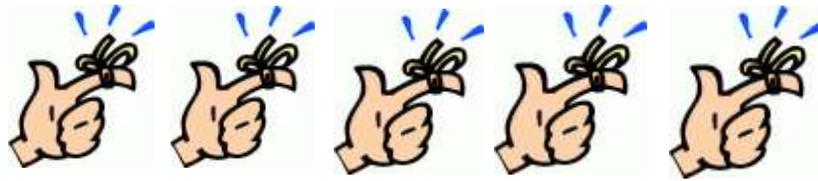




October 2016  
Volume 45, Issue 1



# November 8<sup>th</sup>

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## Upcoming Events

- ◆ Election Day Nov 8
- ◆ Workshop Nov 14
- ◆ REOC General Meeting Nov 15
- ◆ Holiday Dinner December 8<sup>th</sup>



## President's Message

Joe Torre, President  
Brockport Chapter UUP



### VOTE

With a momentous election on top of us it seems appropriate to reflect on the historical role of unions in political campaigns and in politics and policy broadly. Unions are, of course, by law forbidden to use union dues for political purposes (Taft-Hartley Act of 1947), hence the VOTE-COPE Political Action Committee (PAC) (<http://uupinfo.org/votecope/index.php>) which bundles individual members' voluntary contributions to support pro-union candidates. The broader public and media often seem confused about that distinction, but the law is very clear and there is a great deal of scrutiny as to how unions use members' fees. Put simply, unions cannot and do not use members' contributions for political purposes. Voluntary contributions to VOTE-COPE and other such so called PACs are the only way the UUP and other unions can financially support campaigns. There are other ways we as unionists can participate in politics besides the distribution of money. I know that many of our members have been knocking on doors, making phone calls, contributing their own time to individual campaigns as ordinary citizens, and or otherwise promoting candidates whose vision of society and vision of the role of the union in society best aligns with our own. Still as our numbers have diminished, our impact seems muted. Not so long ago organized labor's presence in political life was much more robust. When union membership spiked in American society in the 1950s at more than a third of wage and salary workers, men like Walter Reuther of the United Auto Workers regularly met with the President and his cabinet, and played a prominent role in the political struggles of the day, including the *Civil Rights Movement*.

I was reminded of the connection of organized labor to politics and Civil Rights activism recently at a reception for Congresswoman Louise Slaughter where I briefly met the great Civil Rights activist, Congressman John Lewis. I had only a momentary opportunity to shake his hand; he was surrounded by excited well-wishers pushing their children towards him. I had planned some sort of embarrassingly deep expression of my gratitude but when the time came it was all I could do to squeak out - thank you for everything, sir. Lewis was there campaigning for Slaughter's re-election. Both of them were elected to congress in 1986 and have for years been close friends and working colleagues. He was eloquent in support of her campaign and also spoke of his years in the Civil Rights Movement. Of the ten speakers at the 1963 March on Washington for Jobs and Freedom, he noted, he was the last one alive. Those speakers, Lewis pointed out, included the organizer of the event, A. Philip Randolph, the founder and long-time president of the Brotherhood of Sleeping Car Porters (Walter Reuther was another labor leader who spoke at the march). Hard to imagine today, but back when trains dominated long-distance travel, railroads used thousands of porters to meet the needs of millions of riders. These porters were overwhelmingly African American and played a massive role in the fight for racial equality. The trains were then conveyors of people, goods and knowledge across the nation. For African Americans in remote communities the porters who rode through town were men of great knowledge and esteem who might advise on what cities held opportunities for black Americans, political news, and other topics of import.

## Fall 2016 Workshops

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

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

The Next workshop will be Monday, November 14th, from Noon-1pm in Seymour 119.

The workshop topic is: New Overtime Rule Changes Their Impact on Professional Staff.

Lunch is provided so an RSVP is required. To RSVP please email UUP Secretary, Brittany Profit-Rheinwald at [bprofit@brockport.edu](mailto:bprofit@brockport.edu)

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

## Talk is Cheap

*Sara DiDonato, VP for Membership*

*“The working men and women of this country have gotten screwed over the past 30 years.”*

Governor Cuomo, who hasn't been a friend of late to either education or labor, said some very heartening, albeit surprising, things in a recent speech to the AFL-CIO in August. While it can be difficult not to be cynical in the midst of rampant “politics as usual”, particularly in this hideously ugly election cycle, Cuomo's words were encouraging, given the problems he's had with public sector unions, including his war with the teacher's union over his push to link teacher evaluations to standardized tests, and the austere state contracts that he pushed on the unions in the last round of negotiations.

Speaking about the anger that seems to be sweeping across the country and has allowed a candidate like Trump to get where he is, Cuomo said that, “The working men and women of this country have gotten screwed over the past 30 years. That's

why there's anger,” Cuomo said. “They have gotten a raw deal.” He then went on to put much of the blame for this on the diminished power of labor unions across the country. Yes, he actually said this. With UUP now in the midst of new contract negotiations with Cuomo's administration, it's a good thing to have the Governor on record as being supportive of unions and of wage fairness. Though the cynic in me says this is to curry favor from a powerful voting block for the next election, his words are right there in print and on video, and as citizens and union members, we can hold our Governor accountable. While we hope the Governor is sincere in his support of labor, as Chief UUP Negotiator Phillippe Abraham said at the Fall DA in early October, the union can use his own words to “hold his feet to the fire.”

## President's Message cont'd

The president of the union, A. Philip Randolph, also transcended his role as labor leader to unite black and white Americans in an effort to rewrite the American compact. In the 1960s many Americans imagined a social order that seems today still unreachable: the end of racial caste and violence; the end of poverty; the extinguishing of ignorance; the eradication of illness through access to medical care. These were, of course, Lyndon Johnson's three horsemen of the apocalypse - ignorance, poverty and disease - but the effort to end these human scourges was a broadly held social and political goal. But how to effect change? How do we build the new society we dream? What are the tools appropriate to these efforts? Non-violent marches and speeches were effective catalysts but what about politics and policy? Randolph had been one of the principle organizers of the 1963 March on Washington and in 1965 he and Bayard Rustin created the A. Philip Randolph Institute (<http://apri.org/>) - a "think tank" to bring together political leaders and labor, civil rights and religious organizations in the struggle for equality and a better society for all Americans. In this spirit, in 1967, Randolph, Rustin and others created an extraordinary document, "A Freedom Budget for All Americans" (<http://www.prrac.org/pdf/FreedomBudget.pdf>). A highly sophisticated analysis of the sources of poverty, the tax structure of the United States, the promise of economic growth, and the ability to use an "economic growth dividend" to alleviate poverty and fix ALL our communities, the document stands in stark contrast to our political life, marked as it is by vulgarity, shrill and pathetic pandering, and empty promises to both the enfranchised and the disaffected everywhere. Described as "a practical step-by-step plan for wiping out poverty during the next 10 years," it also promised to NOT increase taxes, decrease military spending, or increase inflation.

Taking a sober measure of the political landscape, it encouraged readers ("WHAT YOU CAN DO") to read, think, meet, talk, act, vote, etc. in order to encourage thoughtful reflection and discourse on the nation's woes, and create real solutions. Betting on "growth liberalism," Randolph, Rustin and others combined their labor values, Civil Rights activism, critical analysis, and political action into a vision of America we seldom see reflected in our current political climate.

So, in that spirit, WHAT CAN WE DO? As unionists and educators we are in a unique position. Knowledge, so central to civil political discourse and rational policy, is our "product," and the institutions we create to produce and disseminate that knowledge are our "factories" - our work. We thus have a moral imperative to talk, think, write, act and VOTE to affect intelligent policies to create the world we imagine. It seems like a platitude of sorts to encourage us to create the world we imagine through civil discourse, rational thought and political action - another empty slogan in a political landscape filled with empty slogans. But mired in an election trudging through emotional appeals to Americans' basest instincts, the politics and policies of hope at the center of 1960s liberalism (and BOTH political parties) are a BEACON we might aim for. In 1967 Randolph and Rustin wrote a document that seems refreshingly practical and enlightened today - a plan to use the projected growth of the American economy to alleviate the worst of evils and provide more growth still for the future while delivering on the promise of America for all citizens. We do well to return to these pages and to their elevated rational example. Read. Think. Talk. Write. VOTE.

## New York's Structural Corruption Makes Voting Difficult

Michael Ziolkowski, Business Administration

With great fanfare<sup>1</sup> Governor Cuomo formed the Moreland Commission to investigate public corruption by Executive Order 106<sup>1</sup> in 2013. After the Moreland Commission published their Preliminary Report<sup>1</sup> documenting the corruption they found, Governor Cuomo and Legislature leaders “negotiated” a closing of the Commission before they were able to write their final report<sup>1</sup>.

Since the closing of the Moreland Commission, the leaders of the State Senate and Assembly have been convicted of corruption, and the Governor's closest former advisor, a SUNY President, and many prominent business people have been arrested<sup>1</sup>.

One must ask: Where are the Moreland Commissioners? All but one of whom are licensed attorneys, who swore an oath to serve as prosecutors and Deputy Attorneys General, yet they could not bring themselves to write a report about corruption. Did the Moreland Commissioners violate the New York Rules of Professional Conduct?<sup>1</sup> We may never know because as of this date the Attorney Disciplinary Committees of the New York Bar have refused to review the case.

Against this backdrop SUNY has faced massive budget cuts and furloughs in the name of a fictitious “financial crisis.” Meanwhile, tens of billions of dollars have been dubiously spent in the name of economic development over the past six years. Much of it to major donors of the Governor and his political friends.

In the New York State Senate the Democrats are in the majority. Yet a faction of the Democrats have formed a coalition to put the Republicans in charge of that chamber resulting in the blocking of additional SUNY funding, as well as other progressive legislation such as furthering women's rights. Think of this: New York State Democrats have blocked the highest ranking African-American woman in State history, Senator Andrea Stewart-Cousins, from ascending to the leadership of the Senate.

This is the environment we must navigate as State employees. Who can we trust this election day?

*“This is the environment we must navigate as State employees. Who can we trust this election day?”*

<sup>1</sup> Moreland Commission kickoff meeting July 2, 2013: <https://www.youtube.com/watch?v=T7x5q09jbjs>

<sup>1</sup> Governor Cuomo Executive Order 106: <https://www.governor.ny.gov/news/no-106-designation-pursuant-section-6-and-subdivision-8-section-63-executive-law>

<sup>1</sup> Moreland Commission Preliminary Report: [http://publiccorruption.moreland.ny.gov/sites/default/files/moreland\\_report\\_final.pdf](http://publiccorruption.moreland.ny.gov/sites/default/files/moreland_report_final.pdf)

<sup>1</sup> See page 17 of convicted former Assemblyman Sheldon Silver's Indictment: <https://www.justice.gov/archive/usao/nys/pressrelease/February15/USvSheldonSilverIndictment/US%20v.%20Sheldon%20Silver%20Indictment.pdf>

<sup>1</sup> United States of America versus Joseph Percoco, et al: <https://www.justice.gov/usao-sdny/file/895131/download>

<sup>1</sup> The New York Rules of Professional Conduct: <http://www.nysba.org/WorkArea/DownloadAsset.aspx?id=50671>

United University Professions



**Rebekah Tolley**  
Albany/Oswego

uupinfo.org/defendingunion/union.php

“It is really important we work together to achieve better working conditions. ... I've worked at other places where I had difficulties and I didn't have anyone to support me or to help me. Now, I realize why it's important to be in a union. ... There is strength in numbers.”





## Delegate Assembly Chapter Presidents Meeting Report

*Joe Torre, President*

At the most recent fall Delegate Assembly, the Presidents of the locals discussed the role of the union in the current election and the need to continue our long-term outreach to local legislators. As per previous DA Assemblies, the consensus seems to be that in-person lobbying of local legislators by union members acting as private citizens seems to be the most effective way we can get our message across. The UUP webpage has a list of issues and effective strategies by which we might proceed (<http://uupinfo.org/legislation/index.php>). Another important item of business related to a number of constitutional amendments to the constitution of UUP central.

These were mainly designed to rationalize the current committee structure and passed with little fanfare. Of importance to us locally, it will be imperative upon us to amend our constitution to keep it in line with the central organization. This effort is years behind and will be an important project for us into the spring. Finally, and of special importance to the membership, there have been significant additions to the UUP benefits package. There is a link on our webpage to these changes which included dental and vision benefits changes for dependents and surviving spouses, life insurance, new programs for legal insurance, and car and home insurance. Please make sure you visit our webpage and take advantage of these opportunities.



*Back Center: President, Joe Torre, at the Fall Delegate Assembly*

## 2016 Annual UUP Holiday Dinner

The Annual UUP Holiday Dinner will be held on Tuesday, December 6, 2016 from 6-8:30 PM in the New York Room.

Please join us for fantastic entertainment, delicious food, and wonderful company.

Watch the Daily Eagle for RSVP info.

The Chapter Action Team will also be hosting a non-perishable food drive at the dinner.

Please bring non-perishable food items to be donated to the Brockport Food Shelf.



## 2016 SERC Agreement

Memorandum of Agreement by and between the United University Professions (UUP) and The College at Brockport (Brockport)

### Recreation Facility and Services Fee Schedule for UUP Represented Faculty/Professional Staff

The fee structure for academic year 2016/17 for use of Brockport's recreational facilities and services will remain as established in the previous agreement signed on July 22, 2013:

Fees for Individual Employee:

Full year: \$155.00  
Per Semester \$60.00  
Summer Only: \$35.00

Fees for Family (inclusive of employee):

Full Year: \$271.20  
Per Semester: \$105.60  
Summer Only: \$60.00

Effective with the beginning of the academic year 2017/18 and the beginning of each successive academic year, the fee schedule for the use of the SERC facility will be adjusted in accordance with the increase in the basic annual salary, in the form of a percentage, as agreed in article 20 of the agreement between the State of New York and UUP. New rates will be publicized as of July 1 of each year.

There will be no increase in fees for Summer Only members.

The use of Tuttle North and South facilities and activities will continue at no charge, e.g., pool, racquetball courts, lunch-time basketball.

There will be no increase in rates for group exercise classes for SERC members, e.g., Employee Wellness Program, Personal Training, Pink Gloves Boxing.

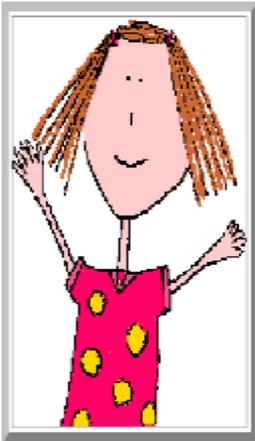
#### General Terms:

- Brockport's Special Events Recreation Center (SERC) is a new building opened in 2012 and is separate from the previous existing fitness centers, pool and racquetball courts within the Tuttle complex.
- "Full year" is defined as the fall semester, spring semester and following summer.

### DCAA employer contribution available for 2017

The state has agreed to make the employer contribution for the Dependent Care Advantage Account available for 2017.

**The deadline for 2017 enrollment is Nov. 7, 2016, and is strictly enforced.** If you are enrolled for the 2016 plan year, you must re-enroll to continue your benefits in 2017.



Employees enrolling in the DCAAccount will not see their employer contribution displayed when enrolling. The employer contribution will be applied to employees' elections and will be reported on their confirmation letter following open enrollment.

When enrolling, employees should enter the full amount they wish to have in their DCAAccount. The full amount includes any employee contribution and any employer contribution for which they may be eligible (see chart below).

To enroll in the DCAAccount, submit your application for enrollment online at [www.flexspend.ny.gov](http://www.flexspend.ny.gov). If you do not have access to the Internet, apply by telephone at 1-800-358-7202, option 1.

Details are also available at [www.uupinfo.org](http://www.uupinfo.org).

Remember, you must enroll by Nov. 7!

#### The 2017 Plan Year Employer Contribution Rates are:

If your Salary Is

The Employer Contribution Is

Under \$30,000.....	\$800
\$30,001-\$40,000.....	\$700
\$40,001-\$50,000.....	\$600
\$50,001-\$60,000.....	\$500
\$60,001-\$70,000.....	\$400
Over \$70,000.....	\$300

### 2016 SERC Agreement, Continued



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Fax:  
(585) 395-2138

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Brockport@uupmail.org



### Coffee Chat with UUP

Do you want to learn more about the union? Not sure if you're a member or not? Want to catch up on union business?

Stop by a "Coffee Chat with UUP" session and visit us.

You can find one of our UUP Executive Board members:  
November 16: Hartwell Café and Kinetic Café from 9:45-11:45  
November 17: Jitterbugs and the Library Café from 9:30-11:30

Let us treat you to a cup of coffee and fill you in on what you've missed.



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

### PARKING TROUBLES?



Check twitter for parking & bus updates:  
@bportparking

And sign up for text alerts:  
[www.brockport.edu/parking](http://www.brockport.edu/parking)

### BROCKPORT CHAPTER OFFICERS 2015-2017

- President.....Joe Torre
- VP Academics.....Susan Orr
- VP Professionals.....Gary Owens
- VP Membership.....Sara DiDonato
- VP Retiree Concerns.....Herb Fink
- VP Part-time Concerns.....Vacant
- 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

## Financial advice shouldn't be a one-size-fits-all approach!

Are you looking for unbiased, objective advice *specifically designed* for you and your family? With the NYSUT Member Benefits Corporation-endorsed Financial Counseling Program, you've found it.

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- Includes Simple Will, Power of Attorney, Health Care Proxy & Living Will
- Two, free, hour-long consultations with a plan attorney

Learn more by calling 800-626-8101  
or visiting [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

