

President's Message

Joe Torre, President
Brockport Chapter UUP

The March Beacon and Marxist Alienation

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Upcoming Events

- ◆ Office Closed
March 18-22
- ◆ Election Ballots
Due April 10th
- ◆ End of the Year
Dinner May 1st
- ◆ Employee
Appreciation Day
May 22nd

For reasons that everyone is familiar with the March issue of The Beacon is by far the most widely read. The UUP at Brockport chapter administrative assistant Brittany Profit-Rheinwald works hard all year round to put out an excellent, award-winning quarterly newsletter - but alas, it is the March salary issue that draws our interest far beyond all others. Marx was wrong about human nature! We are competitive creatures

Marx was, in my view, wrong about human nature but right about the nature of historical change. His theory of history - what historians call historical materialism - has been at the center of the way that I understand my world since that fateful afternoon in 1980 when my friend Sam and I wandered into the now-gone *World's Biggest Bookstore* at Yonge and Dundas in Toronto. It really was the world's biggest bookstore - a massive block-long two story affair stuffed full of wonderful paper delights - from *The Anarchist Cookbook* to *The Communist Manifesto* to Tacitus's *Germania* (Sam bought the former, I bought the latter two, which I still own). A central tenet of historical materialism, which Marx first developed in *The German Ideology* (1845), is that the economy is base to the cultural superstructure; put simply, we are how we work. This means that the economic order shapes our cultural institutions and even our consciousness; and that transitions in economic structures (agrarian to industrial, to post-industrial, etc.) entail massive changes in the way we live, think and understand our world and ourselves; change the relations of production and you change social relations. I never embraced Marx's critique of political economy - I am at heart a parliamentary neo-Liberal - but historical materialism remains the way I see the world.

Marx's critique of capitalist political economy had some radical physiological-social implications for ordinary workers. To this day I vividly recall the pain and confusion Marx's theory of labor caused my 16-year old brain. For Marx, the bourgeois capitalist alienated the workers from the product and process of their labor. Extracting *surplus* labor from the workers as profit, the capitalist compensated only the *necessary* labor upon which the workers survived. I think it was the word alienated that confused me. *Alienated* was a word from psychology, not economics; and it was precisely in the realm of psychology that Marx saw the biggest implications of capitalist relations of production. For Marx, alienation from the product and process of labor was also alienation of and from self and society; alienation from the product and process of labor denied the workers their "conscious life activity" and set them against each other, poisoning social

relations. This was not clear to me at 16 and I am not sure I believe it is entirely true now. At any rate, whatever alienation was it sounded painful, though not quite as painful as the midnight shift that I worked summers in high school in a coil shop for Westinghouse of Canada. Work alienated me from teenage fun all summers long. Thankfully the shop was unionized and I made the princely sum of \$10 an hour - 1.5X after 8 hours and 2X on the weekend. Men and women I worked alongside raised families on this wage. The union did that for me even as temporary summer help because they would not let anyone step on the shop floor not making scale; *alienate this* might have been their motto. I funneled all my *necessary* labor into Nike high tops and a yellow Yamaha; competitive *and* acquisitive.

Marx's historical materialism works well as a theory of historical change over time but, in my view, less well as a social critique; Marx had the uncanny ability to envision the changing nature of social relations as a function of changes in the relations of production but consistently imagined all as loss. Surprisingly some of his more apocalyptic visions related to the rise of the sort of bourgeois society we sleep, work, and eat of, have effectively become the position of the Republican National Committee - his words below - taken from the 1848 *Communist Manifesto* - might have come from Lou Dobbs or any other hack on Fox News or might even be mouthed by the President of the United States:

The bourgeoisie has through its exploitation of the world market given a cosmopolitan character to production and consumption in every country. To the great chagrin of Reactionists, it has drawn from under the feet of industry the national ground on which it stood. All old-established national industries have been destroyed or are daily being destroyed. They are dislodged by new industries, whose introduction becomes a life and death question for all civilised nations, by industries that no longer work up indigenous raw material, but raw material drawn from the remotest zones; industries whose products are consumed, not only at home, but in every quarter of the globe. In place of the old wants, satisfied by the production of the country, we find new wants, requiring for their satisfaction the products of distant lands and climes. In place of the old local and national seclusion and self-sufficiency, we have intercourse in every direction, universal inter-dependence of nations.

Can We Step *UUP* to Bring Parkrun to Rochester?

Susan Orr, VP for Academics, Department of Political Science

Looking for a Few Volunteers to Help Get Our Community Moving...

Labor people have a reputation for being the type of folks who volunteer and support their communities. With that in mind I am writing to see if some members of our union body might like to “step (U)UP” and stride out and help organize a “parkrun” for the Rochester area. This semester I am working with a group of students on a civic project to accomplish that goal and we would love to have some UUP (ers) join us. Our long term goal is to organize so that the Brockport campus community could bring parkrun to the Rochester community on a weekly basis in a sustainable manner.

What is parkrun?

“parkrun” is a global movement of volunteer coordinated 5k runs that take place on Saturdays in 20 nations across the globe, including about 25 in the USA. The idea is simple - turn up on a Saturday morning and run, jog, or walk alongside fellow community members. If you cannot run or walk, or don’t want to run or walk, you can still take part as a volunteer. The atmosphere is inclusive - no need for fancy gear or a sleek profile - all that matters is you join in.

The parkrun format is straightforward and accessible. You register online one-time and receive a unique barcode to print. Then all you need to do is take the barcode to any event, whenever, wherever, you want and complete the 5K. Your time is recorded so that you can track your progress and set goals.

The international parkrun organization provides support for each local volunteer led event. They supply web-page for participants and volunteers to register and for results and information to be shared. They also provide barcodes, timing devices, signage, and all needed equipment.

Why Bring parkrun to Rochester?

parkrun has had a demonstrated impact on the individual health and well being of those who participate. Additionally parkrun events foster local community spirit, build social networks and enhance civic life. The “parkrun community” is an inclusive global family that aims to bring events to any community that would like to have one.

We believe a parkrun in Rochester would be an asset to the community for multiple reasons:

- It is a free, inclusive community exercise program that has been shown to attract significant numbers of participants who were previously non-runners as well those who exercise regularly. It is great for those who want to get active but cannot afford a gym or trainer.
- It requires minimal commitment and no special equipment or skills. As such it appeals to people of all ages and abilities. Women comprise 50% of participants globally (generally community exercise programs are male dominated), families frequently participate together, and people over 65 are the fastest growing participant group globally.
- Studies of parkrun document improvements in the individual well being and physical health of participants.
- Research has shown parkrun to positively impact mental health, reduce social isolation and improve self-esteem among participants and volunteers.
- parkrun events strengthen community ties and build social capital. They bring people together who would not ordinarily interact. They also have been used to spark community campaigns such as food-drives, fundraisers, information exchanges, emergency assistance, to name just a few.

Continued on Page

President's Message Continued

And as in material, so also in intellectual production. The intellectual creations of individual nations become common property. National one-sidedness and narrow-mindedness become more and more impossible, and from the numerous national and local literatures, there arises a world literature.

Here and elsewhere in the *Communist Manifesto* Marx understands these changes, like many Americans understand them, as decline. Our current President has tapped into these feelings out of venality - a true bourgeois Anti-Christ - but the poor devils on the ground who believe in him are bound to find little satisfaction. For Marx, the outcome of these changes was cataclysmic: *All that is solid melts into air, all that is holy is profaned, and man is at last compelled to face with sober senses his real conditions of life, and his relations with his kind.*

But for the modern-day *reactionists* Trump marshals, facing their real conditions of life and social relations is a non-starter; it is not part of the shell game they brought to power in Washington.

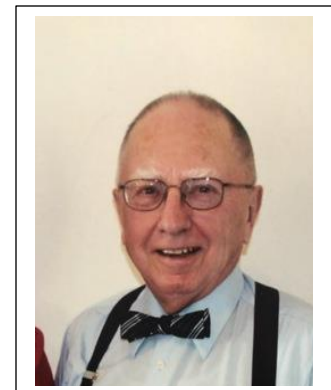
This should strike a deep note of discord for those of us *brain* workers dedicated to the higher purpose of public higher education. As education professionals we have a fiduciary responsibility to educate people to see *the real conditions of life and their relations with their kind*. Unlike Marx, however, we should try and imagine a *cosmopolitan* world in which *the universal inter-dependence of nations* and a *world literature* are not *profane*; and also, a world in which the product and process of our labor are not alienated from us by the state at the same time that it pays us for our *necessary* labor - as reported in the *salary issue* of the *March Beacon*.

Ed Van Duzer

Herbert Fink, VP for Retirees

Ed Van Duzer, a vigorous leader of the Brockport UUP chapter, passed away on Feb. 11, at age 83. Ed was living in Arkansas with his wife, near his daughter Sarah. During the infamous retrenchments of 1983, Ed embarked on his first of 16 years as chapter President. He took a brief hiatus from 1991-1993 when he served as chapter vice president for academics. Ed was treasurer from 1979-1983, and vice president for membership from 1974-1979. In 2001, Ed received a great honor, the statewide UUP award, the Nina Mitchell Distinguished Service Award. Ed was a tiger as President in representing UUP members in all facets of their employment at the College. He was a wonderful asset in representing UUP in

diverse Rochester unionist activity. Ed earned his MA and Ph.D. in geography from the U. of Iowa. When the Geography Dept. was retrenched in 1983, Ed retrained. He earned an MBA from RIT and continued his academic career at the College in the Business Administration Dept. Ed leaves behind 7 children, 25 grandchildren, and 12 great grandchildren. Ed was a Scoutmaster. All four of his sons were Eagle Scouts. For many years, Ed was the leader of the Mormon community in Brockport. He was well known in the local interfaith community for his charitable work. There will be a memorial for Ed in Brockport on May 25, 2019. At the Lodge in Sweden Town Park (off Redman Rd), time not yet set.



Past Brockport UUP President, Ed Van Duzer

Vote

Joe Torre, Chapter President, Department of History

As those of you who have received the UUP ballots have surely noticed, this will be my last term as UUP President. It has been a personally transformative four years - an *unsentimental education*. I could not be prouder of having served this body; it is the highlight of my service to our professional community. I choose not to seek office again in part to return to a number of scholarly projects long delayed - and in part because I think the measure of a healthy and vital union is a cohort of leaders willing and able to step up and serve our community. I am delighted that Alissa Karl, Associate Professor in the English Department, has put her name forward to lead Brockport UUP. Alissa is an engaged unionist with deep roots and interest in collective bargaining and the rights of labor. I am thrilled to support her candidacy.

We also have a new candidate for Vice President for Professionals that regrettably did not get his name on the ballot. Duncan Chase has contacted me and confirmed he will be seeking write-in ballots for the VP for Professionals. I have come to know Duncan, a professional in the Art Department, through my work in UUP - he has been on the executive committee of the chapter for some time. He is a dedicated unionist who will endeavor to work hard for the community of professionals in the UUP. I will be writing his name in the ballot and I hope you will support him as well.

This is not my last *Beacon* as president and certainly not my last *Beacon* as a UUP member so I will get another chance to wave goodbye. I want to once again, however, thank all of you for this excellent opportunity. I will continue to serve on the Executive Committee as representative for the History Department and will work closely with Alissa to maintain our extremely high level of service to the members.



UUP Elections are Underway

Alissa Karl, Department of English

By the time you read this issue of *The Beacon*, UUP members will likely have received ballots in the mail to vote for Union officers and delegates for the coming two years. I am running for President of the UUP Brockport Chapter for the 2019-2021 term, and would like to introduce myself to the many members with whom I'm not yet acquainted. I have been at the College since 2007 and am currently an Associate Professor in the English department. My own history with labor matters extends from my childhood in a public employee union household to organizing work while I was in graduate school (and which resulted in the successful establishment of UAW local 4121 at the University of Washington). My current and former students will attest to my abiding academic interest in the topic of work, which I explore in my teaching and research, primarily in modern and contemporary British Literature.

I am seeking this office because I believe, quite simply, that collective bargaining gives us all more rights and more power. It gives us the power to build truly democratic workplaces; to secure decent lives and livelihoods; and, in our context as College employees, to enact the responsible citizenship and collaborative habits that we hope Brockport graduates will also practice. If elected as Brockport UUP President, I will be honored to represent the faculty and professionals at the College and to continue to build a Union culture that helps us all realize our shared goals and interests.

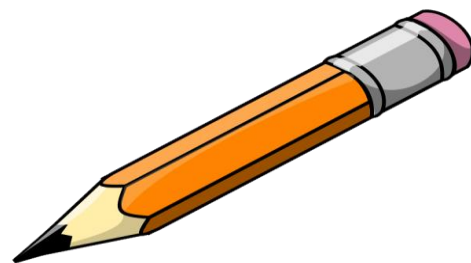
Please keep an eye out for your ballot in the mail!

Vice President for Professionals

Duncan Chase, Department of Art

Hi I'm Duncan Chase and I am interested in representing you for the office of the UUP Vice President for Professional staff. In my 12 years working as the "lone" professional, studio technician, in the art department I have on numerous occasions found myself feeling like I was alone, seeking other professional staff to either confirm or contribute information about the particulars of our contract, whether it is our performance program or the nuances of the work calendar etc. Professional staff have a wide range of responsibilities and duties that support the college mission. The union is a resource that we must take advantage of.

I am proud to be a professional and think it is time to invest in our union and in return we can both understand how UUP union benefits all professionals on campus.



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 2/15/19.

Abar Caitlin	59,869		Boyd Melody	64,577		Childs Ruth	66,561
Abugasea Heidt Marium	70,000		Boyd Laurie	56,979		Chislock Michael	57,630
Abwender David	82,996		Boyle-Wittman Jennifer	74,584		Cho Oh Kon	96,663
Agate Joel	64,026		Brady Stephen	47,256		Chojnowski Michael	44,176
Agate Sarah	58,366		Braunscheidel Michael	65,000		Christensen Mitchell	57,222
Aina Amy	51,731		Breehl Adam	41,815		Cochran Joseph	49,000
AL Rashdi Nabil	70,000		Breitkopf Mia	53,591		Cochran Lynda	97,119
Allen Sharon	72,329		Brennan-Jones Kelly	82,710		Cohen Lee	86,144
Allen Heather	73,433		Breslawski Steven	150,777		Colantonio-Yurko Kathleen	57,222
Almekinder Sandra	102,937		Brien Lawrence	77,010		Collier Douglas	84,294
Althouse Matthew	75,356		Brien James	80,936		Cone Thomas	88,432
Amatangelo Kathryn	63,183		Briggs Justine	70,000		Conner Tanasee	84,664
Ames Kristie	51,887		Bright Beth	60,771		Cook Stephen	117,300
Anthony Jenise	52,811		Brown Serina	52,119		Cook Laurie	73,293
Anugu Reddy	75,872		Brown Melissa	72,288		Cook J	108,280
Argetsinger Gail	69,796		Brown Michael	55,321		Copelton Denise	72,681
Armentano Danielle	48,674		Brown-Smythe Claudette	62,303		Cordeiro James	140,226
Arnone Anthony	43,385		Bull Nathan	51,798		Coriddi Laura	72,420
Asbeck Megan	50,142		Bunch Ann	77,480		Coriddi Valerie	53,000
Ashton Jennifer	64,617		Burgan Daniel	90,000		Covell Mary	55,136
Askey Daniel	66,432		Burrer Julia	45,900		Cowling Charles	78,786
Auriemma Amanda	55,546		Burritt Emily	72,000		Craft Catherine	49,000
Baird Michael	78,258		Burstein Miriam	79,341		Crane Lindsay	60,194
Baker Robert	73,481		Busch Austin	73,628		Crews-Perkins Sharon	99,042
Baker Keith	70,000		Byrne Heidi	84,855		Crissman Tricia	48,815
Ballart George	53,000		Callahan Charles	97,695		D'Orso Christopher	68,066
Balog Joseph	112,687		Callery Patrick	47,300		Daly John	86,748
Balog Linda	122,071		Camp Joanna	83,030		Daniel Cynthia	60,819
Banerjee Priya	81,577		Canbolat Mustafa	110,157		Dauenhauer Jason	80,740
Barbel Paula	77,619		Carey Britney	47,256		David Tamala	78,759
Bareis James	72,441		Cariola Katherine	54,788		Davila Carl	72,686
Barnard-DeCann Michele	47,754		Carrasco Tamara	58,366		Dearing Frances	95,784
Barnes Gordon	72,930		Carroll Pilapa	68,658		Deas Darrell	43,860
Barski-Moskal Ewelina	62,629		Carson Christian	65,348		DeMonte Michelle	60,879
Beach Justin	52,389		Caruso Elizabeth	124,524		Dennis Janie	77,898
Beach Pamela	76,236		Cary Kelly	58,783		Dentino Michael	68,664
Beauchamp Benoit	55,963		Casanzio Samuel	51,787		Desrochers Marcie	85,977
Beaudrie Patricia	71,144		Cashman-Brown Oliver	49,919		Dicker Georges	116,074
Beers-Wilson Jamie	83,841		Caswell Julie	88,985		Dickinson Carl	50,490
Bell-Owens Nora	94,440		Cervone Gian Carlo	71,159		Dickinson Brian	61,437
Belle Render Sharon	64,058		Cesnales Nicole	64,729		DiDonato Sara	67,333
Biedlingmaier Renee	64,148		Chadsey Mark	74,212		Dima Christine	45,000
Bingham Karilee	64,148		Chakalis Patricia	68,807		DiMarco Melissa	49,980
Birch Stacy	79,712		Chang Mark	61,139		Dipzinski Jacqueline	58,000
Biringer John	41,815		Chapman Erin	49,556		Dobmeier Robert	67,344
Birkins Deborah	95,385		Chase Duncan	52,495		Donnelly Chelsea	47,256
Black Ralph	75,704		Chase Alisia	74,333		Dorf Christopher	52,287
Bloom Davida	71,328		Chase Elizabeth	54,371		Dowe Peter	113,239
Blose Joshua	66,234		Cheema Sadia	60,000		Drews Danielle	64,796
Bolton Sarah	52,228		Chen Ya-Ling	48,450		Ducey Marsha	65,012
Bonner Devin	35,101		Chesebro Joseph	80,394		Duckworth Kiera	57,200
Bopp Kelly	63,036		Chesebro Jennifer	64,701		Dumas Anthony	52,693
Boston Michael	68,666		Chew Thomas	84,033		Dumbleton Nicole	67,366

Dumuhosky Laura 49,837
 Dunn Kevin 50,177
 DuPont William 48,000
 Duquette Kimberly 75,071
 Duru Haci 58,140
 Eason Terry 81,204
 Edick Buffie 55,333
 Eison Carvin 83,326
 Elyjiw George 60,492
 Fagan Colleen 72,396
 Fallon Sophia 35,101
 Faria Debra 86,216
 Farnham Tammy 64,148
 Feeney John 61,113
 Fegley Joshua 60,335
 Ferguson Keniel 51,708
 Ferraina Mia 35,101
 Ferris Jane 56,691
 Fico Ashley 60,083
 Finnerty Meghan 49,000
 Fisher Debra 77,254
 Follaco John 85,000
 Follansbee Patti 64,633
 Fontana Mario 57,342
 Ford Julie 73,528
 Forzano Lori-Ann 85,535
 Fox P Michael 151,808
 Fox Shoshana 47,256
 Fox Angela 66,300
 Fox Michael 52,936
 French Erik 49,000
 Friedman Michelle 54,510
 Fritz Wendy 54,101
 Frosini Johnna 83,319
 Gaesser Amy 62,220
 Gaisser D'Arcy 72,162
 Gamin Michael 72,058
 Garvey T Gregory 89,461
 Gattie Peter 48,672
 Gaylor Keith 58,366
 Geh John 65,236
 George Dylan 45,578
 Gerst Lisa 65,669
 Gianvecchio Kerrie 56,907
 Giglia Ryan 59,488
 Gillespie Janet 86,244
 Girvin Alicia 68,923
 Goings Joseph 53,060
 Gomez Virginia 50,581
 Gonzalez Elisabeth 60,829
 Gonzalez Sheryl 83,577
 Gonzalez Edward 11,965
 Gonzalez Stephen 58,366
 Gotham Kerry 100,720
 Grabina James 41,815
 Graham Andie 51,962
 Grape Annette 64,260
 Graves Joan 72,498
 Green Kyle 63,733
 Green-Wilson Jennifer 75,480
 Greer Daniel 79,902
 Gregory Elizabeth 66,500
 Haag Amber 53,900
 Hacker Linda 66,122
 Hager Peter 72,459
 Haines Scott 90,161
 Haines Kimberley 83,587
 Hallenbeck Crystal 87,125
 Hardenbrook Shari 59,088
 Harrichand John 62,000
 Harrison Michael 79,037
 Hart Erick 106,240
 Hartigan Kelsey 49,241
 Harwick Cameron 83,000
 Hasnat Baban 123,554
 Haynes Sonya 52,020
 Haytock Jennifer 80,012
 Hazzan Afeez 76,500
 He Yuanlong 121,990
 He Lerong 114,351
 Heavey Elizabeth 97,568
 Hecker Jennifer 93,801
 Heffernan Kristin 75,578
 Heitz Mark 80,189
 Hendrickson Nathan 55,245
 Hendrix Jeffrey 41,630
 Henry Timothy 85,663
 Hettler Barry 116,733
 Heyward Kim 95,770
 Heywood Robert 54,527
 Hickey Thomas 49,099
 Hinds Janie 116,410
 Hing Huey 80,645
 Hoffman Susan 81,390
 Hoffmann Markus 88,087
 Holcomb Colleen 43,507
 Hopple Christine 65,943
 Houston-Wilson Cathy 93,693
 Hubbard Kitty 74,883
 Ibrahim Ragaa 41,815
 Ildland Michael 53,060
 Izyk Christine 35,101
 Jackson John 57,267
 Jacob Debbie 102,941
 Jaskulski Edmund 49,083
 Jessup Stephen 60,271
 Johnson Nancy 37,231
 Johnson Haley 35,101
 Johnston Jessica 53,570
 Johnston Seth 59,330
 Jones Dawn 76,385
 Jones Corinne 60,065
 Jones Lisa 56,049
 Jones Uletha 68,850
 Jones Sirena 44,701
 Joseph Valerie 50,396
 Jurasinski Stefan 77,623
 Jurek Steven 65,099
 Kachiga Jean 59,188
 Kalenda Peter 49,919
 Kalesnikaite Vaiva 65,000
 Kamal Mehruz 93,912
 Kandris Daniel 54,510
 Kane Lisa 58,650
 Kanous James 78,084
 Kar Nandini 60,000
 Karl Alissa 65,729
 Keating Neal 71,270
 Kegler Jennifer 72,637
 Keiser John 121,179
 Kennedy Zaula 50,919
 Kennedy Tia 49,419
 Kent D Donald 103,030
 Kerfoot Alicia 63,474
 Kershner Joanne 74,938
 Ketonen Irene 49,877
 Kienzle Megan 61,526
 Kim MoonSun 69,320
 Klancer Richard 51,929
 Kloepfer-Mazzaferro Katie 49,419
 Kobayashi Daisuke 61,000
 Korn Swaroop 98,526
 Kowal Donna 94,694
 Kozireski Warren 86,082
 Kozub Francis 90,421
 Kruger DaNeille 55,713
 Krupcznski Keith 71,400
 Kuhn Francis 111,901
 Kulago Hillary 41,815
 LaDew Stacey 55,834
 Lakshmanan Kadathur 131,141
 Lampley Jeannette 38,831
 Lane Margaret 63,000
 Lang Brittany 49,395
 Lashbrook Jeffrey 87,019
 Lawrence Constance 67,597
 Learn Stephanie 62,000
 Lee Jeong Gyu 107,500
 Lee Dawn 76,652
 Lee Bora 59,303
 Lending Craig 91,161
 Lenz Elizabeth 61,857
 LeSavoy Barbara 72,749
 Leslie W Bruce 109,323
 LeSuer Robert 64,260
 Levy Dena 82,100
 Lieberman Lauren 98,017
 Liebow James 57,222
 Linn Jeffrey 84,690
 Linville Rachel 65,171
 Lipko-Speed Amanda 66,328
 Little Leigh 87,464
 Liu Yin 121,380
 LoBracco Bernard 51,856
 Logan Margaret 84,540
 Logsdon Karen 95,099
 LoMaglio Jane 53,754
 London-Hill Kevon 54,510
 Long Joseph 61,363
 Loria Anna 47,057
 Lowey Susan 78,419
 Luedke Michaela 46,818
 Lyle Romar 37,013
 Lyon Alexander 71,686
 Macpherson Anne 89,363
 Maglietto Mark 62,975

Maher Shawn 63,240
 Mahlangu Nomvuyo 73,824
 Maier Lynne 77,983
 Major Teresa 100,374
 Malik Salahuddin 110,084
 Maloney Quinn 82,000
 Maloney Mariah 66,707
 Mancini Frank 82,450
 Mancuso Sydney 47,256
 Mangiamele Gina 48,000
 Mangone Jason 79,589
 Marah John 82,468
 Margolin Sara 66,992
 Marrone Lyndsay 42,000
 Martin Morag 77,502
 Marvin Todd 48,201
 Massey Timothy 73,254
 Mattern Craig 76,444
 Maxwell Patricia 72,193
 Maxwell Paul 87,644
 McAninch Amber 47,256
 McCrank Mary 54,349
 McDaniel Courtney 57,120
 McDermott Thomas 57,698
 McDermott Devin 35,101
 McGorray William 91,862
 McGuffog Ingrid 61,526
 McLuckie David 47,754
 McNall Laurel 79,831
 McNulty Amy 64,865
 Meath Margy 53,245
 Menear Brad 68,000
 Metz Gary 102,852
 Militello Michael 69,708
 Miller Molly 57,662
 Mills Lori 78,749
 Minter Lauryn 45,000
 Mitra Sandeep 108,697
 Molyneux Stasia 65,159
 Monier Eric 75,846
 Montano Kevin 55,000
 Morey Molly 45,900
 Morgan Gloria 89,679
 Morini Jason 53,245
 Morith Gretchen 61,540
 Morog Gary 90,736
 Morris Jason 67,918
 Morris James 95,996
 Morrison Richard 74,822
 Moyer Paul 79,826
 Murdoch Dan 103,908
 Murray Donald 122,321
 Musante Gary 79,397
 Myers Michele 53,550
 Myers Kim 61,128
 Napier Donna 62,175
 Neely Pamela 124,562
 Newman Dawn 57,429
 Newman Andrew 64,079
 Newman Erica 48,450
 Nicolosi Samuel 67,004
 Nishiyama Takashi 66,216
 Nobles Keith 55,897
 Noh Shihyun 67,422
 Noll Mark 91,287
 Noll Frank 45,900
 Norcia Meg 75,980
 Norment Christopher 99,635
 Novara Danielle 52,487
 Nunnery Brandon 47,256
 Nwachi Omeri 68,880
 O'Connor Christopher 50,805
 O'Connor Carl 62,609
 O'Keefe Pamela 86,096
 O'Sullivan Pamela 84,161
 Oakes Stephanie 61,374
 Obourn Milo 66,992
 Olmstead Kathleen 59,427
 Olson Kari 60,461
 Onley James 63,240
 Orr Rebekah 61,500
 Orr Susan 63,358
 Ortega Bernardo 63,183
 Orzech Mary Jo 74,285
 Orzel Virginia 67,409
 Osowski John 114,905
 Outland Rafael 60,489
 Owens Gary 113,033
 Oyer Julie 42,122
 Pagan-Guzman Gladys 49,836
 Paine Skye 61,908
 Panning Anne 93,574
 Parker Alison 93,813
 Parker Fred 44,002
 Pearlman Ann Giralico 60,389
 Pelletier Michel 72,586
 Peluso-Militello Janet 61,622
 Perevich John 76,840
 Perkins Jonathan 57,327
 Perlman Krystal 62,681
 Perreault Melanie 58,776
 Perry Susan 65,902
 Petersen Susan 115,100
 Peterson Kathleen 97,453
 Peterson Tracy 74,262
 Pettit Julie 62,708
 Piatt Kimberly 61,668
 Pierce Melissa 52,693
 Pietrzak Claudia 44,488
 Pijanowski Kurt 50,443
 Pike Steven 53,245
 Pionessa Eliza 47,277
 Pisanczyn Jan 103,192
 Pitas Nick 58,000
 Podsiadly Karen 95,635
 Ponicsan Ivonne 46,068
 Pontari Nicholas 25,000
 Porter Darcy 51,000
 Potter Stephen 53,468
 Powell Robert 50,255
 Powell Pamela 57,525
 Prajitura Gabriel 83,041
 Priestler-Bradley Janice 52,020
 Prince Wendy 49,859
 Prioleau Darwin 130,249
 Proehl Kristen 61,526
 Qawaqneh Zakariya 82,000
 Quill Kallee 53,693
 Quinn Patricia 37,176
 Rademacher Heidi 61,000
 Radford Stanley 113,327
 Radnejad Bahman 108,000
 Raduns Ashton 32,500
 Rajasethupathy Kulathur 122,400
 Ralph P Gibson 77,567
 Ramsay Jennifer 67,938
 Rangan Priyamvada 114,186
 Rao Thambrahalli 125,794
 Ratcliff Jennifer 68,675
 Rath Logan 65,792
 Rawlings Tiffany 55,784
 Ray Michael 53,245
 Reed Carly 62,923
 Reff Nathan 62,565
 Reiner Summer 67,800
 Rew-Bigelow Monique 86,894
 Rhodes Darson 61,124
 Rich Adam 95,083
 Richards Paul 74,745
 Rickman Erin 68,818
 Riley Melanie 48,815
 Rinchard Jacques 72,580
 Rion Fred 90,168
 Risse Tonia 49,140
 Robbins Brian 46,280
 Robinson Zachary 62,612
 Robusto-Mack Lisa 52,151
 Rochette Scott 80,690
 Roe Garrett 51,000
 Roe Kelly 51,000
 Rogers Daniel 78,530
 Roman Meredith 71,610
 Rong Weidong 109,304
 Rose Nicholas 53,500
 Ross Craig 88,034
 Rossi Frank 57,097
 Roy Janet 80,498
 Rubery Andrea 82,821
 Ruiz William 55,013
 Russell Elizabeth 63,342
 Saleem Khalid 58,176
 Samalot-Rivera Amaury 68,483
 Samudra Rhucha 67,463
 Sandler Eric 50,897
 Sapienza John 78,802
 Sarkis Megan 63,183
 Sarrazin Natalie 69,269
 Scheid James 83,357
 Schmitt Darlene 86,498
 Schneider Robert 90,486
 Schockow Joan 62,018
 Scholl Emma 54,045
 Schreiner Paul 52,487
 Schuhle-Williams Karen 121,858
 Schultz Rachel 65,000
 Scime Anthony 117,372
 Scott Demmin Sarah 51,405
 Sefranek Mildred 48,277
 Seo Joon Yong 110,157
 Sercu Linda 34,927
 Serio Joseph 43,650
 Setek Pamela 50,407
 Sharwell Erin 62,424
 Shaw Tate 69,393
 Shearer Amanda 52,693

Shema Amy 51,807
 Shen Rongkun 62,771
 Sherman Gregory 56,643
 Shum Robert 63,474
 Sia Rey Antonio 99,393
 Singh Sandeep 148,989
 Sipos George 97,920
 Skogman Howard 68,869
 Slater Michael 60,065
 Slifkin Jacqueline 67,386
 Smalls Jennifer 62,635
 Smith Devolson 35,101
 Smith Jessica 60,077
 Smith Rebecca 71,136
 Smith Hannah 41,815
 Smith Alexander 62,007
 Smith Shelly 59,855
 Smoker Kari 112,157
 Snarr Jeffery 64,837
 Snell Linda 105,896
 Sniatecki Jessica 65,384
 Snyder Tricia 59,790
 Snyder Brad 53,546
 Sohn Kyongsei 77,374
 Soloway Stuart 81,079
 Sorenson Jeremiah 42,840
 Souto Rumbo Jose Ismael 55,503
 Spiller James 90,995
 Stacy Mark 93,991
 Standish Adam 82,086
 Standish Elizabeth 58,566
 Stanton Cindy 71,897
 Starke Michael 61,800
 Stewart Janice 63,984
 Stoller Timothy 55,022
 Strabel David 86,843
 Strutz Deidre 70,686
 Szilagyi Janka 69,093
 Tahar Mohammed 92,824
 Tait Althea 60,065
 Tate Tyson 48,256
 Tate Kevin 62,000
 Taylor Vanessa 47,256
 Thai Trang 119,850
 Thomas Douglas 68,340
 Thomas Christopher 58,500
 Thomas Drake 49,414
 Thompsell Angela 63,989
 Thompson Jeffrey 94,259
 Thompson Taneika 90,189
 Thompson Taylor 47,256
 Thorpe Elizabeth 60,974
 Tiede Mary 52,000
 Too Danny 78,196
 Torre Jose 73,009
 Torres Cesar 84,374
 Treadwell Sheri 61,857
 Treahy Stacie 57,078
 Tschiderer Barbara 63,723
 Tsubota Stuart 121,895

Tucker Shellie 42,330
 Turner William 22,318
 Typhair Katelyn 55,051
 Unger Sarah 49,669
 Van Lare Cheryl 97,389
 Vazquez Sandra 72,000
 Vazquez Carla 47,602
 Vazzana Chloe 35,101
 Veneziani Pierangela 65,967
 Vergamini Wendy 77,520
 Veronesi Peter 79,848
 Viggiani Pamela 67,428
 Vonhold Wendy 72,586
 Wade Carol 64,577
 Wagner Stephen 51,037
 Waite Melissa 111,210
 Wakefield Wanda 74,124
 Walsh Peter 45,227
 Walter Robert 68,537
 Walter Patrick 45,516
 Walton Kevin 73,096
 Walton Cynthia 49,794
 Wania Christine 87,125
 Warren Kathryn 54,510
 Washer Nancy 54,000
 Watt Celia 103,264
 Weaver Aaron 55,600
 Weber Jennifer 54,060
 Weininger Elliot 77,991
 Welch Stock Danielle 56,040
 Welling Wendy 67,575
 Wenzel Alyse 42,500
 Wesley Jill 90,911
 Wesley Angela 48,068
 Wetherbee Kelly 57,120
 Whaley Carmela 41,815
 Whorton James 79,875
 Wielgosz Susan 81,674
 Wierzbowski Kenneth 58,863
 Wilcox Tamara 60,974
 Wilkens Christian 65,774
 Wilkerson-Barker Donna 70,016
 Williams Christopher 72,930
 Willis Bridgena 47,500
 Wineburg Benjamin 59,891
 Wisnowski Stephanie 51,857
 Witnauer James 61,577
 Wong Diana 53,974
 Wood Jennifer 63,000
 Woodruff Barbara 47,300
 Woodsbie Greg 55,395
 Wright Wendy 53,245
 Wright Allison 57,232
 Wyant Robert 93,986
 Yasar Osman 139,447
 Young Kimberly 54,653
 Yu Ning 81,600
 Zapata Adam 75,741
 Zelif Darlene 53,754
 Zhang Jie 70,026

Zhang Yu 59,160
 Zhao Ruhan 80,387
 Ziolkowski Michael 114,767
 Zollweg James 75,191

Management Confidential Salaries

Andriatch Michael 178,806
 Archie Cephas 91,800
 Brasted Monica 116,280
 Carr Denine 83,431
 Clase Susan 55,000
 Cranmer Wendy 121,653
 Cushman Robert 136,549
 Daniel Eileen 153,758
 Elsenheimer Victoria 68,853
 Gagne Becky 87,750
 Gouger Tamara 82,900
 Groves Kathleen 110,719
 Hartway Kristin 62,101
 Hernandez Thomas 147,900
 Heyning Katy 190,000
 James Alisa 113,500
 Kelly Sara 117,300
 Lear Gloria 60,780
 Macpherson Heidi 244,800
 Maliekal Jose 160,376
 Mareus Roosevelt 142,438
 Mihalyov David 149,063
 O'Connor Alyshia 60,000
 Pruss Julie 75,144
 Rice Kevin 112,200
 Riotto Karen 138,183
 Schreiber Brad 117,219
 Smathers Jennifer 95,880
 Smith Laurie 62,164
 Starr Serena 87,470
 Stites-Doe Susan 170,000
 Swift Chaley 66,747
 Vasile Daniel 124,440
 Wall James 181,000
 Wilson Kathryn 188,157

Parkrun continued...

What Do We Need Help With?

Our immediate needs are to connect with people who can help provide volunteers and anyone who would be interested in participating. We also need to raise a onetime fee of \$5000 to cover all start-up costs. After that parkrun is supported by the international organization. It is always free for participants.

Volunteer roles include: run directors who would coordinate the run in a rotation (so approx one week a month) and regular volunteers to help set up the course, serve as marshalls and time-keepers etc.(once up and running volunteers are solicited from participants).

If you think you might be interested in joining our group, wish to learn more about this endeavour, or have ideas to share about the project - please contact me Susan Orr at sorr@brockport.edu




UUP Discuss, Listen and Learn Sessions for Academics

Instead of shake, rattle and roll - how about we get together and discuss, listen and learn? All academics are welcome to attend the session and suggestions for issues to discuss are welcome, they can be about pedagogical concerns, work life concerns, or union activities to name just a few.

One issue that I feel is worthy of discussion is academic freedom and free speech in the classroom. My interest in discussing this issue with colleagues was sparked by a recent article relating the details of an incident in which a professor was suspended from Augsburg University following a discussion of James Baldwin's novel *The Fire Next Time* (Flaherty 2019). The professor used the n-word in class and led a discussion of its use among students. Subsequent events related to the class led to the professor's suspension. I thought we might use this example to spark a conversation about free speech and pedagogy on our campus.

This is just a suggestion of a topic of shared concern. The conversation can encompass other topics that attendees wish to address.

The first Discuss, Listen and Learn session will take place Tuesday April 2nd from 3.30-4.30 in Seymour 222- if it is a success we will schedule more!

Collen Flaherty "Too Taboo for Class" Inside Higher Ed, February 1 2019 (<https://www.insidehighered.com/news/2019/02/01/professor-suspended-using-n-word-class-discussion-language-james-baldwin-essay>)



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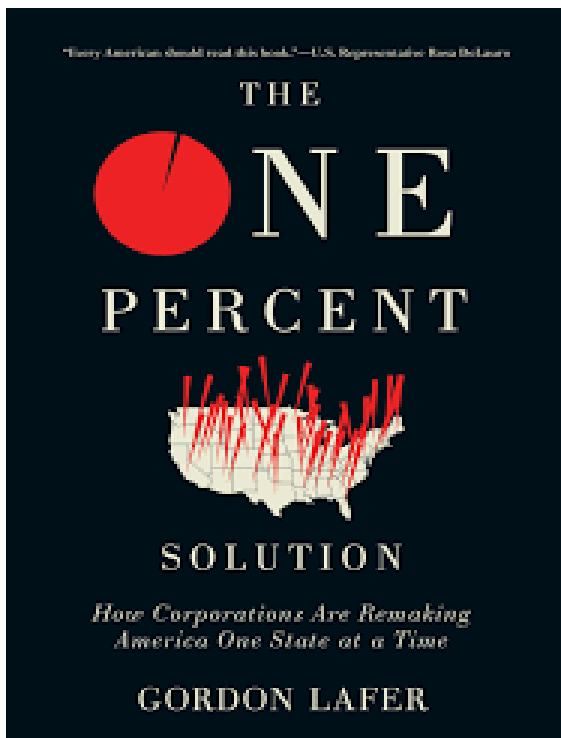
UUP Labor Reading Group

The next book we have chosen for the UUP Labor Reading Group is *The One Percent Solution* by Gordon Lafer. Below is a short synopsis of the book from the publisher. We have not yet selected a date to meet and discuss. All are welcome, just e-mail Alissa Karl to be included in the scheduling (akarl@brockport.edu).

Gordon Lafer, The One Percent Solution

Synopsis

In the aftermath of the 2010 Citizens United decision, it's become commonplace to note the growing political dominance of a small segment of the economic elite. But what exactly are those members of the elite doing with their newfound influence? *The One Percent Solution* provides an answer to this question for the first time. Gordon Lafer's book is a comprehensive account of legislation promoted by the nation's biggest corporate lobbies across all fifty state legislatures and encompassing a wide range of labor and economic policies. In an era of growing economic insecurity, it turns out that one of the main reasons life is becoming harder for American workers is a relentless—and concerted—offensive by the country's best-funded and most powerful political forces: corporate lobbies empowered by the Supreme Court to influence legislative outcomes with an endless supply of cash. These actors have successfully championed hundreds of new laws that lower wages, eliminate paid sick leave, undo the right to sue over job discrimination, and cut essential public services. Lafer shows how corporate strategies have been shaped by twenty-first-century conditions—including globalization, economic decline, and the populism reflected in both the Trump and Sanders campaigns of 2016. Perhaps most important, Lafer shows that the corporate legislative agenda has come to endanger the scope of democracy itself. For anyone who wants to know what to expect from corporate-backed Republican leadership in Washington, D.C., there is no better guide than this record of what the same set of actors has been doing in the state legislatures under its control.



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