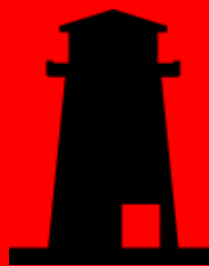


BEACON



June 2016
Volume 44, Issue 4

Contents

President's Message	1
Spring DA	2
Drescher Leave	3
Thank You	4
Deficit Reduction	5
Negotiations Update	7

Upcoming Events

- ◆ Executive Board Meeting Sept 7th
- ◆ Fall DA Sept 30-Oct 1, Albany
- ◆ Executive Board Meeting Oct 5th

Have a great summer!

President's Message

Joe Torre, President
Brockport Chapter UUP



A Union Education

Dear Colleagues,

Please allow me to use this space to again thank you for your support through the last academic year. It has been and will continue to be a great honor to serve you as President of the UUP. My experience over the last year has been a radical education in the manner of Mordecai Richler's *Duddy Kravitz*, but in reverse - and I cannot help but be reflective in this *Beacon*. Although I recognize many of our UUP colleagues remain on contractual obligation though the summer, for many more this is a time to look back and reflect on yet another year gone by - and to ask, what have we learned? How have we grown? Where do we stand now?

Of course the most momentous change for our campus was the introduction of a new president. After working with President Heidi McPherson and her team for the last year I am glad to enthusiastically report on the positive and collaborative culture she has shaped at the college. For our sake, I hope that past performance *is* indicative of future results. Alas, the extent to which we can shape our own future even with robust leadership is unclear. As we have discussed on many occasions, the structure of New York State's university system promises great dysfunction. Our tuition and funding are established by the legislature; our contracts our negotiated through the Governor's Office of Employee Relations

(GOER); they are administered by the Chancellor and "SUNY central." All of these "positions" are fraught with peril: the legislature is reluctant to increase tuition or taxes; GOER can negotiate contracts without making the provisions to fund them; the Chancellor (and thus necessarily her team) is/are Governor-level appointments whose clear dedication to public higher education is consistently assaulted by Albany politics. To add to our woes, New York State demography, so long a friend of SUNY, has turned against us.

So I am thankful we have an intelligent and thoughtful leader at the helm of the College at Brockport. We will need her wisdom and reflection as we continue to sail through political turbulence and demographic collapse. We will need her dedication and hard work as we valiantly attempt to return the college to solid financial footing without sacrificing our commitment to student success, quality of place, the human capital that is our UUP membership, and the broader philosophical tenets of a liberal arts education.

As unionists perhaps our biggest challenge this year was eradicated by an "act of God," as our more religious founding fathers and mothers might have said.

Continued on page 3

Fall 2016 Workshops

“You attendance to these workshops can only benefit your UUP membership and knowledge.”

Labor Relations Specialist, Pat Domaratz, once again, will be on campus providing workshops for all UUP employees.

UUP will be holding workshops on both the Main and REOC campuses.

Past topics have included: Workplace Civility, Performance Programs and Evaluations, and a Guide for Effective Supervision.

If you have any suggestions as to workshop topics you would be interested in attending, please email UUP Secretary, Brittany Profit-Rheinwald at bprofitr@brockport.edu with topic suggestion and your campus location.

If you have questions or would like information on past workshops you may also contact Brittany and she will provide that for you.

Spring Delegate Assembly, May 13-14, 2016

Herb Fink, VP for Retirees

The DA is an extremely intensive meeting. Friday's breakfast begins at 6:30, and the day ends near 10 pm after the candidates forum.

There are committee meetings galore, academic and professional meetings, and the first part of the plenary session. The statewide President, VPs, Treasurer & Membership Development Officer, address the 300 delegates.

Saturday's plenary session begins with elections, reports of the standing committees and new business resolutions. Pres. Kowal spoke of the need to convert agency fee payers to members. This priority goal was being succeeding. The Friedrichs Supreme Court decision removes an immediate threat to public sector unions. There are still 31 pending court cases threatening public sector unions (often funded by extreme right wingers). Pres. Kowal emphasized the need in the upcoming U.S. Presidential elections to select a President whose Supreme Court nominees would be sympathetic to public sector unions.

Brockport won three UUP Journalism awards, Congratulations to: First Award: Best Website, webmaster Brittany Profit-Rheinwald; Award of Merit: Best Editorial or Column, “*Substitution of DSA for DSI*,” October 2015, James Haynes; Honorable Mention: Best Original Article, “*About Those ‘Shared Values*,” December 2015, Chris Pedersen.

The Saturday early morning plenary session soon had a power blackout. All 300 delegates exited to the sidewalks. Power was restored. The session resumed, then 5 minutes later power was again lost. All of downtown Saratoga lost power. After waiting 20 minutes, we were informed it would take four hours for power to be restored. Therefore the DA was recessed until the next DA. The UUP Exec. Bd. would appoint temporary replacements (incumbents likely to fill the expiring positions) until elections can be held at the Fall DA. Fortunately the keys to the hotel rooms operate on batteries. The hotel was able to leave the parking lot gates open.



Herb Fink accepts UUP Journalism awards on behalf of the Brockport Chapter.

President's Message cont'd

The unexpected death of Justice Antonin Scalia (1936-2016) derailed the court's ability to decide on the *Friedrichs* case that threatened unions all across the country and dominated the agenda of our broader UUP community in the fall of 2015. Most SCOTUS observers expected the court to find in favor of the plaintiffs and thus destroy the long-standing funding structure for unions nationwide. The non-decision handed down by the court as a result of the tie vote, was a last-minute reprieve few of us expected but are very grateful for. Scalia was an unlikely enemy of professors and schoolteachers. His father was a Romance Languages professor at Brooklyn College and his mother was an elementary school teacher. Educated at P.S. 13 in Queens, this son of an Ellis-Island processed Sicilian immigrant father and first generation Italian-American mother rose to the highest court in our nation. Coming of age intellectually in the 1950s, he came by his philosophical principles honestly, and in his position he held the keys to a fundamental rewriting - to its great detriment, in my view - of our social contract. We are grateful for this reprieve even as we regret the circumstances that brought it about. We should not, however, bank on a permanent adjournment. As we work harder still to buttress the principles and structures that maintain equity in our workplaces and society, others TRUMPet our demise. It will continue to be an upHILL battle.

On a more personal level, what I learned this year says much about our common "professional" humanity. As an academic immersed primarily in curriculum and scholarship I was little attuned to the numerous and intricate problems of our diverse UUP community. My year has been a journey of discovery in the land of disability insurance, counseling memos, interrogations, non-renewal appeal timelines, memorandums of understanding, contractually appropriate workloads, APT documents, performance programs, evaluations, bullying policy and civility training, Board of Trustees policies, asbestos protocols, the contract, etc. It has also been a journey of discovery into the hopes and expectations of the very real flesh and blood colleagues whose professional aspirations, health and well-being depend on the interpretation of various agreements, our structures of governance, and sometimes, the whimsy of personality. This has been for me a transformative experience. In Montreal novelist Mordecai Richler's vision, Duddy Kravitz's *Apprenticeship* gains him the world but loses him his humanity. By way of contrast, my education has given me wide entry into our diverse college community. Thank you for your help, friendship and support this year. I hope going forward I can continue to serve you in a manner befitting our common needs and aspirations.

Drescher Leave Recipient

Congratulations to Christine Hopple; On behalf of the New York State/United University Professions Joint Labor-Management Affirmative Action/Diversity Committee, she has been approved for the Dr. Nuala McGann Drescher Leave Program.

Please join the UUP Brockport Chapter as we wish Christine much success on her leave.

Website Overhaul

A special thank you to Marsha Ducey's Web Design class for working tirelessly to create an improved design for the Brockport Chapters website.

Several groups presented a new design to the UUP office and of those one was selected to be launched this fall. Also, the UUP office will be hosting an intern who will continue working on the website as well as improving our social media presence.

Be on the lookout in early September for the launch of the new site.

Have I Said, “Thank You?”

Joe Torre, President

As the 2015-2016 academic year comes to a close I'd like to take a moment to thank all of those who have worked so diligently to continue to make the UUP Brockport chapter a success.

First, let me start by thanking our fantastic slate of officers and Executive Board members who work behind the scenes, often unrecognized, to continue to move our chapter in a forward motion. I'd also like to thank all of those who serve on countless committees, especially those on the College Review Panel, the College Committee for Professional Evaluations, and the Promotions and Salary Appeal Committee. Finally, I'd like to thank those who serve as reviewers on the Individual Development Award Committee.

Without each and every one of these dedicated individuals our chapter would not function in the productive manner in which it does.

Special thanks to Brittany Profit-Rheinwald for her tremendously helpful efforts all year long. Our success is contingent on her hard work.

Thank you to (in no particular order):

Seth Johnston
John Marah
Sara DiDonato
Duncan Chase
Ben Wineburg
Bernardo Ortega
Baban Hasnat
Charles Callahan III
Kim Haines
Marsha Ducey
Sandeep Mitra
Sharon Belle-Render
Ingrid McGuffog
Emma Scholl
Nancy Washer
Thomas McDermott
James Haynes
Gary Owens
Richard Lair
Nora Bell
Joseph Balog
Jessica Sniatecki
Chris Pedersen
Brittany Profit-Rheinwald
Rick Felterski
Pam O'Sullivan
Dawn Jones

Kathleen Peterson
Tamala David
Johnna Frosini
Neal Keating
Danny Too
Rob Schnider
Doug Collier
Chris Williams
Mohammed Tahar
Susan Orr
Linda Balog
Herb Fink
Lynda Cochran
Joel Agate
Janice Stewart
Katiuzca Loaiza
Trevor Gates
Tristan Bridges
Teresa Major
Michael Dentino
Sherill Anderson
Tate Shaw
Barb LeSavoy
Latasha Craig

If you are interested in volunteering with UUP please contact Brittany via email at bprofitr@brockport.edu

“Thank you to all who have worked so diligently to continue to make the UUP Brockport Chapter a success.”

Brockport Resolution

The following resolution was brought forth to the Executive Board by VP for Retirees, Herb Fink. With a majority vote, the Brockport Chapter has voted to approve the resolution.

Whereas, Brockport UUP is outraged by the extreme violation of academic freedom in the proposed American Anthropological Association resolution boycotting Israeli academic institutions; and

Whereas, this discriminatory resolution directly contradicts the Association's stated opposition to discrimination based on national origin; and

Whereas, the Association's 10,000 person membership is scheduled to vote on this resolution in April, 2016; and

Whereas, it is unthinkable that an academic association would be in the forefront of opposition to academic freedom; or any group of academics, the traditional guardians of academic freedom, would violate such a basic principle of higher education; and

Whereas, the resolution is solely an issue of academic freedom; therefore be it

Resolved, that Brockport UUP urges all academic associations to condemn this proposed onslaught upon academic freedom; and be it further

Resolved, that UUP share this resolution with the College's Faculty Senate and its Administration and be published in the Beacon.

Deficit Reduction Program: Update

Fred Kowal, UUP Statewide President

“Under the state's Deficit Reduction Program for UUP, employees will be repaid the money owed to them, up to a total of seven days' pay.”

If you were employed as a UUP bargaining unit member at SUNY between September 1, 2013 and June 30, 2015 and are still on payroll, the repayment of Deficit Reduction Program withholding deducted during that period will begin on June 30, 2016 and continue for 39 pay periods.

The DRP will be repaid in equal amounts. Because of the lag payroll the first repayment will be noticed in the July 27 paycheck.

If you are on a 21 pay period cycle you will begin seeing the repayment in September. If you separate from State service before the end of the repayment period you will receive the remaining amount owed in one lump.

The Deficit Reduction Program repayment is pensionable but is not included in the calculation of overtime. These monies are taxable income and are subject to all employment taxes and income taxes. Under the state's Deficit Reduction Program for UUP, employees will be repaid the money owed to them, up to a total of seven days' pay.

If you have any questions about the Deficit Reduction Program please contact UUP at 800-342-4206.

UUP Individual Development Award Winners Spring 2016

Melody Boyd
Eunsuh Choi
Brian Dickinson
Douglas Feldman
Tracy Gavin
Michael Harrison
Mehruz Kamal
Warren Kozireski

Joan Lucas
Mariah Maloney
Sandeep Mitra
Takashi Nishiyama
Christopher O'Connor
Bernardo Ortega
Logan Rath
Jacques Rinchar

Darlene Schmitt
Janka Szilagy
Vanessa VanWormer
Sandra Vazquez
Christine Wania
JoLynne Weitzel
Danielle Welch
Phil Young

United University Professions



Yolanda Segarra
Farmingdale

“When employees have nowhere to go and they can't get a straight answer from anyone, they know they can rely on active union members to get the truth. That's what happened to me, and I've been paying it forward ever since.”





uupinfo.org/defendingunion/union.php

Statement from UUP President Frederick E. Kowal on SUNY Chancellor Nancy Zimpher's decision to resign

“UUP congratulates Chancellor Nancy Zimpher for her years of service. I wish her well in her next endeavor.

“The chancellor brought a level of visibility and stability to the University during her tenure as SUNY’s leader. She led SUNY through the Great Recession and took solid steps toward reversing a chronic underfunding of the University.

“Over the years, the chancellor and I have had our differences on a number of issues, including SUNY’s public hospitals, Open SUNY, transparency at SUNY’s research and campus foundations, and most recently, her TeachNY report.

“I’m hopeful that in the coming months we can forge a true, working relationship to constructively address the issues facing SUNY.”

UUP represents 35,000 academic and professional faculty on 29 New York state-operated campuses, including SUNY’s public teaching hospitals and health science centers in Brooklyn, Long Island and Syracuse. It is an affiliate of NYSUT, the American Federation of Teachers, the National Education Association, and the AFL-CIO.

“UUP congratulates Chancellor Nancy Zimpher for her years of service.”

Not a UUP Member?

Joining is easier than ever!

Visit www.uupinfo.org

Click “Join UUP” in the top right corner

Fill in information and then check your inbox for conformation email!



UUP members enjoy great food and company at the UUP End of the Year dinner.

Negotiations Committee OKs Contract Proposals



The College at Brockport
Cooper Hall B4g
350 New Campus Drive
Brockport, NY 14420

Phone:
(585) 395-2208

Fax:
(585) 395-2138

E-mail:
Brockport@uupmail.org

The UUP Negotiations Committee has unanimously approved the union’s package of contract proposals—a necessary step before bargaining with the state can begin.

Under the [UUP Constitution](#), the Negotiations Committee formulates negotiations proposals for presentation to the UUP president. Now that the Committee has accepted the union’s proposals, the Negotiations Team, under the direction of UUP President Fred Kowal, can proceed with contract talks.

UUP’s [current five-year contract](#) expires July 1.

The package of proposals, approved at the April 21 joint meeting of the Negotiations Committee and Negotiations Team, was developed in response to member input collected during UUP’s fall 2015 information-gathering phase.

The Team and Committee met in January to assess the information and to identify contract priorities. The Team met frequently through April to develop contract proposals that reflect these priorities and to gather facts needed for negotiations. Members can stay informed about contract negotiations by clicking on the [Contract link on UUP’s website](#) or by [emailing Abraham](#).



Chief Negotiator Philippe Abraham leads an April 21 joint session of the Negotiations Committee and Negotiations Team.



We’re on the Web!
<http://www.uuphost.org/brockport/>

PARKING TROUBLES?



Check twitter for parking & bus updates:

@bportparking

And sign up for text alerts:

www.brockport.edu/parking

BROCKPORT CHAPTER OFFICERS 2015-2017

- President.....Joe Torre
- VP Academics.....Dawn Jones
- VP Professionals.....Gary Owens
- VP Membership.....Sara DiDonato
- VP Retiree Concerns.....Herb Fink
- VP Part-time Concerns.....Chris Pedersen
- VP Publishing.....Brittany Profit-Rheinwald
- VP REOC (Academics).....Diana Wong
- VP REOC (Professionals).....Lisa Gerst
- Treasurer.....Danny Too

UUP Labor Relations Specialist
Patrick Domaratz, NYSUT
30 North Union Street, Suite 302
Rochester, NY 14607
(585) 454-5550



As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.¹

Join thousands of satisfied customers with Liberty Mutual Insurance.²



Discounted Rates—You could save up to \$519.52 a year³ on auto insurance and receive additional discounts on home insurance.



Exceptional Service—Whether you're in an accident or just need some advice, know we'll always be on call for you.



Superior Benefits—Enjoy a number of superior benefits, such as 24-Hour Claims Assistance, Accident Forgiveness⁴, Roadside Assistance⁵ and Better Car Replacement.⁶

Contact me to set up an on-site visit, like an Ice Cream Social on campus! Your local Liberty Mutual representative will come and meet your members.

Patti Mady
Relationship Manager
585-613-3861
patricia.mady@libertymutual.com



Liberty Mutual.
INSURANCE



For a free no-obligation rate quote call 800-225-8281 for a local representative in your area.

This organization receives financial support for offering this auto and home benefits program.

¹ Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. ² Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." ³ Average annual savings based on countrywide survey of new customers from 01/27/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. ⁴ For qualifying customers only. Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. ⁵ With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disablements only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. ⁶ Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02106.

©2016 Liberty Mutual Insurance
Valid through November 25, 2016.