

BEACON



March 2018
Volume 46, Issue 3

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Upcoming Events

- ◆ End of the Year Dinner, May 2
- ◆ Spring DA, May 4-5
- ◆ Employee Appreciation Day May 23rd

President's Message

Joe Torre, President
Brockport Chapter UUP



Janused Janus

Time seems to fly by so quickly when you are in a permanent state of crisis It's already been two years since I wrote about *Friedrichs*, the case before the Supreme Court of the United States (SCOTUS) that at the time promised to decimate public unions ([Beacon](#), December 2015). A few months later we were surprised when Justice Antonin Scalia died in his sleep leaving the court deadlocked in our favor. Yet here we are again, brought to the brink of likely disaster this time by a copy-cat case presented February 26 to the SCOTUS, *Janus v. American Federation of State and County Employees*. I suspect we are unlikely to receive the benefits of providence again; put briefly, suit up, we are in for a rough ride (!). Still questions remain ... like, what is *Janus* and how did a case identical to *Friedrichs* appear before the SCOTUS so quickly? And who stands to benefit from these varied and many attempts to destroy public unions?

As you might recall, in *Friedrichs v. California Teachers Association*, No. 14-915, the plaintiff was a schoolteacher who wanted to opt out of paying any fees to the union, the California Teachers Association. *Friedrichs* was an attempt to allow "agency fee payers" to opt out of paying union dues even as they continued to be represented by the union. The agency-fee payer system has been affirmed by the court since 1977. In *Abood v. Detroit Board of Education* (1977) the Court found that workers represented by a union were compelled to pay dues whether or not they belonged to the union. This "fair-share" doctrine has been confirmed and amplified by more recent cases. In the 1991 *Lehnert* decision the Court affirmed the legality of a number of costs associated with union activity as related to collective bargaining, including membership in broader associations like the AFT, NEA and NYSUT. *Janus*, brought forward by Mark Janus, a public employee in Illinois, is yet another attempt to overturn established court precedent through deception in the name of ideology.

I say deception because at the center of the *Janus* and *Friedrichs* logic is a tortured definition of what is commonly understood as political speech. Public unions are already banned from using dues for political action and dedicate the bulk of their resources to collective bargaining and the implementation of the contract. In order to make their case, however, these challengers argue that all efforts by public unions on behalf of their members, including collective bargaining, inherently involve the distribution of public resources, and therefore are *always* political. Defining political speech in this way will open up a *Pandora's Box* of legal troubles. As many observers from the right and the left have pointed out, there are numerous examples of people forced to pay dues to agencies or entities that they do not in whole or in part support. Taxes are an obvious case. The state routinely "forces" people to purchase services even as it denies them input as to the purpose, efficacy or desirability of those services. However, any organization designed for collective action - a condominium association, the bar association, student organizations, etc. - that demands fees to cover costs, even as it denies access to decision making or dissent, is suddenly open to litigation. Beyond the woes associated with this tortured legal logic, even long-time opponents of organized labor warn against this attempt to eviscerate public employee unions. [The extended period of labor peace and stability we have enjoyed for decades has been purchased with concessions by both sides, including the agency-fee payer system.](#)

The bigger question, however, is what animates so many plaintiffs to bring such action all the way to the supreme court and who funds these very expensive efforts. The *Friedrichs* case was supported by the Center for Individual Rights, a Koch brothers' advocacy group promoting conservative causes.

Advocating

Patrick Walter, Admissions

Advocating, negotiating, supporting, improving, promoting, advancing, defending, academics

These are some the words associated with our union—The United University Professions.

As one who is new to being the UUP representative for the Office of Admissions and Academic Advisement—I have begun to unravel all the pieces that make up our union and in doing so, understand why this organization is so vital to the well-being of SUNY academics and professionals.

As a non-tenured professional staff member but also one who is closely involved with faculty-related issues, I thought I was sufficiently aware of all that our UUP does for us. However, as I have become the representative for Admissions and Academic Advisement, I realize now just for important our union is especially during this time of contract negotiations.

In this age of ‘information-overload’, I want to be a representative who provides enough information without overloading my departments. For instance, the negotiating process for our new contract are continuing. Updates on the negotiations are available through the UUP website:

<https://uuphost.org/myuup/MembersOnly/Negotiations.php>

Moreover, it turns out that logging on is as simple as knowing your New York State ID # (available on your paystub or at the SUNY secure sign-in) [and Brockport's ID #28150](#).

In the most recent negotiations bulletin from November 27, 2017, there appears to be “critical disagreement over key provisions of any new agreement...”. The bulletin goes on to describe those provisions as well as issues surrounding compensation. The details of compensation are addressed every time a new contract is negotiated. This takes time and resources—effort that I support and will hopefully lead

to positive outcomes all SUNY employees.

One phrase in the update stood out to me concerning the negotiator’s tasks:
...balanc[ing] membership concerns across the bargaining unit...

“Across the bargaining unit” There are many types of employment opportunities within the system. I am a stronger and more committed employee knowing that our Union and negotiators attempt to address issues related to all represented with a view for the common health of the membership, whether they are faculty, professional staff, part-time faculty or other represented employees.

I may not be involved with SUNY hospital employees at the Upstate Medical Center, but I know that my union is concerned with their well-being and as we are all part of the same state system, I strongly support helping those hospital employees.

How can you be more involved? The negotiation bulletin suggests increasing awareness of UUP’s negotiations by displaying the words “United for a Fair Contract”. I agree! As members of the The College at Brockport Community, we can also remain aware of the make-up of the membership.

As written in the History of UUP: *The diverse nature of the SUNY campuses included within the bargaining unit—including university centers, technology sector colleges, four-year institutions, and health science centers—has also contributed to the challenges faced by UUP in representing the bargaining unit as a collective whole.*

With support from our Brockport Community, we can help UUP overcome those challenges and create a more democratic system.

“I am a stronger and more committed employee knowing that our Union and negotiators attempt to address issues related to all represented with a view for the common health of the membership....”

President's Message Continued

The more recent case of *Janus* was again supported by the Kochs' Center for Individual Rights as well as a Long Island family's personal political war chest, the Mercer Family Foundation.

The Mercer name should be familiar to all of us in New York. Robert Mercer is a very, very rich Long Island hedge fund manager who made hundreds of millions of dollars working for *Renaissance Technologies (RT)*. *RT* was created by the former Chair of the Math Department at SUNY Stony Brook, James Simons. In the 1980s Simons, a truly accomplished researcher, applied his mathematical acumen to making money with great success. Though Simons is a generous philanthropist who supports numerous progressive causes, the people running the firm until recently included misanthropes like Robert Mercer.

Robert Mercer and the Mercer family are like the villains in a bad James Bond movie; you cannot make this stuff up. Mercer and his family have acquired all the usual trappings of outrageous American wealth, including a 203-foot yacht, the *Sea Owl*; though Mercer was recently forced from *RT* as a function of his political excesses, he maintains an extensive portfolio in all kinds of companies, including some which he co-owns and operates with his son-in-law, a former military contractor and weapons expert. These include a gun factory in South Carolina that designs and manufactures assault weapons for sale to the public; and a major military-grade weapons distribution company he likely purchased for its massive arsenal of automatic machine guns. Mercer, true to form, is a pistol-packing, gun-loving billionaire. . A recent [Bloomberg article](#) revealed that for a while he, like many other uber-rich Americans, volunteered 96 hours a year at a remote sheriff's office in New Mexico, thousands of miles from his home, to take advantage of a law passed by congress allowing "volunteer" police to carry *concealed weapons anywhere, anytime, irregardless of local laws*. Apparently, these sort of "badge factories" are more and more common. But his gun fetish and exploitation of this deliberately manufactured loophole for carrying a weapon is the least of his transgressions. Mercer is also the principle source of funding for *Breitbart*, the alt-right website until recently run by Trump supporter and aide, Steve Bannon; and he is also the founder and funder of *Cambridge Analytica*, the firm that secretly mined Facebook data to psychoprofile users in the service of Donald Trump's election; who in turn, of course, appointed Neil Gorsuch to the SCOTUS; and who in turn threatens to break the *Friedrichs* deadlock against us in *Janus* ...apparently the circle is unbroken.

I should also point out that this bizarre combination of gun-toting reactionary conservatism hostile to "public action," the public good, and the state, is not anomalous in the Trump administration. Education Secretary Betsy DeVos (who attended the *Janus* oral arguments) and her billionaire family fund numerous reactionary causes and organizations, including *Project Veritas*, dedicated to ambushing or tricking public service union employees on camera. DeVos's brother is Erik Prince, the founder of Blackwater, a mercenary firm that fulfilled government security contracts in Iraq and was embroiled in a scandal when four of their "soldiers" were convicted in US courts for murdering Iraqi citizens. Trump himself also donated to *Project Veritas*, which is currently engaged in a massive effort to go after NYSUT unions in the greater NYC area with hidden cameras and phony scenarios designed to embarrass local union leaders. The Kochs, Mercers and others are funding numerous projects designed to target union members and spread misinformation, divisiveness, and hostility to unions in our communities.

Follow the money, is a maxim of analysis ... and in this case the money goes from very rich reactionary ideologues, to foundations, to law firms, to cases before the courts; in addition, it goes from very rich reactionary ideologues to data-mining brainwashing organizations that elect people who appoint people to those courts adjudicating the cases brought before them by the same. This is, pretty near as can be established, a system of power 40 years in the making and which threatens to undermine our democracy, our unions, and diminish the quality of our lives.

Beating the Kochs, Mercers, Trumps and DeVos's political machines will not be easy. It won't be easy not so much because they have accumulated an excess of power, but because we have failed to realize our own. Our power requires US to see ourselves as US; it requires that WE unite; that WE recognize OUR goals as part of an effort to support the greater collective good. Let's not let them win; let us organize, educate, and work together towards the greater good.

Navigating the Copyright Swamp

Pam O'Sullivan, Library

Copyright is an issue that affects most faculty and professionals at one time or another. In the free and easy environment of the internet, it's easy to fall prey to the idea that, if it's there it can be used freely—especially images, which often are shared and re-shared until it's impossible to figure out where they originated. Video is another quagmire, and it's easy to get sucked in over your head when you find something you were told could not be streamed for your class, streaming freely on YouTube. It becomes even more complicated when you try to look at what is allowable for face-to-face, hybrid and fully on-line courses.

Most campuses have a librarian who specializes in copyright issues. I've been Copyright Liaison for ten years at Drake Memorial Library (The College at Brockport) and, for me, it is one of the most challenging of my assigned duties, but also quite often fun and interesting. I have dealt with obtaining public performance rights from countries in Europe, and have spent time tracking down producers all over the United States. When possible, I take due diligence as far as I can, if the item is something that cannot easily be substituted by the instructor. With the scheduling of far more on-line courses over the last few years, I have spent a good deal of time explaining to instructors the intricacies of copyright as it pertains to the various formats of instruction—especially since, in my opinion, copyright has not caught up with the ways information is distributed and shared.

This year, I hope to update my copyright certificate, which is 8 years old. I have taken workshops and short on-line courses, as well as face-to-face workshops and discussions. Copyright is important to the smooth running of the campus, so it's important to me as well.

“Copyright is important to the smooth running of the campus, so it's important to me as well.”

Protect Your Intellectual Property



March 2018

URGENT

from UUP President Fred Kowal

Private companies selling faculty course materials

Possible theft of intellectual property: Faculty input needed for union action

It has come to UUP's attention that private companies such as StudyBlue, Course Hero, and StudySoup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
 Course Hero: www.coursehero.com
 StudySoup: www.StudySoup.com
 Chegg Study: www.chegg.com

To inform UUP or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at jdangler@uupmail.org; 1-800-342-4206.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to go.uup.org



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UUP Full-Time Salaries

The following annual salaries are for full-time employees covered by the UUP bargaining unit. People on sabbatical or unpaid leave are not included. These salaries were provided to UUP through the personnel office and represent the salaries as of 3/6/18.

Abar Caitlin	56,416	Bopp Kelly	28,750	Cochran Lynda	92,000
Abwender David	78,210	Boston Michael	64,706	Cohen Lee	81,175
Agate Sarah	55,000	Boyd Melody	58,497	Colagio Kevin	77,077
Agate Joel	57,977	Boyd Laurie	53,743	Colantonio-Yurko Kathleen	55,000
Aina Amy	49,000	Boyle-Wittman Jennifer	70,282	Collier Douglas	79,432
Alexandrov Iskra	99,963	Breitkopf Michelle	50,500	Cone Thomas	83,331
Allen Heather	66,328	Brennan-Jones Kelly	77,939	Conner Tanasee	79,929
Allen Sharon	66,273	Breslawski Steven	142,081	Cook J	102,093
Almekinder Sandra	97,000	Brien Lawrence	75,500	Cook Laurie	69,066
Alston Jeffrey	57,977	Brien James	76,268	Copelton Denise	68,489
Althouse Matthew	71,009	Bright Beth	57,500	Cordeiro James	132,176
Amatangelo Kathryn	59,538	Brown Michael	52,130	Coriddi Laura	71,000
Ames Kristie	50,000	Brown Serina	49,113	Covell Mary	50,500
Anthony Jenise	51,775	Brown Melissa	68,119	Cowling Charles	74,320
Anugu Reddy	70,147	Brown-Smythe Claudette	59,000	Craft Catherine	40,000
Aponte Carmen	80,322	Bull Nathan	44,530	Craig Latasha	54,959
Armentano Danielle	44,530	Bunch Ann	73,127	Crane Lindsay	51,310
Asbeck Megan	45,000	Bunker Benjamin	33,076	Crews-Perkins Sharon	93,329
Ashton Jennifer	60,497	Burrer Julia	45,000	Crissman Tricia	46,000
Askey Daniel	62,600	Burstein Miriam	74,765	Daddario Jill	39,403
Athens Alexandra	33,076	Busch Austin	69,381	Daly John	81,744
Atkinson J Scott	135,325	Byrne Heidi	79,961	Daniel Cynthia	52,750
Auremma Amanda	52,439	Callahan Charles	92,060	Dauenhauer Jason	72,314
Bahr Ellen	44,530	Camp Joanna	76,048	David Tamala	74,217
Baird Michael	73,865	Canbolat Mustafa	103,862	Davila Carl	68,494
Baker Robert	57,196	Cariola Katherine	51,177	Dearing Frances	90,260
Baldwin Brittany	47,476	Carrasco Tamara	55,000	DeMonte Michelle	57,443
Ballart George	42,891	Carroll Jason	43,500	Dennis Janie	63,699
Balog Joseph	106,246	Carroll Pilapa	64,698	Dentino Michael	64,347
Balog Linda	115,029	Carson Christian	61,579	Denz David	48,059
Banerjee Priya	76,930	Caruso Elizabeth	114,773	Dettman Jolene	47,000
Barbel Paula	68,901	Cary Kelly	56,500	Diamond Karen	76,386
Bareis James	68,263	Casanzio Samuel	48,800	Dicker Georges	109,379
Barfield Patricia	40,810	Cashman-Brown Oliver	47,000	Dickinson Carl	49,500
Barido-Maier Gail	63,591	Caswell Julie	80,000	Dickinson Brian	57,893
Barnard-DeCann Michele	45,000	Cercone Kayla	42,000	DiDonato Sara	63,450
Barnes Gordon	68,724	Cervone Gian Carlo	67,055	DiMarco Melissa	49,000
Barski-Moskal Ewelina	59,017	Cesnales Nicole	58,640	Dimino Valerie	49,055
Beach Justin	49,368	Chadsey Mark	69,931	Dobmeier Robert	63,460
Beach Pamela	70,071	Chakalis Patricia	64,838	Donnelly Chelsea	41,000
Beauchamp Benoit	52,755	Chang Mark	59,000	Donnelly Heather	55,000
Beaudrie Patricia	67,040	Chapman Erin	46,900	Donnelly-Major Teresa	94,584
Beers-Wilson Jamie	79,005	Chase Duncan	49,468	Dowe Peter	100,017
Bell-Owens Nora	88,993	Chase Alisia	70,045	Drews Danielle	60,500
Belle Render Sharon	60,364	Chen Ya-Ling	47,500	Ducey Marsha	61,272
Biedlingmaier Renee	60,448	Chesebro Joseph	75,758	Dumas Anthony	49,654
Bingham Karilee	60,448	Chesebro Jennifer	60,969	Dumbleton Nicole	63,000
Birch Stacy	75,115	Chew Thomas	78,800	Dumuhosky Laura	46,992
Birkins Deborah	85,762	Childs Ruth	62,722	Dunn Kevin	47,282
Black Ralph	71,338	Chislock Michael	56,500	Duquette Kimberly	66,884
Bloom Davida	67,214	Cho Oh Kon	91,088	Durlak Paul	45,000
Blose Joshua	60,058	Chrissley Laura	44,000	Duru Haci	28,750
Bolton Sarah	50,200	Christensen Mitchell	55,000	Eason Terry	76,521
				Edick Buffie	44,530

Edwards Ashley	57,110	Hansen James	78,250	Kerfoot Alicia	57,457
Eison Carvin	78,520	Harbin Kathleen	57,620	Kershner Joanne	70,616
Elyjiw George	57,003	Hardenbrook Shari	48,805	Ketonen Irene	47,000
Engel Sara	54,035	Harrison Michael	74,572	Kienzle Megan	57,977
Fagan Colleen	64,500	Hart Erick	100,113	Kim MoonSun	65,322
Faria Debra	81,243	Hartigan Kelsey	46,400	Klancer Richard	48,934
Farnham Tammy	60,448	Hasnat Baban	116,427	Kleist Nathan	52,000
Feeney John	57,588	Haynes Sonya	50,000	Kloepfer-Mazzaferro Katie	47,500
Fegley Joshua	56,855	Hazzan Afeez	75,000	Kobayashi Daisuke	50,000
Felerski Richard	79,726	He Yuanlong	112,598	Korni Swaroop	92,843
Fellner Stephen	69,152	He Lerong	107,756	Kowal Donna	85,464
Ferguson Keniel	50,694	Heavey Elizabeth	92,057	Kozireski Warren	81,117
Ferris Jane	53,421	Hecker Jennifer	88,391	Kozub Francis	85,206
Fico Ashley	57,750	Heffernan Kristin	71,335	Kruger DaNeille	52,500
Fish David	79,000	Heitz Mark	75,564	Krupcznski Keith	70,000
Fisher Debra	72,798	Hendrickson Nathan	52,000	Kuhn Francis	105,447
Follaco John	68,678	Hendrix Linda	52,182	LaDew Stacey	48,000
Follansbee Patti	60,906	Henry Timothy	80,722	Lakshmanan Kadathur	123,617
Fontana Mario	47,000	Hettler Barry	110,000	Lampley Jeannette	36,592
Ford Julie	69,287	Heyward Kim	90,246	Lang Brittany	47,476
Forzano Lori-Ann	80,602	Heywood Robert	51,382	Lawrence Constance	63,699
Fox Michael	50,000	Hickey Thomas	46,305	Lee Dawn	72,230
Fox P Michael	145,913	Hine Joshua	49,000	Lee Bora	57,000
Fox Shoshana	41,296	Hing Huey	75,994	Lending Craig	85,904
Fritz Wendy	52,000	Hochbrueckner Kate	40,030	Lenz Elizabeth	57,896
Frosini Johnna	78,513	Hoffman Susan	76,695	LeSavoy Barbara	66,198
Gaesser Amy	61,000	Hoffmann Markus	83,007	Leslie W Bruce	103,017
Gaisser D'Arcy	68,000	Holcomb Colleen	40,000	LeSuer Robert	63,000
Gamin Michael	68,000	Hopple Christine	62,139	Levy Dena	77,365
Gardner Dustin	33,076	Houston-Wilson Cathy	88,289	Lewis Samuel	51,114
Gardner Lynne	52,728	Hubbard Kitty	70,564	Lieberman Lauren	92,364
Garvey T Gregory	84,301	Iafrati Nancy	76,272	Liebow James	55,000
Gattie Peter	45,900	Ibrahim Ragaa	39,403	Linn Jeffrey	79,805
Gaylor Keith	55,000	Idland Michael	50,000	Linville Rachel	61,412
Geh John	61,474	Jackson John	54,024	Lipko-Speed Amanda	62,502
George Dylan	39,403	Jacob Debbie	97,046	Little Leigh	82,420
Gerst Lisa	61,881	James Alisa	82,191	Liu Yin	119,000
Gianvecchio Kerrie	55,000	Jaskulski Edmund	46,252	Locketz Leslie	70,431
Gibson-Stevenson Romanda	71,502	Jessup Stephen	56,794	Logan Margaret	79,664
Giglia Ryan	55,000	Johnston Jessica	50,480	Logsdon Karen	89,691
Gillespie Janet	81,270	Johnston Seth	55,535	LoMaglio Jane	45,000
Girvin Alicia	64,973	Jones Corinne	56,600	Long Joseph	57,824
Goedel Nicole	41,296	Jones Dawn	71,979	Loria Anna	44,530
Goings Joseph	50,000	Jones Jennifer	44,530	Lowey Susan	73,502
Gomez Virginia	47,664	Jones Lisa	53,900	Luedke Michaela	44,715
Gonzalez Sheryl	78,756	Jones Uletha	67,500	Lyle Romar	35,575
Gonzalez Stephen	55,000	Joseph Valerie	47,489	Lyon Alexander	67,628
Gonzalez Elisabeth	57,321	Jurasinski Stefan	69,376	Macpherson Anne	80,439
Gotham Kerry	94,911	Jurek Steven	61,355	Maglietto Mark	59,342
Goverts Claire	58,497	Kachiga Jean	56,000	Maher Shawn	62,000
Graham Andrea	47,328	Kalenda Peter	48,000	Mahlangu Nomvuyo	70,000
Graham Arthur	64,707	Kamal Mehruz	88,506	Maier Lynne	71,345
Graves Joan	68,316	Kane Lisa	57,500	Malik Salahuddin	103,734
Green-Wilson Jennifer	74,000	Kanous James	73,636	Maloney Mariah	62,870
Greer Daniel	63,740	Karl Alissa	61,937	Mancini Frank	77,694
Gregory Elizabeth	57,357	Kasper Barbara	84,158	Mancuso Sydney	39,403
Griswold Phyllis	50,823	Keating Neal	67,160	Mangone Jason	73,583
Guptill Amy	65,249	Kegler Jennifer	68,448	Marah John	77,712
Hacker Linda	62,308	Keiser John	114,190	Margolin Sara	63,127
Hager Peter	68,279	Kelly Tausha	40,000	Martin Morag	73,031
Haines Kimberley	78,766	Kennedy Tia	47,500	Marvin Todd	44,530
Haines Scott	85,262	Kennedy Zaula	47,500	Massey Timothy	69,029
HallenbeckCrvstal	82,100	Kent D Donald	97,087	Mattern Craig	72,034

Maxwell Patricia	68,234	Oowski John	108,277	Richards Paul	70,433
Maxwell Paul	82,620	Outland Rafael	57,000	Rickman Erin	63,031
McAninch Amber	44,530	Owens Gary	106,514	Riley Melanie	46,000
McCrankMary	51,214	Oyer Julie	40,000	Rinchard Jacques	68,394
McDaniel Courtney	56,000	Oyer-Ryan Dona	56,565	Rion Fred	85,000
McDermott Devin	33,076	Packer Heather	45,000	Risse Tonia	46,305
McDermott Thomas	54,371	Pagan-Guzman Gladys	46,962	Robbins Brian	43,611
McGorray William	86,564	Paine Skye	58,396	Robinson Zachary	59,000
McGuffog Ingrid	57,977	Panning Anne	88,176	Robusto-Mack Lisa	44,675
McLuckie David	45,000	Parada Andrea	85,208	Rochette Scott	76,036
McNall Laurel	75,226	Parker Fred	41,464	Roe Garrett	45,533
McNulty Amy	59,971	Parry-Gurak Allison	40,000	Rogers Daniel	74,000
Meath Margy	50,174	Pearlman Ann	56,916	Roman Meredith	67,479
Metz Gary	96,920	Pelletier Michel	68,449	Rong Weidong	103,000
Mfodwo Ebenezer	33,076	Pelttari Carole	60,643	Ross Craig	82,957
Micheli Sherri	63,179	Peluso-Militello Janet	58,068	Rossi Frank	53,803
Mihalakas Athanasios	100,113	Perevich John	73,000	Roy Janet	75,856
Militello Michael	65,687	Perkins Jonathan	54,021	Rubery Andrea	78,044
Miller Molly	54,336	Perreault Melanie	55,386	Russell Elizabeth	61,000
Miller Sanford	128,416	Perry Susan	62,101	Saiya Nilay	59,652
Mills Lori	74,207	Petersen Susan	108,461	Saleem Khalid	54,821
Minardo Edward	23,000	Peterson Kathleen	91,832	Samalot-Rivera Amaury	64,139
Mitra Sandeep	102,427	Peterson Tracy	70,000	Samudra Rhucha	65,000
Molyneux Stasia	61,400	Pettit Julie	59,197	Sandler Eric	47,000
Monier Eric	71,472	Piatt Kimberly	58,198	Sapienza John	74,257
Morey Molly	45,000	Pierce Melissa	49,654	Sargent Daniel	75,034
Morgan Gloria	84,507	Pietrzak Claudia	42,000	Sarkis Megan	59,538
Morini Jason	50,174	Pijanowski Kurt	47,553	Sarrazin Natalie	65,274
Morith Gretchen	57,990	Pike Steven	50,174	Schmitt Darlene	81,509
Morog Gary	85,503	Pionessa Eliza	40,030	Schneider Robert	85,268
Morris James	90,460	Pionessa Eliza	46,350	Schockow Joan	58,441
Morris Jason	64,000	Pisanczyn Jan	97,240	Scholl Emma	50,927
Morrison Richard	70,507	Podsiadly Karen	90,120	Schreiner Paul	49,460
Moyer Paul	75,280	Ponicsan Ivonne	42,000	Schuhle-Williams Karen	114,829
Murdoch Daniel	97,916	Porter Darcy	50,000	Scime Anthony	110,603
Murray Donald	115,267	Potter Stephen	50,384	Scott Demmin Sarah	48,440
Musante Gary	74,818	Powell Robert	44,530	Sefranek Mildred	45,492
Myer Lucas	57,591	Powell Pamela	53,726	Sercu Linda	32,913
Myers Kim	57,741	Prajitura Gabriel	78,252	Serio Joseph	42,000
Napier Donna	58,589	Prather Faith	93,901	Setek Pamela	47,500
Neely Pamela	117,387	Priester-Bradley Janice	28,332	Sharwell Erin	60,000
Newman Dawn	54,126	Prince Wendy	47,002	Shaw Tate	65,390
Newman Erica	47,500	Prioleau Darwin	122,737	Shearer Amanda	49,654
Nicolosi Samuel	63,139	Privitera Caleb	50,000	Shen Rongkun	59,150
Nishiyama Takashi	62,397	Proehl Kristen	57,977	Sherman Gregory	53,375
Nobles Keith	52,673	Putney Robyn	55,000	Shum Robert	57,457
Noh Shihyun	65,000	Quill Kallee	51,700	Sia Rey Antonio	94,000
Noll Frank	45,000	Quinn Patricia	35,031	Singh Sandeep	140,396
Noll Mark	86,022	Radford Stanley	106,790	Sipos George	96,000
Norcia Meg	71,597	Rajasethupathy Kulathur	115,340	Skogman Howard	64,897
Novara Danielle	49,460	Ralph P Gibson	73,093	Slater Michael	56,600
Nunnery Brandon	44,530	Ramsay Jennifer	64,078	Slifkin Jacqueline	63,500
Nwachi Omeri	64,907	Rangan Priyamvadha	107,600	Smalls Jennifer	59,023
O'Connor Carl	58,997	Rao Thambrahalli	118,538	Smith Rebecca	67,033
O'Connor Christopher	46,533	Ratcliff Jennifer	64,714	Smith Devolson	33,076
O'Keefe Pamela	81,130	Rath Logan	62,036	Smith Shelly	56,500
O'Sullivan Pamela	79,307	Rawlings Tiffany	52,567	Smith Jessica	57,000
Oakes Stephanie	57,834	Ray Michael	50,174	Smoker Kari	103,862
Obourn Milo	63,128	Reed Carly	56,937	Snarr Jeffery	61,098
Olmstead Kathleen	56,000	Reff Nathan	56,600	Snell Linda	99,788
Olson Kari	56,493	Reiner Summer	63,890	Sniatecki Jessica	61,749
Onley James	62,000	Rew-Bigelow Monique	82,957	Snyder Brad	50,458
Ortega Bernardo	59,538	Rhodes Elise	52,500	Snyder Tricia	56,500
Orzech Mary Jo	70,000	Rhodes Darson	57,750	Sohn Kyongsei	72,912
Orzel Virginia	63,521	Rich Adam	89,599	Soles Carter	58,416

Soloway Stuart	76,402
Sorenson Jeremiah	42,000
Soufleris James	48,149
Souto Rumbo Jose Ismael	52,435
Spiller James	81,902
Spirithes Dana	60,000
St John Brandon	65,214
Stacy Mark	88,712
Standish Adam	77,500
Standish Elizabeth	55,188
Stanton Cindy	67,750
StarkoffBrooke	55,376
StephanJohn	105,000
Stewart Cynthia	45,000
Stewart Janice	60,293
Stites-Doe Susan	110,659
Stoller Timothy	52,000
Strabel David	81,844
Suarez Juanita	72,733
Szilagy Janka	65,108
Tahar Mohammed	87,471
Tait Althea	56,600
Taylor Vanessa	45,000
Tefft Megan	29,348
Thai Trang	117,500
Thomas Douglas	67,000
Thomas Drake	46,564
Thompson Jeffrey	92,411
Thompson Taneika	84,507
Thorpe Elizabeth	57,457
Tiede Mary	49,000
Too Danny	73,686
Torre Jose	68,798
Torres Cesar	79,508
Treadwell Sheri	57,896
Treahy Stacie	53,866
Tschiderer Barbara	60,048
TsubotaStuart	114,865
Typhair Katelyn	48,500
Unger Sarah	44,000
Van Lare Cheryl	91,772
Van Wie Nikole	39,403
Vazquez Sandra	56,000
Vazquez Carla	44,866
Veneziani Pierangela	62,163
Vergamini Wendy	73,104
Veronesi Peter	75,242
ViggianiPamela	63,598
Vonhold Wendy	68,400
Wade Carol	58,497
Wagner Stephen	48,093

Wainberg Dorin	47,000
Waite Melissa	104,795
Wakefield Wanda	69,849
Walsh Peter	42,371
Walter Katherine	70,537
Walter Patrick	42,891
Walter Robert	61,700
Walton Anne	53,540
Walton Kevin	68,880
Wania Christine	82,100
Warren Kathryn	52,000
Washer Nancy	50,885
Watt Celia	97,308
Weber Jennifer	53,000
Weininger Elliot	69,724
Weitzel JoLynne	55,932
Welch Stock Danielle	53,000
Welling Wendy	65,000
Wesley Angela	45,533
Wesley Jill	83,987
Wetherbee Kelly	56,000
Whorton James	75,269
Wielgosz Susan	73,317
Wierzbowski Kenneth	47,512
Wilcox Douglas	116,310
Wilcox Tamara	57,457
Wilkens Christian	62,038
Wilkerson-Barker Donna	65,977
WilliamsPatricia	87,000
Williams Naomi R	58,263
Williams Christopher	68,724
Wineburg Benjamin	56,437
Witnauer James	58,084
Wong Diana	50,861
Wright Allison	53,931
Wright Wendy	50,174
Wyant Robert	89,000
Yasar Osman	131,404
YeomanMatthew	57,977
Yin Hong	62,578
Young Phil	47,000
Young Kimberly	51,500
Yu Ning	80,000
Zaihra Tasneem	56,937
Zapata Adam	70,000
Zeliff Darlene	49,698
Zhang Yu	58,000
Zhang Jie	66,065
Zhao Ruhan	75,810
Ziolkowski Michael	108,148
Zollweg James	70,855
Zuckerman Mary Ellen	130,000

Management Confidential Salaries

Andriatch Michael	168,810
Archie Cephas	90,000
Bhadury Joyendu	188,700
Brasted Monica	114,000
Carr Denine	78,030
Cranmer Wendy	114,852
Cushman Robert	131,519
Daniel Eileen	147,900
Elsenheimer Victoria	64,395
Gagne Becky	83,010
Groves Kathleen	104,642
Hartway Kristin	53,040
Haynes James	153,000
Hernandez Thomas	145,000
Kelly Sara	115,000
Lamphron Deborah	66,300
Lear Gloria	57,000
Leenhouts Justin	61,200
Macpherson Heidi	244,800
Maliekal Jose	152,000
Mareus Roosevelt	125,618
Mihalyov David	119,265
Pine Karey	117,300
Pruss Julie	70,279
Reynolds Ryan	80,580
Rice Kevin	110,000
Riotto Karen	130,458
Robb Sue	116,500
Scheid James	90,000
Schreiber Brad	110,666
Smathers Jennifer	94,000
Smith Laurie	58,140
Spiro Louis	165,000
Starr Serena	83,010
Swift Chaley	62,426
Vasile Daniel	122,000
Wilson Kathryn	177,638



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We're on the Web!
<http://www.uuphst.org/brockport/>

FAIR CONTRACT NOW!

Dawn Jones, Education & Human Development

On March 1, UUP chapters across the state held events to send a united message to SUNY to respect UUP and ask SUNY to support our negotiation efforts. We've been without a contract for over 20 months now and it's time for leaders across the SUNY system to join with UUP as we continue negotiations. They can and should advocate for their employees.

Here at Brockport we held events in Hartwell Hall, Tower Fine Arts, and the Union where we asked members and the larger campus wide community to sign postcards which will be used by our state-wide UUP office to communicate that our members are demanding action.

In solidarity, other chapters across the state held rallies, marches, meetings, and shared on social media to send a strong message to SUNY. Members across the state used the hashtag #RespectUUP to share stories and photos from these events.

In our last contract we had: zero across the board percentage raises for three years, two furlough days of lost pay, an interest-free loan of seven days' pay, and an increase share of our health insurance premiums. We shared the burden of the challenging financial times we were in, but now it is time to share in the benefits of better times.

Please visit the member's area on the UUP site to see the latest Contract Negotiations Update. <http://uupinfo.org/negotiations/index.php>



**BROCKPORT CHAPTER OFFICERS
2017-2019**

President.....Joe Torre
 VP Academics.....Susan Orr
 VP Professionals.....Sharon Belle-Render
 VP Membership.....Sara DiDonato
 VP Retiree Concerns.....Herb Fink
 VP Part-time Concerns.....Paul Schreiner
 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

Your monthly bills won't stop if you become unable to work

Insurance is the type of product that you hope you never have to utilize. In the event that you need to use it, though, it's important to have the insurance product that best meets your individual needs.

The NYSUT Member Benefits Trust-endorsed voluntary Disability Insurance Plan -- provided by Metropolitan Life Insurance Company -- provides valuable income replacement benefits to help meet your living expenses if you become partially or totally disabled and are unable to work.



Disability insurance can be customized to fit within your budget and still provide peace of mind until you are able to get back on your feet and return to work. Applications for the new NYSUT Member Benefits-endorsed Disability Insurance Plan are now available, with coverage effective dates on or after Jan. 1, 2018 from the Plan Administrator, Mercer Consumer.

For more information and/or to get an application, visit memberbenefits.nysut.org or call **800-626-8101** for specific information about this program.

Call to Action: Proposals requested for NYSUT *Educator's Voice*



New York State's classrooms are among the most diverse in the nation. In recognition of this, NYSUT is currently seeking article proposals on "**Culturally-Responsive Teaching**" for consideration in its annual edition of *Educator's Voice*, a *Journal of Best Practices in Education*. **The deadline for proposals is June 15, 2018.**

Do you have a project or practice that works well in your classroom, something you are passionate about and would like to share with other educators across the state? This is a great opportunity to write about it and become published in NYSUT's member journal, a publication created by NYSUT members for NYSUT members. No previous experience is needed nor do you need to be a professional writer to be published in *Educator's Voice*.

Once accepted, authors receive a great deal of editorial support and writing guidance throughout the year-long publication cycle. The result is a professional, research-based publication that can be shared with your colleagues and used for professional development. Authors or author teams can collaborate across schools or with partners in higher education; at least one author must be a NYSUT or affiliate member.

For more information and/or to download the author submission form, visit <http://www.nysut.org/educatorsvoice>.

Previous editions of this publication are available at <https://www.nysut.org/resources/special-resources-sites/educators-voice>.



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