

February/March 2017



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UUP and the Trump Presidency

Many of you are aware of our participation in a lively rally, held on February 20, organized by Glenn Geher of the Psychology Department, which was co-sponsored by Move Forward NY and UUP-New Paltz. The crowd, numbering in the hundreds, came together in honor of Not My President's Day, calling to account Donald Trump and his Administration on a panoply of issues: immigration policy, women's rights, public education, accessible health care, his, ahem, fluidity with the truth.

This Not My President rally was, as I mentioned, co-sponsored by your local UUP chapter, approved by a vote of your duly elected Executive Committee. We FUSEd the space outside JFT (and another backup room in the Lecture Center, in case of bad weather), and assisted Glenn and the volunteers from Move Forward NY with other logistical details as best we could. On the day of the rally, our chapter intern Natalia and I schlepped empty boxes from the newly relocated Financial Aid department in Wooster to the rally site, to help build the cardboard wall that was symbolically torn down at the end of the rally (by dozens of gleeful children).

When I sent out an announcement to our full list of UUP members the week before the event, I received a handful of emails from some angry members, asking to be unremoved from all the UUP mailing lists, and expressing their dismay that the union should be taking such an oppositional stance to the Trump administration. "He is our President for the next four years," they said.

"We should give him a chance," they said. "The union should not be so disrespectful."

I know that if I received messages from this handful of members, there are likely dozens of others who felt similarly, but did not bother to write. I'm quite certain that many more of our members than you might expect actually voted for Trump in November, either because they genuinely agreed with his message, and/ or out of frustration with the status quo politics represented by Hillary Clinton.

I would like to respond to this question: why should the union take a stand with respect to Trump and this new administration? We are educators, after all, and we should be able to clearly articulate our reasons for doing so. The following is my brief attempt to do so.

1) These are unusual times. In my lifetime, I have never seen such a bizarre election. What in the past would have been mere sideshow fodder became, weirdly, acceptable images and ideas for public consumption. The candidate promoting the most extreme, and least compassionate case for himself wound up winning, much to everyone's surprise (and most likely to him as well).

2) In his first month in office, Trump has been signing Executive Orders like they are going out of style. (I wish that they would!) Every day, we are presented with yet another issue on which he decrees an extreme position, most egregiously in his travel ban on incoming travelers from a number of predominantly Muslim countries. This is an outright discriminatory policy, and furthermore, one based solely on a ginned up, racist and

Islamophobic fear of brown people. Why should the union care? Between the travel ban, and the sudden crackdown on undocumented immigrants already here (let alone the awful rhetoric regularly coming out of the White House), the U.S. is now perceived internationally as a place that is deeply inhospitable to visitors from outside— particularly non-European countries.

That perception has played a large role in the current budget dilemma currently facing SUNY New Paltz. Last Fall, the Administration held a forum to let the campus community know that we were facing at that time a \$2M deficit for the 2016-17 academic year. Just last week, another such forum was called, to let everyone know that the deficit has now climbed to over \$4M.

A number of reasons were cited for this ballooning shortfall, but one of the major contributing factors was the failure of a large number of newly admitted international graduate students to various programs to actually enroll for the Spring semester. Out of this particular cohort of some fifty-plus students, only 5 actually registered, and the lack of their out-of-state tuition dollars caused one of the biggest holes in the bottom of our budget bucket. The single most compelling reason for these students' reluctance to come to the United States was the hateful, wall-building rhetoric tweeted on a daily basis by President* Trump.

3) Betsy DeVos. (Do I have to elaborate on this one?)

4) The (failed attempt) to thoughtlessly dismantle the ACA. While you may think that since our health care is covered by New York State, either through NYSHIP or the various HMO options offered as part of our benefits package, this demolition of so-called 'Obamacare' doesn't really affect you, that is wrong. One of the main provisions of the proposed bill in the House was a major reorganization of the way federal Medicaid money would be distributed to the states—and New York would have experienced a multi-billion dollar hit, punching a hole in the bottom of the State's ability to fund, for example, any salary increases we might story continued on page five tiate in a new Agreement. That would have been disastrous for all of us. Keep in mind that the Trumpcare bill failed to garner enough

votes to pass largely because it wasn't draconian enough—and you can expect the Trump administration to continue to pursue at least elements of that failed bill as we move forward.

5) Federal right-to-work legislation. The Congress is also already working on federal right-to-work legislation, which would set almost impossible barriers for new union organizing efforts, even in states that have so far been able to resist the efforts of ALEC, the Koch brothers, and others to pass such laws. Between this, and the looming threats facing us from upcoming Supreme Court decisions similar to the Friedrichs case, we may well lose our battle to maintain, let alone build, meaningful collective bargaining power. Would you like to negotiate your own terms and conditions, individually, with your supervisor? If so, you may just get your wish.

These are just a few of the reasons that our union, UUP, finds it necessary to stand opposed to the Trump administration, and to the unchecked power being given it by the Republican controlled Congress. This is why I cannot stand quietly by and 'just give him a chance'. This is a historical moment when we are all being called upon to stand TOGETHER; otherwise, we stand the chance of losing everything.

In solidarity,
Beth



UUP Meetings in Response to Spring 2017 Adjunct Non-renewal Notices

Please share widely, especially with adjuncts in your departments!!

As many of you are probably aware, the Administration has elected to officially non-renew all of our current adjuncts, because (we have been informed) the Provost's office would like to give departments more time to make considered decisions about who will be offered positions in the Fall 2017 semester. This is, of course, as a result of the current budget crisis we are facing.

Given the fear and uncertainty this notice will undoubtedly generate (especially for adjuncts who have been working here continuously for years), we are organizing meetings and workshops for our part-time academics (and for those sympathetic to their plight who might like to get involved with the union).

We hope to see many of you at one or more of these meetings!!

Organizing meeting – Contingent Concerns Committee

Thursday, April 6

11:30 am-1:00 pm

CSB 110

New members for the committee are welcome!!

Workshop – Constructive Retirement for Health Benefits/Applying for Unemployment

Wednesday, April 19

SUB 418

11:30 am – 1:00 pm

Thursday, April 20

Wooster Conference room (3 rd floor)

11:30 am – 1:00 pm

(identical workshop both days)

This combined workshop will cover:

1) the ability of those who are at least 55 years old, and who have at least 10 years of NYS benefits-eligible service to declare retirement in order to preserve their access to NYSHIP health coverage for life (an option that must be taken while the member is on the payroll)

AND

2) basic information on applying for unemployment benefits, and some of the particular concerns that adjuncts may encounter

Lunch will be served at all of these meetings; please RSVP to Mary Thompson, our Chapter Assistant at thompom@newpaltz.edu, so we will have an accurate count.

UUP Labor-Management Minutes

Friday, December 9, 2016

1:00 pm

In Attendance for Management:

Donald Christian, Lorin Basden Arnold, Tanhena Pacheco Dunn, Michele Halstead

In Attendance for UUP:

Beth Wilson, Kevin Saunders, Anne Rochelle, Linda Suszczynski, Bill Capowski

1. Representation of UUP members in grievances

There was a discussion as to whether it is UUP's right to have two representatives present for member disciplinary meetings. Administration stated having two UUP representative at disciplinary meetings is not an unusual request. UUP stated they appreciate administration's consideration, but it is not a request, it is a right. Administration stated it is unlikely a member would be denied two UUP representatives. All agreed it was in the best interested to agree to disagree on the semantics and have the right people in the meeting and focus on resolving the issues.

2. Discretionary Salary Awards

UUP requested a list of recipients for the December 2016 DSA Awards. Administration asked UUP to FOIL the request. UUP agreed.

3. Distinction between adjunct/full-time status

Several UUP members have been offered four courses for Spring 2017. There is an adjunct slotted to teach five courses. Lorin Basden Arnold stated as soon as Administration knows about an adjunct teaching four or more courses, they put an end to it. Administration stated if an adjunct teaches more than three courses, they should be bumped up to the lecturer rate. It was discussed whether a larger pool of adjuncts would help to elevate this issue. UUP stated it is not their intention to take courses away from adjuncts who teach more than three, but to have them be paid fairly.

4. Lecturers' professional obligations

UUP stated there is currently no real description of duties that fall outside of teaching. What happens when extra service assigned is significant? UUP suggested the possibility of a memo of understanding (MOU) to clarify the duties for the period of appointment. Administration would like to think about the issue before they respond.

5. Scope of assessment responsibilities for adjuncts.

UUP stated they feel it is inappropriate for adjuncts to be required to create GE assessment plans. Administration agreed. UUP asked that the adjuncts participating in the creation of GE assessment plans and meetings be considered for nominal monetary awards for their additional service.

6. Committee to promote diversity in hiring

UUP requested a representative be on the committee tasked to advise search committees on diversity. Tanhena Pacheco Dunn stated that presently there is no such formal committee. Tanhena stated that she is trying to create a larger pool of staff and faculty trained in diversity for search committees. Beth Wilson stated our UUP Affirmative Action Committee would be a good resource to work with on this initiative.

7. Mumps Epidemic Concerns

Administration informed us there are currently 46 confirmed cases of mumps. Rather than send individual e-mails, the information will be continuously updated on the Website. The State Health Department and the Ulster County Health department recommend a third vaccine for those at high risk. There will be a Point of Dispensary (POD) set up on campus Tuesday December 12 and Wednesday December 13. This will focus mostly on students, but no one will be turned away. To date, only one faculty/staff person has contracted mumps. The POD will consist of members from outside agencies. Seven members of the CERT (Community Emergency Response Team) will be there to assist on Tuesday and Wednesday.

8. Updated organizational chart.

Beth has received the requested organizational chart.

UUP Labor- Management Meeting

Friday, February 24, 2017

Present: Beth Wilson (UUP President), William Capowski (UUP Labor Management consultant), Kevin Saunders (UUP, VP- Professionals), Amanda Merritt (UUP), Ed Felton (UUP), Wayne Lempka (UUP), Don Christian (President), Shelly Wright (Chief of Staff), Jodi Papa, (Director of Faculty Services Michelle Halstead (VP – Administration & Finance), Tanhena Pacheco-Dunn (Association VP – Human Resources), Deb Gould, (Assistant Provost)

The meeting was called to order at 2:04 pm. The following is the order of agenda topics discussion:

1. Remaining part-time Instructional Support Tech Positions Clarification was requested by E. Felton as to status of moving the two remaining part-time Instructional Support Technicians in the School of Fine & Performing Arts to full time. S. Wright stated that J. Mokren, Dean, School of Fine & Performing Arts, considers this a top priority and recently make the request for change of employment status to Provost. J. Papa responded that Human Resources will talk to J. Mokren and get back to Labor Management regarding this.
2. Issues with recent snow emergency, impacting Professionals K. Saunders discussed the issues surrounding the lack of a delayed opening on February 9, 2017. While Governor Cuomo advised commuters to stay off the roads due to the heavy snowfall predictions, SUNY New Paltz did not have a delayed opening of 10:45. D. Christian mentioned that once again SUNY New Paltz administration was put in a strange predicament. W. Lempka discussed the perceived lack of concern for the safety of professional staff that was demonstrated by the decision not at least have a 10:45 am delayed opening. S. Wright stated that the administration will work on this perceived lack of consideration in the future.
3. Budget shortfall impacts B. Wilson led the discus-

sion on this topic. There is a concern among all UUP members as to how the significant budget shortfall for 2016-17 is going to effect the operations of the university when it comes to searches currently underway, future staffing, class size, etc. D. Christian reiterated that the administration position is not to ignore finances. It was also noted by D. Christian that between 2011-2015 the administration increased full time faculty positions at the expense of adjunct faculty positions. D. Christian also reaffirmed the fact that there are still many unknown variables regarding the upcoming budget shortfall and how it will affect the university in general. Questions arose regarding the ways in which the administration can continue to maintain a number of educational programs. D. Christian responded to B. Wilson's question regarding class size by stating that for the past 5 years class size has remained flat.

D. Christian also stated that the administration is doing everything to protect the university's current employees in a challenging budget climate since the administration has to be sure not to run in the red. Discussion then followed on the fact that the administration has the right to adjust a faculty member's teaching responsibilities if s/he is not researching/publishing according to the university standards. B. Wilson noted that given the ongoing budget issues, UUP and the Administration will need to continue this discussion in the coming months

- 4. Delay in processing paperwork/paying adjuncts
B. Wilson summarized the issue of unnecessary delays in processing appointment paperwork for adjuncts by Human Resources and the resulting consequences, including delay in enrolling members on insurance, etc. This appears to be a cyclical problem, in which

the Provost's office works to have department chairs and deans adhere to a timeline for processing the paperwork, which improves the situation, but then at a certain point this discipline breaks down. J. Papa acknowledged this issue. She also reminded committee members that adjuncts have the opportunity to request a 'pay advance' if their paychecks are delayed due to the above stated issues.



A Lesson in Resistance: Immigration Lawyer Invited to Educate New Paltz Students

Natalia Keogan

The Latin American & Caribbean Studies (LACS) program sponsored the event “¡Conoce tus derechos! Everything You Wanted to Know About Immigration in the Trump Era (And Beyond)” in which an established immigration lawyer discussed the rights that undocumented immigrants and their families possess under new Trump policies. This is the first event that the LACS program has organized under the theme “solidaridad y resistencia” (solidarity and resistance), taking place at 5:00 p.m. on Feb. 13 in the Student Union Building.

The immigration lawyer, Miryam Antúnez de Mayolo, has been practicing for 18 years and is currently based in both New York and Iowa. As a joint citizen of the U.S. and Peru, she understands the stigma that many immigrants face living in this country, whether they are legal citizens or not. “Like many of you, I have been self conscious about my accent and my skin color in recent weeks,” she said while addressing the 15-person crowd



February 20th, 2016

“Not My President’s Day” Protest

Photo credit: Morgan Gwenwald

Antúnez de Mayolo offered insight on pressing immigrant issues, from dealing with ICE raids to applying for citizenship. She also stated that while Trump’s travel ban is an outrage in her eyes, immigrants who are being denied entry back into the U.S. do not have the grounds to sue because U.S. law states that if one is not a citizen, one does not have the automatic right to re-enter this country. This includes permanent residents and those with green cards.

Chapter president Beth Wilson said that anti-immigration rhetoric is at fault for the college’s deficit of nearly \$4 million for the current academic year as well as the only five foreign exchange students who enrolled for the spring semester out of a group of 50 newly admitted graduate students.

“They perceived this country to be such a hostile place for people from other countries to be coming to at the current moment,” Wilson said. “That’s a direct impact on this college, and on this community, and it is directly because of all of the nonsense coming out of Trump and his administration, and I stand against that.”

Wilson is not alone in her sentiments. The entire LACS department implores all members of the SUNY New Paltz community to become involved politically in order to push

back against Trump’s policies which they find racist and xenophobic.

“It’s important for students and faculty to work together when it comes to these issues,” said Sharina Maillo-Pozo, a professor of Latin American and Caribbean Studies. “We have the resources, they have the manpower.”

Maillo-Pozo also proposed that political events should be announced during general faculty meetings so that professors can spread information through multiple departments.

Until then, further events in the “solidaridad y resistencia” series will be posted on the Latin American & Caribbean Studies official Facebook page. The next event concerning immigration in the era of Trump will take place Thursday, April 6th:

SUNY NEW PALTZ

Information Session & Panel Discussion

- IMMIGRATION
- TRAVEL BAN
- THE UNDOCUMENTED



THURSDAY, APRIL 6, 2017

6:00 P.M. - 7:30 P.M.

Student Union MPR

Refreshments will be served

Join UUP's 'Fair Contract' Campaign



SUPPORT YOUR UNION'S EFFORTS TO NEGOTIATE A NEW CONTRACT

Here's what you can do:

- Post a UUP 'United for a Fair Contract' sign or sticker on your office door and in other prominent locations.
- Wear a Fair Contract button or sticker.
- Attend chapter meetings on your campus to discuss the contract and other union issues.
- Put a sticker on the bumper of your car, and ask family and friends to do the same.
- Wear red on Fridays!

Call or email your UUP chapter office to get a 'United for a Fair Contract' sign, button or sticker.

Check the UUP website at www.uupinfo.org—and the union's new members-only section in particular—for periodic negotiations updates. Encourage your UUP coworkers to view the site at <http://bit.ly/2cBv57P>; tell them to follow the directions posted there.

UUP-New Paltz
Lecture Center 6A
Beth Wilson, President
bwilson@uupmail.org
Mary Thompson, Chapter Assistant
x2770, thompsoa@newpaltz.edu

Contract questions can be sent to UUP at contract@uupmail.org

Upcoming Events

Event	Dates
Executive Committee Meeting	April 5th, 11:30—1:00 p.m. UUP Office
Contingent Concerns Committee	April 6th 11:30—1:00 p.m. Coykendall Science Building 110
NYSUT RA	April 7-8th New York City
Chapter Election Ballots Due to UUP-Central	April 12th
Labor-Management Meeting	April 21st
March for Science Washington D.C./NYC/Poughkeepsie/etc.	April 22nd
Professionals Workshop	April 26th 12:30—1:30 p.m.
Adjunct Workshops Unemployment/Constructive Retirement	April 19th 11:30—1:30 p.m. SUB 418
Adjunct Workshop Unemployment/Constructive Retirement	April 20th 11:30—1:00 p.m. Wooster Conference Room

CHAPTER OFFICERS:

President	Beth E. Wilson, Art History
Vice President for Academics	Anne R. Roschelle, Sociology
Vice President for Professionals	Kevin Saunders, Academic Computing
VP/Officer for Contingents	<i>(vacant)</i>
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.
Anne R. Roschelle, Sociology	Susan Poretz, Physical Education, ret.
Glenn McNitt, Political Science , ret.	Stephen Pampinella, Political Science
Alexandra L Cox, Sociology	Karl Bryant, Sociology
Kiersten Greene, Teaching and Learning	John Hain, Secondary Education, ret.
Spencer Salend, Special Education, ret.	Carol Rietsma, Biology, ret.

PROFESSIONAL DELEGATES:

Michael Malloy, Environmental Health & Safety	Donna Goodman, Development, ret.
Amanda Merritt, Education	Wayne Lempka, Dorsky Museum
Edward Felton, Art	Christian Speedling, Center for International Programs

NYSUT LABOR RELATIONS SPECIALIST:

Bill Capowski
914-592-4411
wcapowsk@nysutmail.org

CHAPTER ASSISTANT:

Mary Ann Thompson x2770

CHAPTER INTERN:

Natalia Keogan



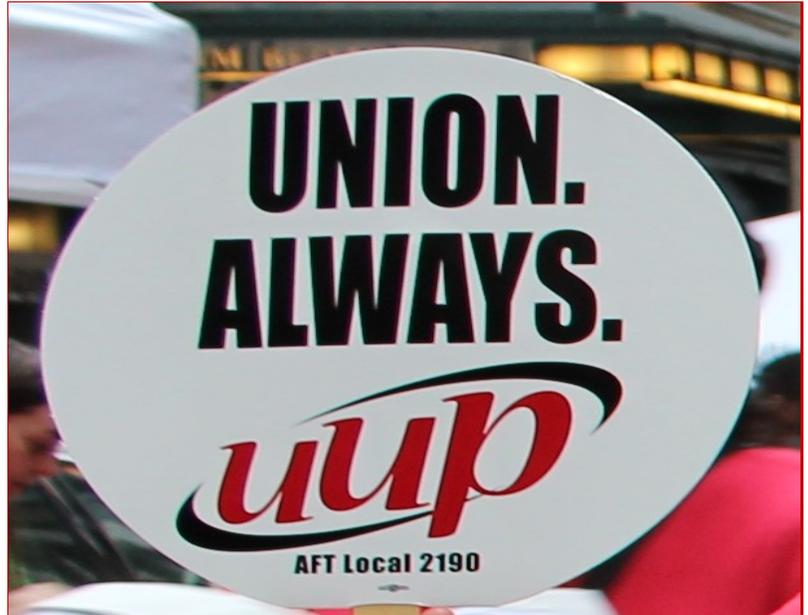


United University Professions New Paltz Chapter

SUNY New Paltz Phone: 845-257-2770
Lecture Center - 6A Fax: 845-257-2741
1 Hawk Drive
New Paltz, NY 12561

Mary Thompson, Chapter Assistant
845-257-2770
thompson@newpaltz.edu

Natalia Keogan
Chapter Intern



We're on the Web!

www.newpaltz.edu/uup

SUNY New Paltz Chapter Officers

President:

Beth E. Wilson
Phone: x2783
Email: bwilson@uupmail.org

Vice-President for Professionals:

Kevin Saunders
Phone: x3893
Email: saunderk@newpaltz.edu

Vice-President for Academics:

Anne R. Roschella
Phone: x3502
Email: roschela@newpaltz.edu

VP/Officer for Contingents:

(vacancy)

Affirmative Action Officer:

Rendesia Scott
Phone: x2909
Email: scottr@newpaltz.edu

Grievance Officer:

Peter D.G. Brown
Phone: 845-255-4302
Email: brownp@newpaltz.edu

Treasurer:

Douglas Koop
Email: koopd@zmail.newpaltz.edu

Secretary:

Linda Suszczynski
Phone: x3181
Email: suszczyl@newpaltz.edu



The Bullhorn: **Beth E. Wilson, Executive Editor**
Natalia Keogan, Reporting & Layout

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