereby internalized stress grows and grows until one "snaps" or lashes out at another over some minor issue.

AP economics writer Jeannine Aversa, who first described the poll findings, observes that the growing debt load is a national phenomenon that crosses all social strata. She reveals that:

- According to the Federal Reserve, consumer debt, almost all from credit cards, now totals \$957 billion, up from \$800 billion in 2004.
- Home mortgages now total \$10.5 trillion compared with \$7.8 trillion in 2004. And for many with adjustable rate mortgages, their housing obligations will explode when the higher rate ARM kicks in.
- Car loans now average \$27,397, up from \$24,888 four years ago.
- And this from Moody's Economy.com: the percentage of after tax income now devoted to debt service is 20%, up from 18.5% in 2004.

Beware of the alluring "beartraps" that may appear to offer quick fixes to debt problems. These include constantly seeking out additional lines of credit; applying for loans to provide for day-to-day needs and wasting precious monetary resources on gambling, gaming and lottery tickets!

Your Employee Assistance Program recognizes that serious financial concerns may be affecting your health, happiness and productivity at work. Remember we are here to help you with practical, "real world" solutions to effectively and responsibly address these concerns.

[www.theEAP.com](http://www.theEAP.com)  
TDD Accessible

1-800-252-4555  
or 1-800-225-2527

## Dependent Care Advantage Account Provides Help with Child care, Elder care, and Disabled Dependent Care Expenses

Jamie Dangler, UUP representative to the NYS Work-Life Services Advisory Board

The Dependent Care Advantage Account (DCAA) is a negotiated benefit that can help UUP members and other state employees save money on expenses for child care, elder care, and disabled dependent care. It allows employees to pay for dependent care with pre-tax dollars and includes an employer contribution that was increased under the 2007-2011 UUP contract and now provides between \$300 and \$800 toward employees' dependent care costs.

The DCAA covers expenses for care of children who are 12 or younger and spouses who are physically or mentally incapable of self-care. It also covers other dependents (including elders) who need care if they live in the employee's household for more than half of the taxable year, spend at least eight hours per day in the employee's home, or receive more than half of their support from the employees during the taxable year.

Eligible expenses include payment for adult care, au pair, babysitters, before and after school programs, child care centers, family daycare providers, home aides, nursery school, school-age holiday care, and summer day camp.

Employees can have up to \$5,000 deducted from their paychecks and put into a DCAA account before state, federal, social security, and city (if applicable) taxes are taken. Each pay period, a portion of the total amount the employee wants to put in his/her account is taken out of the biweekly paycheck (pre-tax) through automatic payroll deduction. After paying for dependent care services, the employee must submit a reimbursement request along with receipts for services provided in order to receive payment. Reimbursement requests can be submitted as often as the employee chooses.

In addition to the pre-tax savings, an employer contribution that ranges from \$300 to \$800, depending on one's income, is available to those who enroll in the program. Employees can enroll for the employer contribution without participating in the pre-tax savings portion of the program.

The \$5,000 maximum for the DCAA is a household limit set by the IRS. If a UUP member's spouse is also a state employee eligible to participate in this program, their combined enrollments cannot exceed \$5,000. However, the employer contribution does not go to households. It is available to each individual from an eligible bargaining unit who is enrolled in the program. This means that if a UUP member has a spouse who is entitled to a DCAA employer contribution, both individuals will receive the contribution pegged to their individual New York State salaries.

Individuals who enroll in the DCAA cannot change their minds about participating before the end of the calendar year for which they have enrolled. Their pre-tax deductions will continue through the year. There are circumstances, however, that allow for a "change in status" before the end of a calendar year. These include marriage, divorce or separation, the death of a spouse or dependent, and the birth

or adoption of a child. A change in status can also occur because of a change in care provider, as well as changes in employment circumstances, work schedules, custody arrangements, and rates paid for care.

Detailed information about DCAA, including an FAQ that covers many special circumstances, can be found at [www.flexspend.state.ny.us](http://www.flexspend.state.ny.us). Employees also can have questions answered directly by calling the Flex Spending Account Hotline at 1-800-358-7202.

### 2009 Open Enrollment

Part-time and full-time employees who expect to pay for dependent care in 2009 can enroll in the DCAA. The enrollment period begins on September 22 and ends on November 14, 2008. Enrollment is completely paperless and the application process is quick, easy, and secure. You can enroll by Internet or telephone.

**Internet Enrollment:** Log on to [www.flexspend.state.ny.us](http://www.flexspend.state.ny.us) to access important program information, including a useful tax calculator to help identify your potential savings. This calculator will guide you so that you will know if the Federal and State Tax Credits or the DCAA account will save you more money on your dependent care expenses. The website also provides the online application, instructions, and forms you'll need once enrolled in the DCAA account.

**Telephone Enrollment:** if you don't have Internet access or prefer speaking with a person, you can complete your DCAA account application over the phone. Call 1-800-358-7202, option 1, to speak to a customer service representative who will assist you with enrollment and complete the application for you.

The 2009 employer contribution rates are:

<b>If the Employee's Full-Time Salary Is...</b>	<b>The Employer Contribution is...</b>
Over \$70,000	\$300
\$60,001-\$70,000	\$400
\$50,001-\$60,000	\$500
\$40,001-\$50,000	\$600
\$30,001-\$40,000	\$700
Up to \$30,000	\$800

The 2009 open enrollment period ends at midnight on November 14, 2008. No applications will be accepted after the deadline. Don't pass up this once-a-year open enrollment opportunity to save money on your dependent care expenses.

*"I consider myself lucky to find child care for both my children at \$9,200 per year. Although that's a good price for quality care, it still takes a sizeable bite out of my spendable income. Between my payroll deductions and the employer contribution, I shave about 30 percent off those child care expenses by participating in the DCAA account, putting nearly \$2,750 back in my own pocket."*

*-Stephen G., UUP, SUNY Albany*

**Part-timers can buy Dental and Vision Plans**

The officers are pleased to announce that as of April 1, active part-time UUP members who are currently ineligible for dental and vision benefits will be able to purchase these benefits through our new UUP Part-time Dental and Vision plans. These plans are administered through the UUP Member Services Trust Fund.

Members interested in one or both of these plans should go to the UUP Web site – [www.uupinfo.org](http://www.uupinfo.org) – select BENEFITS and then select PART-TIMERS. There you will find all the information you need: program details and rates; highlights of the dental and vision plans; and enrollment and claim forms.

This is an exciting opportunity for UUP part-timers.

For more information, call a UUP Benefit Trust Fund representative at (800) 887-3863.



**Retiree Dental Plan**

Also, I'd like to remind you that the retiree dental plan has switched to Delta Dental, effective April 1.

Please note that there will be no change in the actual benefit – just a change of administrators, From CIGNA Dental to Delta Dental.

If you have any questions regarding retiree dental programs, call UUP Retiree Services Coordinator Anne Marine at (800) 342-4206 x638, and she will be happy to assist you.

*For information about these programs 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](mailto:benefits@nysutmail.org), visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), or refer to your NYSUT Member Benefits Trust Summary Plan Description.*

*Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.*

Doreen M. Bango, Manager  
Member Benefits & Services

**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...Daniel Hraber & Susan Collier  
VP Publishing.....Brandon St. John  
VP REOC (Academics).....Patricia Chakalis  
VP REOC (Professionals).....Sharon Crews-Perkins  
Treasurer.....Danny Too

UUP Field Representative  
Heather Sponenburg, NYSUT  
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The UUP Office is located in B4G Cooper Hall.  
Phone: (585) 395-2208  
Fax: (585) 395-2138

**BROCKPORT CHAPTER  
OFFICE HOURS**

9:45AM - 2:45 PM  
Monday - Friday

The UUP Office is located in  
B4g Cooper Hall.

Phone: (585) 395-2208  
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[www.uuphost.org/brockport](http://www.uuphost.org/brockport)  
UUP Central website:  
[www.uupinfo.org](http://www.uupinfo.org)

**THE BEACON**

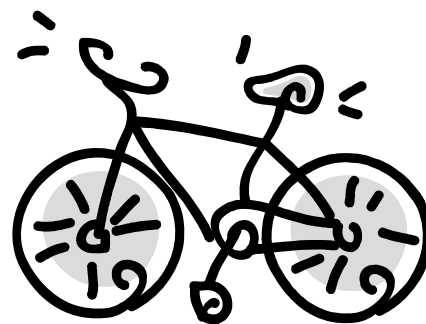
Published by the Brockport Chapter of the United University Professions (UUP), SUNY Brockport, Brockport, New York 14420. The opinions expressed in articles in the newsletter are those of the author or the Brockport Chapter of UUP and are not necessarily the opinions of the United University Professions.

## Bike Borrowing Program

Welcome Center & Parking Services in collaboration with Residential Life & Learning Communities introduces *Brockport's Fast TRAX*, a campus bike borrowing program.

Here's how the program works: bikes are available at the Conrad Welcome Center, MacVicar Hall, Dobson Hall, and Perry Hall for use up to 48 hours at a time. The program is free to students and \$10 a year for faculty/staff. The bikes may be signed out by showing your Eagle One ID card and completing a brief form. Each bike is issued with a lock and helmets are available. There are several different sized bikes to choose from including: *The Ninja*, *Hi-Ho Silver*, *Fast Eddie's*, the *Green Machine*, and the *Screamin' Eagle*.

Check out this convenient transportation alternative. It's easy, healthy, cost effective, and green! Learn more at [www.basc1.com/parking](http://www.basc1.com/parking).



### Avoid a Ticket for Your Guest

**BUILD POSITIVE RELATIONSHIPS**

Expecting a visitor on campus? Don't forget they need to have a visitor parking pass!

Choose one of these easy options to keep you and your guests happy:

- Instruct your visitor to obtain a visitor pass from the Raye H. Conrad Welcome Center located on the corner of New Campus and Commencement Drives OR, even better, order one for them in advance by completing a visitor pass request form at [www.basc1.com/parking](http://www.basc1.com/parking) and faxing it to 395-2406.
- Instruct your visitor to pay at a parking meter. (Pay close attention to the time allowed on meters—they are intended for short term use.)
- Reserve a meter for \$10/day. (faculty/staff option only)

For more information log on to [www.basc1.com/parking](http://www.basc1.com/parking).

## Bookstore Faculty/Staff EVERYDAY Discount

Did you know that as a College employee you receive a 20% discount at the Barnes & Noble College Bookstore everyday? That's right – there's no need to wait for customer appreciation sales! You'll save 20% off every purchase (textbooks and convenience items excluded) everyday! Plus, stop by to check out the beautiful new apparel and merchandise with The College at Brockport logo.

## Top 3 Reasons to sign up for Easy Money:



- 1. Receive the Faculty/Staff Meal Discount**

Any meal at Brockway or Harrison Dining Hall is an incredible value at only \$5.20 (inc. tax) in Easy Money — a savings of \$3.23 off the lunch cash price and a savings of \$4.69 off the dinner cash price! What a great way to enjoy a meal with colleagues or students!
- 2. Learn Why Students Rank Dining Services #1**

Artichoke French, Steak in the Grass Sandwiches, Jack Daniels Shrimp with Stir-Fried Vegetables, London Broil, and Grilled Tuna with Citrus Cilantro Sauce are just a sampling of the delicious, nutritious items we serve at Brockway and Harrison.
- 3. It's Easy!**

Accessed via your campus Eagle One ID card, Easy Money is convenient to use. It's accepted all over campus and at over a dozen local merchants. You can add money and manage your account online at [www.basc1.com](http://www.basc1.com). To sign up, visit our Web site or stop by the Dining Service Office located on the first floor of Brockway Hall.