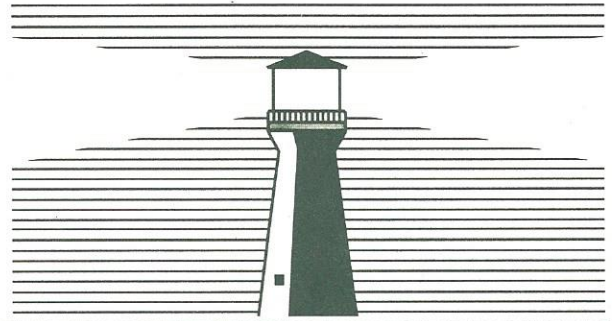




The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK

United University Professions

BEACON



Volume 42, Issue 4

May 2014

President's Note

Gary Owens, President
Brockport Chapter UUP

What a Ride

As we come to the end of another academic year, it is important that we end on an upbeat note. Now I, of all people, know this has been an extremely busy year. We began the year with the ratification of a new contract. We have spent a considerable amount of time working with the College on the implementation of several areas of the new contract. We will continue to address these areas into the summer.

I would like to apologize to those of you who were unable to attend the end of the year UUP dinner, as a result of the change of date. Please know that it was unavoidable. We want to thank all of you that attended for helping to make it an enjoyable evening.

I want to take this opportunity to congratulate all of the honored retirees who have served the College admirably. We also want to celebrate with those who have received honors at the recent College Recognition Dinner.

Now, as it is my custom and pleasure, let me end by encouraging all of you to have a restful and pleasurable summer and above all please be safe.

We Need You

As I have stated on many occasions, both in previous newsletter articles, as well as in the many meetings and workshops held by UUP throughout this year, that this has been a very busy and event filled year, especially for me as your UUP President. Now don't get me wrong, I do it with both purpose and conviction, believing that what is good for UUP is good for The College at Brockport. Now with that said, I have concerns and I need your help. Someone recently said to me, "You are UUP." That statement has stuck with me and I have found it to be disturbing, because UUP cannot be me, it must be us, all of you along with me.

We, being those of the leadership of UUP, have held workshops each semester on things very important to the wellbeing of both our professional employees, as well as for our faculty. Very few of you have attended, but yet there is the expectation, when things go wrong that UUP or I can solve the problem. Many times it's too late and there is very little that can be done. I am then left trying to pull a rabbit out of a hat and that's hard work and is very disruptive for me, to say the least.

Contractually, each academic and professional service department has the right to have a representative on the campus UUP Executive Board, yet over half of the departments have not selected a representative or the representative does not attend the meetings. UUP is only as strong as its members and quite frankly many are or have become..., well you decide whatever the problem is and tell me.

I have learned over the years that it is better to be proactive than to be reactive. I have also learned that a knowledgeable and prepared campus is a healthier campus. I don't want to spend a lot of time putting out fires. I am more productive and am able to maintain both my sanity and health when I spend time in fire prevention. I hope each of you is getting the message. I need you, every one of you to get involved and not just when you get your raises. We need you as active, participating members. We need each other to support and to protect each other, to be educated members that know and understand their contractual rights and relationship with and as part of The College at Brockport.

Now that I have your attention, this fall I will be calling on each department to select a representative to UUP and insisting that there is a place for them to keep you updated and informed. I will expect each of you to take every opportunity to learn, including workshops and forums, and share information with each other. Remember Knowledge is Power and What You Don't Know Can Hurt You!

End of the Year Report

Gary Owens, President

I thought it important that I provide an update/ report to all of you, as we come to the close of this academic year.

Let's begin on a positive note by reminding everyone that in July there will be the allocation of the 2% raises. So between July and September those of you who are eligible will see the appropriate raises in your payroll checks

Beginning this next academic year those adjunct/part-time faculty who have taught for four consecutive semesters and are expected to be teaching both fall 2014 and spring 2015 will receive a 1 year term appointment.

At UUP's request, assistance has been made available to those who are traveling on college business. A travel card can be obtained if needed through the Office of Procurement and Payment Services

As per the contract, the College has agreed and is implementing a process to ensure that each professional employee has both a current Performance Program by August 1 and an appropriate Annual Evaluation by August of each year.

At present there are several Evaluation Committee Reviews in place to determine if the classification of those evaluations listed as unsatisfactory is or is not appropriate.

There are several active College Review Committees in place that are also reviewing the request for promotion of those professional employees who have had significant increases of duties and/or responsibilities added to their Performance Programs.

I would like to point out that a committee review can and should be requested when a request for promotion has been made to the college through the employee's supervisor and has been denied at any level or the professional employee has not received an answer within 30 days. Please note that budget constraints are not a contractually-acceptable reason for the denial of a legitimate promotion request.

Although there is much more that I could say, I will save it for a later date.

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"Remember, graduates — if you are not completely satisfied with your education, your ignorance will be cheerfully refunded."

BROCKPORT CHAPTER OFFICERS 2013-2015

President.....Gary Owens
VP Academics.....Herbert Fink
VP Professionals.....Sharon Belle-Render
VP Membership.....Shannon Sauro
VP Retiree Concerns.....Vacant
VP Part-time Concerns.....TBD
VP Publishing.....Laurie Smith
VP REOC (Academics).....Vacant
VP REOC (Professionals).....Lisa Gerst
Treasurer.....Danny Too

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

The UUP Office is located in B4G Cooper Hall.
Phone: (585) 395-2208
Fax: (585) 395-2138

2014 Fall Delegate Assembly

October 17-18, 2014

Desmond Hotel
Albany, NY 12207

Delegates & Committee Members, look for more information coming to your inbox this fall.

THE BEACON

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Spring 2014 Delegate Assembly

By: *Herbert C. Fink, VP for Academics*

Statewide President Fred Kowal reported three areas where UUP's member lobbyists and our media campaign increased this year's proposed budget allocations—a. overall SUNY budget, b. Education Opportunity Program (EOP), and c. SUNY Hospitals. Included among the non-monetary victories were 1. defeating the governor's proposal of a mostly inline 3 year bachelor's program without adequate protections for our members, 2. defeating a study proposal to grant autonomy for our university centers, and 3. defeating bills to privatize SUNY hospitals.

SUNY Endowment. Kowal proposed a SUNY endowment fund. A college degree opens doors to personal opportunity and success. But years of budget cuts to New York's public university system have made the path to a diploma even more challenging for students — and not in a positive way.

The State University of New York and the City University of New York have been hit with \$2 billion in state budget cuts over the last five years. Public higher ed has little to cheer about in the proposed 2014-15 state budget; the spending plan freezes support for SUNY's campuses and CUNY campuses for the third consecutive year.

To make up the funding gap, SUNY campuses have relied on annual tuition increases. In the late 1990s, 75 percent of SUNY's operating budget came from state support. Now, students are paying the majority of the cost to run the state's public university system.

It's time to reinvest in our public colleges and universities, to ensure qualified students a quality, affordable, accessible education. It's time to create an endowment to hire more full-time faculty and professional staff while also providing a pathway for adjunct faculty to achieve full-time status.

It's also time to invest in student financial aid and opportunity programs and reform the state's Tuition Assistance Program.

UUP has teamed up with NYSUT and our colleagues at CUNY and SUNY's community colleges in "Keep New York a State of Mind," a higher education reform campaign that demands an end to chronic underfunding of public higher education and offers a plan to revitalize the state's public colleges and universities.

Our effort calls for the creation of the Endowment for the Future of Higher Education, a permanent endowment enabling SUNY and CUNY to hire more full-time faculty and professional staff so students will get the high quality courses, programs and guidance they need and deserve.

SUNYIT, CNSE merger. UUP raised concerns about the merger between the SUNY Institute of Technology (SUNYIT) and the College of Nanoscale Science and Engineering (CNSE) in Albany. Kowal said for this merger to work, SUNYIT must continue as a degree-bearing entity that provides a comprehensive range of high-quality undergraduate and graduate programs, as stated in the college's mission statement.

Supreme Court. The Supreme Court will soon make a decision on *Harris v. Quinn*. Existing labor law states that an employee of an agency shop who benefits from the union's collective bargaining agreement must contribute to the costs of negotiating and administering the collective bargaining agreement. There is no free ride for the employee who is not a union member—i.e. gain all the benefits, contribute nothing. The National Right To Work Committee and its tea party associates are challenging the existing labor law in an attempt to kill public sector unions.

Academic Issues. Jamie Dangler, statewide VP for Academics discussed several issues including edTPA. edTPA is a proposed teacher certification program. edTPA gravely weakens faculty direction of the curriculum, academic freedom, and intellectual property rights. edTPA is strongly powered by for profit corporations whose goal is the bottom line, not student learning. There is no evidence that edTPA improves the preparation of student teachers or learning by students. UUP and its coalition of CUNY, private colleges, students and parents have been able to postpone the full implementation of this sloppily thought out scheme. There is a movement to boycott Pearson textbooks, Pearson being the privateer who charges \$300 to each student teacher who takes its edTPA test. Of course there is not empirical evidence showing the Pearson test has any validity.

Other matters discussed at the DA included an attempt to establish minimum salaries for contingents, and a beginning movement for veterans to wear a thin red, white & blue rope around their necks at commencement ceremonies (John Hogle of Morrisville leads this movement in UUP). Elections were also held: Statewide VP for Academics Jamie Dangler, Statewide VP for Professionals Phillippe Abraham, & Statewide Treasurer Rowena Blackman-Stroud were unanimously re-elected. Re-elected to the Executive board were Gleason from Alfred, Kube from Stony Brook HSC, Torres from Fredonia, and Lyon from Upstate Medical Center. The newcomer to the Board is Zubrow from Buffalo.

Summer Hours

Gary Owens, President

After several phone calls from members as well as the many reports to me following several different department meetings, it has become important and necessary for me to provide some clarification for UUP professional employees.

- First Note: UUP professionals are not required, "to work more hours some days to allow for reduced hours on Fridays when the campus will minimize operations at noon."
- Second Note: As pointed out in the communications from the office of Human Resources, during the Summer Session 1 the concept is that offices "are expected to accommodate needs during this period," this does not imply that every professional in that office is required to work the full day on each Friday. It only means that that office identified is expected to be manned at a level to serve the expected constituents (students) needs during this period of time. Each professional is to work with their own supervisor to determine what this means for them in reference to that particular office for the Friday's in question.
- Third note: UUP Professionals are not required to reduce their lunch time during the week in order to work the reduced hours on Friday.

Finally, I ask all of you to please remember this is a college wide policy and not meant to identify or designate exceptions other than those that are identified as service offices. It is intended that each supervisor/administrator should seek ways to allow employees to participate and benefit based on the purpose this policy was intended, "to accommodate employees, to encourage work/life balance," as well as to maintain the level of service to our constituents as needed. Thank you for your diligence and attention to a good idea.

FAQs about Your EAP

We thought you and your employees might be interested in some of the most frequent questions we are asked about your EAP benefit. Please share with your employees.

Q. What is the Employee Assistance Program (EAP)?

A. The EAP is a confidential counseling, assessment and referral program designed to help you manage work and life problems. Just as health insurance is designed to address your physical wellbeing, your EAP program is designed to address your emotional and mental wellbeing, as well as to help you manage work/life problems and achieve a healthy work/life balance.

Q. Who can use the EAP?

A. EAP services are available to both you and members of your immediate family.

Q. What is the cost of your services?

A. This is a free benefit for you and your family, paid for by your employer.

Q. Will my employer know if I use your services?

A. Your EAP is totally confidential and your employer won't even know that you are using our services.

Q. How do I access EAP services?

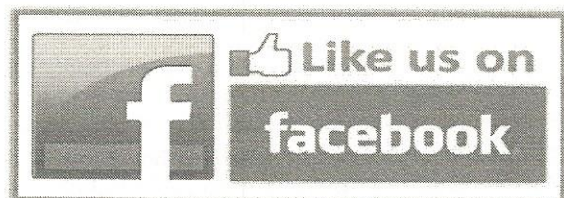
A. Call toll-free 24 hours a day, 7 days a week: 800-225-2527 or 800-252-4555 or login at www.theEAP.com by clicking on the red "Employee & Family" button.

Did You Hear the News?

Our Brockport Chapter was given two awards at the Spring DA.



UUP President Fred Kowal, right, poses with Brockport delegate Charles Callahan III, who accepted an Award of Merit for Best Original Article, "Reflections on Brockport's Priorities" by James M. Haynes, and an Honorable Mention for Best Website, www.uuphost.org/brockport, Webmaster Brittany Profit-Rheinwald.





"I've only got 12 years to save \$100,000 for college!"

Reflections

By: Sharon Belle Render, VP for Professionals

Our last meeting for this semester was May 16th. Thank you all for allowing me to represent you as your VP for Professionals. However, there are many of you, I did not get the chance to meet and congratulate for your service at the College at Brockport. Next year will create more opportunities for me to get to know you.

I would like to send a "Thank You", to the following professionals for the time and selfless service you have given as member of UUP's 2013-2014 Professional Issues Committee, Nora Bell, Financial Aid Office, Shannon Sauro, Telecommunications, Nick Wockasen,, Admissions Office, Janice Stewart, Records and Registration, Johanna Frosini, Parking, Seth Johnston, Admissions, and Rich Sigal, Residential Life. Special thanks to our President, Gary Owens and the Executive Board Officers for the outstanding service to our campus.

We, the members of UUP, are invited to attend "A Conference for the Western New York". Labor Relations Specialists will present, Wednesday, June 4th 11:30 a.m. – 2 p.m. This is our third annual Western New York Conference for Professionals. Topics to be discussed include: Performance Program and Evaluation system and Promotions and Salary Increases. This will give YOU the opportunity to learn about your contractual rights and get the information you need to advance your careers. The sessions will offer opportunities for lively discussion, and a chance to get acquainted, "personally" with your UUP sisters and brothers working in Western New York. If you are interested, please inform our secretary Ms. Brittany Profit-Rheinwald, bprofitr@brockport.edu or by calling the office at ext. 2208.

Fall semester, I am bringing the Professional Issues Committee to you. Meetings will be held in various locations on campus, giving you an opportunity to attend meetings, give support to your colleagues and actively voice your concerns. Looking forward to working with you in the Fall semester. WE ARE UUP!

Why Be a Part of UUP?

By: Shannon Sauro, VP of Membership

The question has been asked, "Why should I get actively involved in UUP?", "What does UUP do for me anyways?" Have you often wondered these same things? As Vice President of Membership, I will tell you that my experience with UUP has been an exciting one. Being involved provides the opportunity for you to network with numerous other SUNY institutions that are often facing the same issues we face here at Brockport. Shared information, strategic thinking and building bridges between our campuses is even more important with our SUNY Shared Services initiatives moving forward.

Through UUP, I've also developed an appreciation of what our campus President, Gary Owens has to stay abreast of and collaborate on with our campus administration. There are substantial learning opportunities including Delegate Assemblies, Leadership development and so much more! Still need more convincing? Here are some additional reasons (www.uupinfor.org)...

UUP represents SUNY faculty and other professionals at the bargaining table and works to protect their interests by:

- Achieving improvements in salary, fringe benefits, working conditions and retirement programs.
- Providing funding for professional growth and development through leaves, awards, conferences and other grant programs.
- Obtaining state resources for the State University through effective legislative and political action.
- Seeking to enhance and preserve the quality of the University.

As the largest higher education union in the nation, UUP is also a source for information on labor unions, state work force and bargaining issues, higher education reform, college faculty concerns and a variety of higher education topics.

Ready to become an active member in Brockport's UUP Chapter? Contact Shannon Sauro at ssauro@brockport.edu or 585-395-7002 for more information.

Not a Member?

Visit www.uupinfo.org

and click "Join UUP"

Going on a leave without pay?

Send a check to keep your union benefits coming

UUP members taking an employer-approved leave must make a payment of \$47 *within 60 days* after commencement of their leave in order to assure continuation of UUP membership rights, eligibility for UUP retired membership and UUP benefits, including coverage of the \$6,000 life insurance and \$1,500 accidental death plans. Access to NYSUT and AFT member-purchased benefits is also included.

Please note that these dues are *not* payments to continue your health,

prescription drug plans, dental or vision care. You may obtain information on continuing these benefits from UUP Member Benefits and Services at (800) 887-3863.

You may continue your membership by mailing the following to the address provided: the completed form below; a copy of your employer-provided leave approval letter; and a check for \$47 payable to "UUP Membership Dues." Shorter leaves may be prorated.

UUP Leave Without Pay Membership Application

Name		
Campus	Date of Leave	To
Permanent Address		
City	State	Zip
Temporary Address		
City	State	Zip

Return this form, along with your check for \$47, no later than 60 days after commencement of leave without pay to:

**United University Professions
P.O. Box 15143
Albany, NY 12212-5143**



This is just a quick reminder that you and your immediate family members have an excellent resource right at your fingertips should you need any help for a personal, work-related or family problem. Just print out and keep this information so that you can access your EAP any time you have the need.

Sign in to your 24/7 self-help Member Resource Center for a wealth of resources:
www.theEAP.com

Or call our confidential toll-free number 24 hours a day, 7 days a week, even on holidays.
800-225-2527 or 800-252-4555

What should you call about? Anything that worries you or anything that keeps you up at night.

No problem is too big or too small.

3rd Annual Western New York UUP Professionals Meeting

Chapter members from the surrounding areas are encouraged to participate!

The meeting, led by UUP Statewide & Chapter Leaders, will begin with lunch at 11:30, and end at 2:00 PM.

The topics to be covered are: Performance Programs and Evaluations, and Promotions and Salary Increases.

June 4, 2014
UB Campus
124 Center for Tomorrow
(Flint & Service Center Road)
Amherst, NY 14260

How can Professionals fight workload creep?

*Suggestions from VPP Philippe Abraham for chapter-level education campaigns and action
(based on a similar document for academics created by VPA Jamie Dangler)*

1. Understand the basic principles that apply to professionals' professional obligation (the pie analogy)
2. Bring workload issues to the chapter leadership and Labor Relations Specialist
3. Document workload increases
 - a. Begin to keep a log of work done in areas that are subject to workload creep
 - b. Use written correspondence to document that you have taken on additional workload for specific reasons/projects – and note that you do not consider it to be part of your professional obligation going forward
 - c. Make sure your Performance Program is modified to reflect workload increases, identifying extra work as such in relation to previous years
4. Take steps to ensure that extra responsibilities/volunteer work does not become part of normal workload expectations
 - a. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through e-mails, letters to your immediate supervisor, Directors, or other administrators)
 - b. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page
5. Make sure members know that if they are asked to take on extra responsibilities, they can ask for compensation (promotion to a higher salary level, salary increase, extra service pay, compensatory time in lieu of taking on extra duties).
6. Workload creep is often experienced individually but is part of a collective problem. Stress the importance of working collectively to address workload issues.

Work with your chapter LRS

Address workload issues in your chapter newsletters/web site articles, after consultation with your LRS and statewide officers

Hold workload workshops run by your LRS (the statewide Professional VP can assist if invited)

Programs designed specifically for NYSUT members

Get expert legal assistance today!

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- Free Simple Will
- Two, free, hour-long consultations with a plan attorney

Don't wait to get the legal assistance you need. Learn more about the plan today!

***Please note that if you belong to a local association that provides a group legal service plan through the local or its benefit fund, remember to take advantage of the plan's benefits.*

**Easy
Online
Enrollment!**
See web address below

Time for an insurance check-up!

Find out what your insurance policies currently cover.

Keep your policies in a secure, fire-proof location

Determine if you have enough coverage to meet your needs today and in the future.

We encourage you to check out the variety of quality, competitive insurance programs endorsed by NYSUT Member Benefits, including Term & Level Term Life Insurance; Disability Insurance; and MetLife Auto & Home Insurance, among many others.

Learn more about these endorsed programs and many others by calling **800-626-8101** or visiting memberbenefits.nysut.org.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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