

Feb/March 2018



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WE WANT A FAIR CONTRACT NOW!



SUNY New Paltz professors are taking a public stand to demand that the SUNY administration come to the table to negotiate a "fair and equitable" employment contract. Members of the United University Professions and their supporters held a rally March 1 in front of the Haggerty Administration Building on the New Paltz campus. The New Paltz chapter is also circulating a petition asking the campus administration to let SUNY Central know how important the settlement of a contract is for college employees. UUP members have been without a contract since 2016.





Clockwise from top left: UUP members Brian Obach,; Doug Koop, Chapter Treasurer; Megan Sperry and Daniel Lipson lead the picket file outside SUB; Doug Koop with UUP banner; Madeleine Veitch, 20 months without a contract.



If you have questions about how to join with us to put the PUBLIC back in 'public higher education', contact UUP-New Paltz's legislative outreach coordinator, Brian Obach (obachb@newpaltz.edu), and keep on the lookout for announcements regarding future opportunities to make our collective voice heard.

Honoring Excellence: New Paltz UUP Member Donna Goodman Receives the Nina Mitchell Award

Bill Canning of Oswego and Donna Goodman of New Paltz—this year's recipients of the Nina Mitchell Award for Distinguished Service—were gracious in their acceptance speeches at the 2017 Fall Delegate Assembly in Buffalo. The Mitchell award recognizes UUP members who have fervently served the union. This year's awardees have done just that while fighting for their fellow unionists as delegates, committee chairs and strong advocates for worker's rights.

Goodman said she believes individuals and unionists have two choices in the face of opposition: fight back or give up. She offered strong arguments for the former. "We can stand up, raise our voices, reach out to members, form alliances, and unite with other workers," Goodman said. "Or we can shut up and stay home."

She cited the issues facing society, from the attacks on the working class and climate change, to the violence of wars, new and old.

"We can learn and teach and organize and keep going, even if we don't win each battle," Goodman said. "Or we can fade into despair and forgo any chance of defeating the anti-union, anti-worker aggression that surrounds us."

Goodman is a dedicated grassroots activist, and her work with the union has involved organizing events, such as Save SUNY campaigns and International Women's Day. She has co-chaired the union's statewide Women's Rights and Concerns Committee since 2004, and has co-authored numerous DA resolutions.

"Working with Donna for nearly 20 years in UUP, and now as co-chairs of the statewide Women's Rights and Concerns Committee, I see her as one of the most generous, committed and compassionate persons I have known," said Farmingdale Chapter President Vicki Janik. "She inspires all of us with her continuing achievements for labor and for women."

Goodman has also been a vital link to the larger labor movement. She was the union's 2009 delegate to the National Assembly of U.S. Labor Against the War, and serves

as vice president of the AFL-CIO's Hudson Valley Area Labor Federation.

"Her role in this important union-to-union outreach has been invaluable to UUP's presence within the larger labor movement as a whole," said New Paltz Chapter President Beth E. Wilson.

Goodman expressed gratitude for the honor and said she was moved to be in the distinguished company



(L-R): Kathleen Dowley, Coordinator of the Women's, Gender, and Sexuality Studies Program; Donna Goodman of the MidHudson WORD organization (Women Organized to Resist and Defend); and Ilgu Ozler, Associate Professor of Political Science and International Relations and Mid-Hudson Amnesty International

of past awardees. "Our work is to stay strong now and aim for the future," Goodman told delegates. "We must never give up."

Calendar of Events

Upcoming Workshops/Events

February 24	Saturday	WORKING PEOPLE'S DAY OF ACTION 11 am, Foley Square, NYC
February 28	Wednesday	Women's Rights and Concerns Committee 12:30 – 2 pm, Old Main Conference room 201
March 1	Thursday	CONTRACT PICKET FOR A FAIR CONTRACT!! Noon – 12:30, plaza in front of HAB
March 6	Tuesday	Counseling and Discipline workshop with Kevin Saunders, VP for Professionals 12:00-1:30 pm, Wooster 3 rd fl conference room
April 4	Wednesday	"Getting to Tenure" workshop with Annee Roschelle 12:00-1:30 pm, JFT 1010
April 10	Wednesday	Chapter Meeting 4:30-7:30 Terrace
May 1	Tuesday	Taylor Law workshop 1:00-2:30 pm, Wooster 3 rd fl conference room

Executive Committee – Spring 2018

(All meetings 12-1:30; open to all UUP members)

Feb 27 – Wooster 3rd fl conf.

March 28 – CSB 110

April 24 – Wooster 3rd fl conf.

May 16 – JFT 1010

Labor-Management meetings

(Closed meetings, by invitation only)

March 6 at 4:00

April 6 at 3:00

May 2 at 3:00

Chapter meetings

March 7 – Noon – 1:30 pm, The Terrace

April 10 – 4:30-6:00 pm, The Terrace

May 8 – End of semester gathering

4:30 – 7:00 pm, Garvan's

UUP Labor-Management Notes

Monday, December 11, 2017

11:00 am

In Attendance for UUP: Nancy Cooney, Bill Capowski, Coleen Lougen, Kevin Saunders, Linda Suszczyński, Beth Wilson

In Attendance for Management: Lorin Basden Arnold, Michele Halstead, Tanhena Pacheco Dunn, Shelly Wright

Provost Arnold stated that they are planning a change in compensation for advising. It will be a more formalized role within the departments, involving additional training. This new Department Advising Coordinator would qualify for an increased pay rate extra service.

Wilson asked for clarification-- the role for transfer advising is expanding? She reminded the Provost that compensation is a mandatory subject of bargaining. If the employer wants to make a change, we would prefer to negotiate it, discuss it before the change is made.

Wilson asked for more specific information when is this being rolled out? Arnold responded that there would be a partial implementation for the January transfer advising sessions, and

1. Unilateral Change in compensation for providing Transfer Advising during the winter break. We would like to confirm whether it is indeed the College's new position that they are ceasing compensation for faculty who provide transfer advising during the winter break—which would be a change in a long standing practice. If this is the College's new position, we'd like to discuss and ask the College to reconsider. While we don't have all the facts yet, it appears to be a unilateral change to a mandatory subject of bargaining (compensation).

2. Salary compression: We would like to follow up on any plans with regard to addressing salary compression, which was done last academic year when the Administration 're-scaffolded' salaries of mostly junior teaching faculty to create room for new hires. Given the lack of meaningful opportunities for salary increases on base, compression will continue to be a problem, for both academics and professionals. Are you taking requests from employees for review of problem situations? Are you considering any other, more systematic review moving forward?

Pacheco-Dunn stated that salary compression is a topic of mutual interest (for the Union and the Administration), which they are very conscious of. They will try to address it as best they can, but it requires money. There is nothing we can do right now.

Wilson noted that the low salaries on campus result in significant turnover, with a number of new searches, some of which appear to fail due to the salaries being offered.

Pacheco-Dunn stated that New Paltz is not the only campus with this issue. Recently we have had a richer pool of candidates for searches, and fewer searches have failed.

UUP Labor-Management Notes

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11:00 am

Wilson raised the related problem of retention, once people are hired. Pacheco-Dunn claimed that the reasons people leave are often different depending on the audience the story is told to. Some leave for family reasons. This is definitely on their radar.

Wilson asked if the Administration was studying the issue currently, in order to make adjustments when there might be money available? Would they encourage individuals to self-identify, or would they do a broader, structural study of the problem?

Pacheco-Dunn reiterated that the lack of funding prevented them from doing anything now, and that such decisions would have to be made if and when funds were available to address the problem. Given that uncertainty, it makes no sense for them to do a study now, as it would likely be out of date by the time such decisions could be made.

3. Money saved through adjunct non-renewals. We would like to revisit the question of how much money was actually saved through the process of mass non-renewals of adjuncts that took place last Spring. Given the figures of how many certified letters were sent, against the number of those individuals who actually returned to the payroll in the Fall, we would like to share our calculations of the net gain or loss experienced by the College as a result.

Provost Arnold stated that the savings she cited previously represents the overall change in adjunct costs in the budget this year versus adjunct costs in the budget last year. Overall, the adjunct budget went down \$245,000 to \$230,000. Wilson countered that this was not the product of sending out non-renewal letters. If they had sent out no letters at all to the term adjuncts, given the figures cited by the Provost at a previous Labor-Management meeting the savings potentially creditable to that action would at most, be about \$23,000, more likely \$5-6,000. (Term employees have the right of 45 days' notice of non-renewal before the end of their current term; without that notice, the College could be liable for 45 days' pay for one course at the beginning of the next semester.)

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Wilson went on to point out the expense of social capital—measured in lowered morale across the campus, and not only restricted to the adjuncts—that was a significant cost of the mass non-renewals.

4. Messaging regarding our members that the College has investigated. In recent weeks we have encountered narratives across the campus that include a variety of claims against our members and former members that range from them being found guilty of serious misconduct, to claims that they were terminated. We'd like to discuss how about how to avoid false narratives being perpetuated in the future, not only to protect the interests of our members (and former members), but to lessen possible negative exposure of the College, and also to optimize the likelihood for successful reintegration of employees into the life of our their department or unit in instances where they do return.

Capowski articulated the concern that in some recent cases, there appears to be a significant amount of information related to some disciplinary cases that has been circulating, and expressed the union's desire to ensure that each member is treated fairly and confidentially in the disciplinary process.

Pacheco-Dunn explained that when Human Resources learns about something that needs to be investigated, they consult with the Provost or the VP of the division in question about what they have learned. Information is gathered, potential options are explored. After that, a decision about the course of action is made. There is a limited chain of communications from HR down to the department chair. If someone is terminated, very few people know, they may just know that someone is separating for the college, which in some instances may serve as the basis for gossip. In some cases, if something is reported via someone in the department, there may be information being shared at that level that is out of the Administration's control.

Management and Labor agreed to speak more about this off line.



New Paltz UUP Chapter

UUP BENEFITS DAY

Tuesday, April 17, 2018

Student Union Bldg., Room 100

10:00am – 2:00pm

United You Benefit More



Learn about the many negotiated benefits and discounted services available to both you and your eligible dependents.

PRIZE RAFFLES

MEET WITH
UUP BENEFIT
REPRESENTATIVES
and several
VENDORS

Learn about our
NEW BENEFIT!

mid-island
mortgage corp

FREE Give Aways

SAVE MONEY
with UUP
Discounted
Services



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President	Beth E. Wilson, Art History
Vice President for Academics	Gowri Parameswaran, Educational Studies and Leadership
Vice President for Professionals	Kevin Saunders, Academic Computing
VP/Officer for Contingents	Faheem Haider Art
Secretary	Linda Suszczynski, Accounting Services
Treasurer	Douglas Koop, Physics
Grievance Officer	Peter D.G. Brown, Languages, Literatures & Cultures, ret.
Affirmative Action Officer	Rendesia Scott, Business

ACADEMIC DELEGATES:

Beth E. Wilson, Art History	Douglas Koop, Physics
Peter D.G. Brown, Languages, Literatures & Cultures, ret.	Abigail Robin, Women's, Gender & Sexuality Studies, ret.
Vanessa Plumly, Languages, Literatures & Cultures	Susan Puretz, Physical Education, ret.
Glenn McNitt, Political Science , ret.	Stephen Pampinella, Political Science
Faheem Haider Art	Karl Bryant, Sociology
Kiersten Greene, Teaching and Learning	Colleen Lougen Librarian
Frantz Folmer– Andersen Chemistry	Carol Rietsma, Biology, ret.
Brian Obach Sociology	

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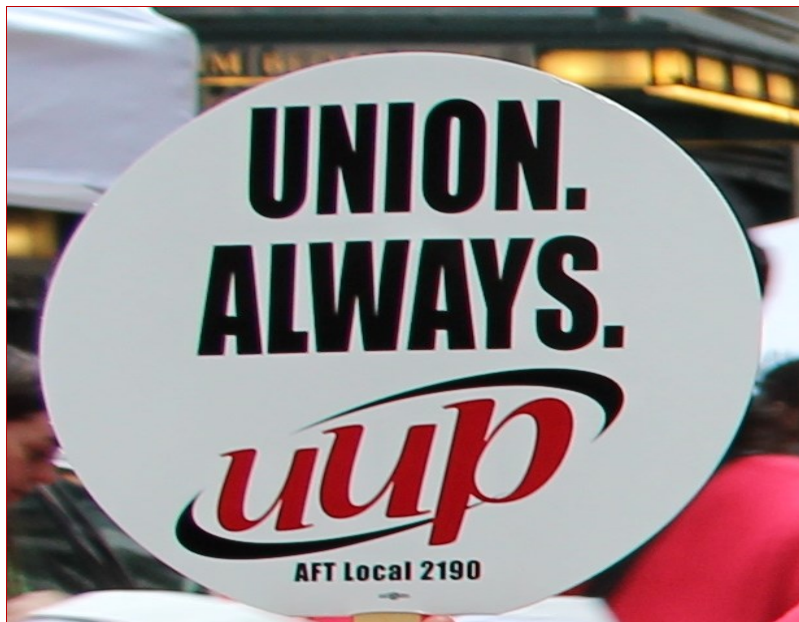


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Editorial Policy: Opinions expressed in *The Bullhorn* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its New Paltz Chapter, who are not liable for any errors or inaccuracies.

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