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The Bullhorn

New Leadership, New Directions by Peter D.G. Brown, Chapter President



Reinvigorating the Chapter

Running for Chapter President this spring was a daunting undertaking, especially since UUP was in the midst of waging a yearlong, all-out campaign to prevent any cuts to personnel or programs currently at SUNY New Paltz. These efforts to oppose the cuts certainly took precedence over everything else going on, and they were largely, though not entirely, successful.

When my election as Chapter President was announced in early May, I began a continuing round of meetings with veteran and newly elected officers, Executive Board members and others to help prepare me for a smooth transition from

outgoing President Richard Kelder on June 1. Richard's presidency and Glenn McNitt's seven terms in office will be hard acts to follow, but with the support of our 800 members, I'm truly convinced that we can reinvigorate the chapter. We will strengthen, expand and innovate in a number of areas, calling on the expertise, energies and creativity of our multi-talented and diverse membership.

Now that I am fully retired after forty years of teaching and coordinating our German Studies program here, I am devoting most of my time to making this UUP chapter even more effective and meaningful to

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Hard Work Pays Off: Advocacy Takes Sting out of NYSUNY 2020 by Donald Feldstein, Media Specialist, UUP

In the closing hours of the legislative session in late June, the Legislature approved a watered-down version of NYSUNY 2020, notable to UUP for what it did not contain: no differential tuition, no public/private partnerships, no sale or lease of campus properties.

The original proposal—promoted under the guise of an economic development package—would have allowed differential tuition rates at SUNY's four University Centers in Albany, Binghamton, Buffalo and Stony Brook, as well as the establishment of public/private partnerships.

What the legislation did include was maintenance of effort language requiring that state support for SUNY cannot be cut from the previous year's level. That precludes future budget cuts for SUNY, although that provision could be disregarded if the governor declares a fiscal emergency. The new law also allows an annual \$300 undergraduate tuition increase in each of the next five years. UUP earlier declared its support of a rational tuition program in principle.

How we got there

So how did UUP avert what would have been a disaster for both SUNY and the union? UUP mobilized its resources as the original NYSUNY 2020 plan surfaced, including using the media to deliver its advocacy message.



The NYSUNY 2020 plan proposed by the University at Buffalo called for an annual tuition increase of 8 percent to help fund some of the construction costs associated with the relocation of its medical school.

"By seeking tuition and fee increases to implement their plans, UB administrators have made it clear that buildings are more important to them than students," UUP President Phil Smith said in a news release that fired the first salvo against the plan. He stressed that the NYSUNY 2020 proposals advanced by both the Buffalo and Stony Brook campuses would severely restrict student access by sharply boosting tuition. Additionally, UUP chapter presidents and members from UAlbany, Cortland, Potsdam, Plattsburgh and Canton helped spread the union's

Continued on p. 3

*New Leadership, continued
from p. 1*

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our working lives here, to the College and to the surrounding communities in which we live. With your help, I know we will succeed! I can hardly wait to get started.

New Team

We are fortunate to have an exceptionally strong slate of candidates who were elected to Chapter officer and delegate positions. They include veteran Vice President for Professionals, Linda Smith, of Academic Computing. Our new Vice President for Academics is Jeff Miller of Political Science, formerly the director of the Honors Program and a former chapter Treasurer. Ed Felton, an adjunct professional in the Art Department (Wood Studio Manager), was elected Vice President for Part-Timers, a position that is almost unique among UUP chapters (please see page 10 of *The Bullhorn*).

Other members of our formidable team of new officers include Shannon Roddy, who as Director of Finance for the Foundation in the Development Office has outstanding professional credentials for the position of chapter Treasurer. Our new Grievance Officer is Rachel Rigolino, coordinator of the Supplemental Writing Workshop (SWW) program for first-year Composition students in the English Department. Ed Hanley of Academic Computing is the chapter's new Secretary. He and other new officers are introduced in more detail in a separate *Bullhorn* feature. (See page 20.)

In addition to a number of veteran chapter delegates who were re-elected to the Executive Committee, our new delegates include Mary Alice Citera (Psychology), Salvatore Engel-Dimauro and John Sharp (both in Geography), Beth Thomas (Art Education) and Joshua Simons (CREEO). They are also featured elsewhere in this *Bullhorn*, as is the official 2011 Election Report for the chapter.

Training and Orientation

All of the officers, delegates and members of the Executive Committee serve on a volunteer basis and receive no compensation whatsoever for their UUP chapter work. Chapter presidents at most campuses receive some release time, but that is not the case for me, since I am already retired from SUNY. We all receive the deep satisfaction of working with our colleagues to strengthen the union and provide an effective voice for academic and professional concerns.

Jeff Miller, the newly-elected Vice President for Academics, and I attended an intensive two-day series of training sessions in June for new UUP leaders at the union's headquarters in Latham near Albany. In addition to a series of orientation workshops and tours of the central UUP offices, we were given a tour of the NYS Capitol building, where the Legislature was in session. Of particular usefulness was the opportunity to meet, network and engage in extended discussions with veteran chapter presidents from other campuses.

Later in June, I attended a weeklong Conference for New Presidents, hosted by New York State United

Teachers (NYSUT), a federation of more than 600,000 teachers, school-related professionals, academic and professional faculty in higher education, professionals in education and health care. Our entire 35,000-member union, United University Professions (UUP), is technically Local #2190 within NYSUT, which represents over a thousand other, mainly K-12, local teacher unions around the State. In addition to meeting other new UUP presidents, this conference gave me a better understanding of the many services and benefits provided to all UUP members by virtue of our affiliation with NYSUT. Many of these services and benefits are listed on its website (www.nysut.org).

In July, Shannon Roddy attended a training workshop for new chapter treasurers. Since we are a union of educators, there are many opportunities that UUP provides its members, not just elected officers and delegates, for professional development and for learning more about the inner workings of the union. We will be highlighting some of these opportunities in future issues of *The Bullhorn*.

Planning for Action

In a departure from past practice, local UUP leaders formally met several times throughout the summer to advance chapter business and prepare for expanded activities and events that will begin during the fall semester. The chapter's Executive Committee met on June 13 and made several appointments to statewide UUP committees. We also formalized plans to offer chapter Professionals a workshop on "Workload and Professional Obligation." Our Labor Relations Specialist, Bill Capowski, presented this workshop during lunch to an appreciative audience on June 24.

The Executive Committee met again on June 30, primarily to discuss and vote on five proposed amendments to the UUP Constitution, which are outlined in greater detail below. On July 16 we met informally at the Visitors Center of the Mohonk Preserve to discuss strategic planning for the years ahead. The four-hour session was facilitated by John Delate, Chapter president at Purchase and a co-chair of the statewide UUP Strategic Planning Task Force. John began by reviewing the UUP Strategic Plan, 2011-2015, after which members of the New Paltz chapter discussed their priorities for developing and strengthening the chapter. Our principal areas of focus harmonize well with those being pursued in the statewide Strategic Plan.

There was a strong consensus that we should focus our energies on membership development and activation; developing more effective communications; reaching out and building coalitions with other unions and community groups; and sustained political action. You will be hearing more about these initiatives in the months ahead, as we develop detailed strategies for their implementation. In the meantime, we are actively seeking UUP member volunteers for the seven newly forming chapter committees described elsewhere in this issue of *The Bullhorn*. (See page 18.)

message to the public through letters to the editor printed in their respective local newspapers. The letters asked state lawmakers to vote against NYSUNY 2020 and in favor of extending the millionaire's tax, so that part of the revenue could be used to restore budget cuts to SUNY.

"Potsdam and SUNY's other four-year comprehensive colleges would be harmed by this proposal (NYSUNY 2020)," Potsdam Chapter President Laura Rhoads wrote in her letter that appeared in the Watertown Daily Times. "Once state lawmakers saw that SUNY had another revenue source via differential tuition, they would probably channel state dollars away from SUNY."

Other letters from UUP leaders appeared in daily newspapers in Albany, Plattsburgh, Ithaca and Cortland, including one from Greta Petry of UAlbany, who shared her personal experience with SUNY.

"My sister and I both studied humanities at Oswego State. My two brothers wanted to be engineers," she wrote in her letter to the *Albany Times Union*. "None of us had money for college. My two brothers went to Stony Brook, a university center, for the same tuition Oswego State charged. SUNY leveled the playing field. They are both engineers. "If differential tuition existed today, my brothers would have been denied access to Stony Brook and to their careers."

UUP members also sent nearly 1,200 letters, and nearly 2,000 signed an online petition via the union's website and its advocacy micro-site (www.savesuny.org [1]), urging lawmakers to reject NYSUNY 2020.

"Tuition increases should benefit only students, not the private partners of UB and Stony Brook or the state," the online letter read. "If the state truly believes that the UB and Stony Brook plans provide real economic benefit, then the state—not the students—should pay."

Advocacy days added

UUP stepped up its legislative outreach, scheduling a pair of advocacy days in Albany late in the session, including one June 14 just as lawmakers were about to vote on NYSUNY 2020.

"We're concerned about student accessibility. NYSUNY 2020 is an attempt to deconstruct SUNY," Oneonta Chapter President Bill Simons said during one of the legislative visits. "Tuition dollars must be kept for students and not used for construction," added UAlbany's Marty Manjak.

Overall, 124 UUPers visited the offices of all but three of the Legislature's 210 members, holding 578 meetings during eight advocacy days over the course of the legislative session.

The passage of the scaled-back NYSUNY 2020 legislation proved that UUP's campaign had achieved its short-term goal.

"This legislation should demonstrate to all of us that advocacy works," Smith said. "The bill does not reflect provisions that UUP opposed since the first UB 2020 legislation was introduced several years ago."

This victory does not mean the union can let down its guard.

As *The Voice* went to press, UAlbany and Binghamton presented their NYSUNY 2020 plans.

Binghamton is proposing to tap some of its reserve funds—money derived from student services—to help pay for construction of a health and natural sciences building.

"These reserve funds should be used to directly benefit students and not for building construction, which should remain a responsibility of the state to fund," Smith said. "UUP will be closely monitoring the situation."

Financial aid concerns remain

Even though lawmakers listened to union members and rejected differential tuition, UUP has concerns about the annual tuition increase in place for the next five years. The union had asked that any rational tuition plan include an increase in the maximum Tuition Assistance Program (TAP) award to reduce the impact on lower- and middle-income families. The legislation provides that students who currently have a portion of their tuition covered by TAP will continue to pay the same percentage share of their tuition. But the additional funds will not come from the state through TAP, but from tuition revenue collected by SUNY.

"This arrangement reduces the amount of tuition funds available to teach students and hire faculty," Smith said. "Plus it unfairly places the burden on students and families who are able to pay the cost of tuition for those who can't afford it." Smith declared that the state is responsible to cover financial aid and should do so by increasing TAP awards.

"The state should not be able to walk away from its responsibility to fund TAP," he said.

The good and the bad

Lawmakers also approved a bill making same-sex marriage legal in New York state, something UUP has long advocated.

Still looming is the governor's proposal for a new Tier VI pension retirement system; it has not yet come up for a vote. UUP opposes and will continue to fight the Tier VI proposal, which would reduce benefits for future public employees.

"We know advocacy works," Smith said. "And UUP will keep up the fight to ensure that SUNY remains a premier system for students and our members who work there."

***This legislation
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Mr. Feldstein's article is reprinted with permission from The Voice.



What Happens Now That UUP's Contract Expired on July 1?

The 2007-2011 collective bargaining agreement between the State of New York and UUP expired on July 1, 2011. Under the Triborough Amendment to the Public Employees Fair Employment Act (the "Taylor Law"), all contract articles in the expired agreement continue until a new agreement is negotiated, except for provisions that end ("sunset") upon the expiration of the contract. Here is some information on currently asked questions.

What will be my salary?

Members will continue to receive their current salaries. There will be no across-the-board salary increases until there is a new contract, but another round of Discretionary Salary Increases (DSI) will be distributed by December 31, 2011.

What happens to my benefits?

Existing health, vision, and dental benefits will continue at their current levels.

Will there be changes in terms and conditions of employment?

There are no changes in the terms and conditions of employment included in the expired contract unless and until they are negotiated as part of a new collective bargaining agreement.

When will UUP begin contract talks with the state?

No date has been set for an official exchange of contract proposals with the state. We expect to begin meeting with the state in the near future and will inform members as soon as talks begin.

When will UUP's contract proposals be made public?

UUP will make its basic contract proposals public shortly after an official exchange of proposals with the state. The proposals will be published in The VOICE.

What is the relationship between UUP's contract negotiations and contract negotiations for Council 82, CSEA and PEF?

Each state employee union negotiates its contract with the state separately. Other state employee bargaining units had contracts that expired before UUP's. The CSEA and PEF contracts expired on April 1, 2011. Council 82 members had been working without a current contract for many years. Through a ratification vote Council 82 members recently rejected a tentative agreement its leadership reached with the state. CSEA reached a tentative agreement with the state in June and is in

the process of conducting a ratification vote. As of this printing, PEF had not reached a tentative agreement with the state. While there have been many press reports about Council 82, CSEA, and PEF contract negotiations, UUP will not negotiate in the press. We will, however, keep our members informed as our negotiations process proceeds.

How can UUP members keep informed about contract negotiations?

In addition to providing chapter leaders with information for distribution to members, updates will be regularly posted on the UUP website (www.uupinfo.org) from our "2011 Negotiations Information" link under Latest Information on the right hand side of the home page. Feel free to contact UUP Chief Negotiator Jamie Dangler at contract@uupmail.org for further information or to submit questions or comments.

What provisions of the contract terminated on July 2, 2011?

While most of the contract provisions will remain in force, the following expired as of July 2, 2011:

1. Article 20
No further across-the-board salary increases. After the discretionary salary increases that will be distributed by December 2011, there are no further DSI funds available.
2. Article 21
No further funding for the following statewide joint labor-management committees:
Affirmative Action/Diversity (Article 10)
Employment Committee (Article 35.9)
Professional Development Committee (Article 42)
Safety and Health Committee (Article 43)
Technology Committee (Article 44)
Campus Grants Committee (Article 45)
3. Article 39
a. Joint Committee on Health Benefits (39.1)
4. Article 46
a. Dependent Care – Employer contribution only
5. Article 49
a. Space-available tuition benefit

Editor's note:

SUNY New Paltz has kindly agreed to continue the space-available tuition benefit program on this campus. The guidelines are posted online at <http://www.newpaltz.edu/hr/tuition.html>.



Phillip H. Smith
President, UUP

UUP New Paltz Chapter Labor-Management Meeting Notes: May 16, 2011 by Ed Hanley, Chapter Secretary

Administration Attendees: Interim President Christian, VP DiStefano, Interim Provost Garrick-Duhaney, Chief of Staff Wright, Asst VP Reid, HR Associate Director Papa. **UUP Attendees:** President Kelder, VP Brown, VP Smith, Interim Secretary Hanley, Labor Relations Specialist Capowski.

Agenda Items

1. There has been speculation that some non-renewed adjunct instructors will be asked to teach in the Fall or Spring semester. Has the administration established a maximum number of adjuncts to recall? What factors would influence these decisions? Interim Provost Garrick-Duhaney stated there is no predetermined maximum number. Rather, the number of adjuncts rehired will be driven by programmatic need. She emphasized that the college *will* offer the courses students need, and Departmental & Provost reserves will be used to cover the costs as needed.

2. Due to the budget, will contracts for lecturers be shortened from 3 or 2 years to 1 year? If so, will this occur uniformly across divisions and schools? Asst VP Reid stated there has been no change to the hiring process and that there is no reason to reduce contract lengths as a matter of policy. Again, programmatic needs will be the determining factor. President Kelder said he took this to mean that budgetary considerations were *not* influencing contract length. Interim President Christian confirmed Kelder's understanding. Christian stated that, going forward, lecturers might be offered one year appointments to fill gaps created by retirements and that such retirements could also represent opportunities for adjuncts as well as lecturers.

VP Brown asked how many courses [no longer offered] the \$900K budget savings will actually translate into. VP DiStefano indicated the savings were not calculated in terms of courses but rather in terms of credit hours. Further, that credit hour figure is not "carved in stone." Though she did not have the current figure readily available, she stated she would look into it and get the figure to us.

3. Realizing that "the devil is in the details," can the administration identify any factors or unintended consequences that may impede the implementation of the budget plan as presented to the college community? What is the time frame of the implementation process? Christian stated the administration is shooting for full implementation by Fall 2012, despite the fact that the plan is based on attrition and not all attrition will likely occur in the coming year. Christian noted that some unexpected retirements had already occurred, and some that were anticipated had not. DiStefano further observed that - with respect to attrition - the plan reflected a best effort/educated guess based on available historical & trend data. Rephrasing, Brown asked what *might* occur that could alter the planned implementation. Christian responded "nobody leaves" [i.e. - there are *no* retirements].

Christian pointed out that, while over 70% of the adjunct budget remains intact, going forward we will still have to sort out how to sustain the ongoing shift away from adjunct faculty towards full-time tenure track faculty. Brown asked if there was a goal re: what percentage of courses should be taught by tenure-track faculty. Christian stated 70%, although by pursuing the continued growth of tenure track faculty at the expense of adjuncts, we are bucking a national trend in which just the opposite is happening.

Kelder asked if some areas were more likely to be impacted by implementation than others. Christian replied that deans & department chairs are working to determine exactly how implementation will play out. Garrick-Duhaney pointed out that classes would be added as needed and went on to say that some deans may elect to increase class sizes rather than adding sections.

4. Increasing the teaching component (through increasing number of classes or numbers of students in classes) of the faculty workload may be within the purview of the administration with two significant caveats: First, UUP reserves the right to demand impact negotiations regarding such changes. Second, in order to avoid an overall increase in the workload of faculty, some other equivalent portion (s) of the faculty workload must be reduced. This falls within UUP's obligation to monitor and evaluate the terms and conditions of employment stipulated in the NYS/UUP contract. What procedures/policies will the administration/departments develop to monitor and insure that workloads for teaching and professional faculty are not excessive or unreasonable? Christian stated that the intent is to adjust workload proportionally. Workload will remain the "same size pie" - it will just be sliced differently. Brown asked how the proportions of workload could be adjusted for adjuncts or lecturers. Christian asked why [in view of changing conditions] adjuncts and lecturers would expect to be rehired with the same workload expectations as in the past since we now have to figure out how to do what we do differently. Capowski noted that the workload issue will be trickier to deal with for part-timers than for full-timers. However, if at least a conceptual agreement can be reached, the matter can be discussed in greater detail. Kelder indicated there are a lot of mixed feelings on the part of faculty regarding the unknowns of implementation. Christian suggested we will need a good framework to ensure the actions of deans & chairs can be monitored to ensure proper implementation.

Christian reiterated that the world and its demands are changing and we will have to change as well. The challenge will be to determine how we meet the demands of society to educate more students while having fewer resources to do so. Brown noted that, such demands notwithstanding, members still expect the union to pursue their best interests so we will have to decide when & how to enter into negotiations. Reid asked why the union viewed such negotiations as mandatory. Capowski cited some of the applicable legal precedents under labor law. However, he also indicated that any decision on whether or not to enter into formal negotiations would depend on the level of formality desired by the responsible parties here at New Paltz. Christian stated that, with respect to workload adjustments, the intention is to compensate and recalculate, rather than demand. Kelder ventured that, rather than being merely budget-driven actions imposed from above, workload adjustments could also represent opportunities to address and eliminate longstanding equity issues. Christian, DiStefano, Kelder, & Brown agreed that further discussions on this issue will indeed be necessary.

5. Given Governor Cuomo's and Chancellor Zimpher's recent announcement of SUNY 2020 and the Challenge Grant program with competitive grants amounting to 140 million, does the administration have a sense that this may portend similar challenges and rewards for comprehensive colleges in the future? Christian stated that it's too soon to tell. However, if such challenges and rewards come to pass for the comprehensive colleges, Christian speculated they would likely not mirror those at the research centers. Rather, the comprehensives will have opportunities unique to their own circumstances. [The meeting adjourned at 5:00pm.]



UUP CONTRACT PROPOSALS 2011

ARTICLES TO BE CONTINUED

UUP proposes to continue the following articles of the 2007-2011 Agreement between the State of New York and UUP subject only to the updating of dates where necessary and appropriate, and such reorganization and renumbering of the provisions to which the parties mutually agree.

Article 2: Unchallenged Representation
Article 3: Exclusive Negotiations
Article 5: Policies
Article 6: Benefits Preserved
Article 12: College Meeting Space
Article 15: Payroll Deduction
Article 18: Board of Trustees' Meetings
Article 22: Travel Allowances and Relocation Expenses
Article 24: Access to Employees
Article 25: Compensation of Department Chairpersons
Article 26: Jury Service
Article 28: Medical Assistance
Article 29: Clinical Practice
Article 34: Transfer Rights
Article 35: Retrenchment
Article 36: Contracting Out
Article 37: Retirement Income Supplementation Programs
Article 38: Parking
Article 39: Health Insurance
Article 42: Professional Development Committee
Article 43: Safety and Health Committee
Article 44: Technology Committee
Article 45: Campus Grants Committee
Article 47: Employee Assistance Program/Work-Life Services
Article 48: Housing and Meal Charges
Article 50: Indemnification
Article 51: Savings Clause
Article 52: Management Rights
Article 53: Conclusion of Collective Negotiations
Article 54: Legislative Action

ARTICLES TO BE OPENED

Article 1: Recognition
Article 4: Definitions
Article 7: Grievance Procedure
Article 8: Labor-Management Meetings
Article 9: Academic Freedom

Article 10: No Discrimination
Article 11: Employee Organization Leave
Article 13: Bulletin Boards
Article 14: Mail Distribution
Article 16: Lists
Article 17: Information and Data
Article 19: Discipline
Article 20: Direct Compensation
Article 21: Statewide Joint Labor/Management
Article 23: Leaves
Article 27: Professional Meetings
Article 30: Appointment, Evaluation and Promotion
Article 31: Personnel Files
Article 32: Notice of Non-renewal
Article 33: Job Security Review Procedure
Article 40: UUP Benefit Trust Fund
Article 41: Joint Committee on Health Benefits
Article 46: Family Benefits Program/Work-Life Services
Article 49: Program for Tuition Assistance
Article 55: Duration
Appendix A-16: Recall Pay
Appendix A-26: Productivity Enhancement Program
Appendix A-28: MOU Relating to Evaluation and Promotion for Professional Employees
Appendix A-32: Executive Level Review of Professional Issues
Appendix A-42: Leaves for Pregnancy, Childbirth, Adoption and Child Care
Appendix A-45: Leave Donation Program
Appendix A-46: VRWS (Voluntary Reduction in Work Schedule) Program
Discuss and Clarify Other Contract Appendices

Article 1 RECOGNITION

Expand definitions in recognition clause.

Article 4 DEFINITIONS

Clarify language in Article 4 definitions.

Article 7 GRIEVANCE PROCEDURE

Discuss modifications to the procedural aspects of Article 7.

Article 8 LABOR/MANAGEMENT MEETINGS

Discuss the frequency of attendance of campus presidents at Labor Management meetings.

Article 9 ACADEMIC FREEDOM

Discuss enhancement of protections for all UUP members.

Article 10 NO DISCRIMINATION

Expand applicability to all veterans.

Article 11 EMPLOYEE ORGANIZATION LEAVE

Discuss employee organization leave available to UUP chapter leaders.

Article 13 BULLETIN BOARDS

Broaden the language to include all communication technologies used on the campuses.

Article 14 MAIL DISTRIBUTION

Broaden the language to include all communication technologies used on the campuses.

Article 16 LISTS

Discuss the enhancement of information provided to UUP.

Article 17 INFORMATION AND DATA

Expand information provided to UUP.

Article 19 DISCIPLINE

Amend the discipline process and further protect due process.

Article 20**DIRECT COMPENSATION**

- Increase compensation across the board for all employees.
- Establish competitive and equitable salaries for all full-time and part-time employees.
- Create minimum salary for all employees where it does not exist and raise the minimum salaries elsewhere.
- Rectify salary issues for institutions with changed(ing) or expanded(ing) missions.
- Rectify the long-term inequity experienced by specific occupational groups, e.g., librarians, health care employees.
- Expand the geographic areas eligible for location pay; include part-time employees; resolve issues of eligibility, e.g., leave without pay.
- Resolve compensation and other issues related to title and other activities that exceed normal professional obligation (on-call, recall, shift differential, comp time, FLSA overtime) so that employees are treated in a fair and consistent manner.

Article 21**STATEWIDE JOINT LABOR/MANAGEMENT**

Continue all existing joint labor/management committees and increase their funding.

Article 23**LEAVES**

- Enhance and clarify contractual provisions for family leave.
- Establish personal leave days.
- Discuss management's role in ensuring that all employees' leave requests are handled in a fair and equitable manner.

Article 27**PROFESSIONAL MEETINGS**

Discuss applicability and management's willingness to approve requests to attend professional meetings when funds are not available.

Article 30**APPOINTMENT, EVALUATION AND PROMOTION**

- Discuss the need for fairness and equity in reappointment, evaluation, and promotion processes.
- Discuss eligibility for continuing and permanent appointment for full-time and part-time contingent employees and specific

occupational groups, e.g., coaches, residence hall directors.

- Discuss the time required for professionals to qualify for permanent appointment.
- Discuss non-compliance with contractual requirements regarding evaluation, reappointment, promotion, and permanent and continuing appointment decisions in order to ensure due process and accurate documentation of performance.
- Merge Appendix A-28 into Article 30 of the Agreement and make it subject to the grievance procedure.

Article 31**PERSONNEL FILES**

Discuss process and time frame for employees' examination of and responses to content in their personnel files.

Article 32**NOTICE OF NON-RENEWAL**

- Discuss the issuance of and justifications for non-renewals.
- Discuss termination of term appointments.

Article 33**JOB SECURITY REVIEW PROCEDURE**

Discuss job security review procedures.

Article 40**UUP BENEFIT TRUST FUND**

Increase funding to continue and enhance UUP Benefit Trust Fund programs.

Article 41**JOINT COMMITTEE ON HEALTH BENEFITS**

- Provide for the full and complete participation of UUP in plan creation and governance of health benefits.
- Discuss enhancing employee wellness opportunities.

Article 46**FAMILY BENEFITS PROGRAM/WORK-LIFE SERVICES**

- Enhance Family Benefits/Work-Life Services programs.
- Increase employer contribution for Dependent Care Advantage Account.

Article 49**PROGRAM FOR TUITION ASSISTANCE**

- Expand and clarify tuition assistance, remission and access to course work for all

members and their spouses/domestic partners.

- Establish reciprocal arrangements with other higher education institutions.

Article 55**DURATION**

Discuss the duration of the agreement.

Appendix A-16**RECALL/ON-CALL PAY**

Discuss the list of titles eligible for on-call and recall compensation.

Appendix A-26**PRODUCTIVITY ENHANCEMENT PROGRAM**

Discuss the continuation and enhancement of the Productivity Enhancement Program.

Appendix A-28**MOU RELATING TO EVALUATION AND PROMOTION FOR PROFESSIONAL EMPLOYEES**

- Merge Appendix A-28 into Article 30 of the Agreement and make it subject to the grievance procedure.

Appendix A-32**EXECUTIVE LEVEL REVIEW OF PROFESSIONAL ISSUES**

Reopen discussion of listed topics such as titles, title families, promotional opportunities, and FLSA issues.

Appendix A-42**LEAVES FOR PREGNANCY, CHILDBIRTH, ADOPTION AND CHILD CARE**

Replace A-42 with a new appendix that updates and clarifies policies with regard to family leave, workplace flexibility, and family friendly policies.

Appendix A-45**LEAVE DONATION PROGRAM**

Expand eligibility for the Leave Donation Program.

Appendix A-46**VRWS (VOLUNTARY REDUCTION IN WORK SCHEDULE) PROGRAM**

Discuss implementation of the VRWS Program for Academics and Professionals.

DISCUSS AND CLARIFY OTHER CONTRACT APPENDICES

Irene Severely Damages Campus Buildings by Peter D.G. Brown, Chapter President

When tropical storm Irene hit the Hudson Valley in late August, the College administration had prepared carefully for the event. However, nobody could have anticipated the extent of the unprecedented damages to our entire area.

Before the police imposed a traffic curfew, I visited the campus on Sunday, August 28, for a first-hand, preliminary damage assessment. Since then, I have been back on campus every single day. As far as one can tell at this point, the response from the College administration has been timely, effective and appropriate.



L-R: Chapter Delegate Alan Dunefsky, Chapter President Peter D.G. Brown, Asst. VP Facilities Management John Shupe, Chapter Secretary Ed Hanley, Chapter VP for Professionals Linda Smith, Environmental Health and Safety Director Michael Malloy.

tion had its hands full simply getting through this ordeal on a day to day basis, so communications have been limited to bare essentials.

In the course of the first post-Irene week, our UUP Chapter Vice President for Professionals, Linda Smith, and I received a number of calls from members concerned about air quality, particularly in the basement level of the HAB and SUB. These areas were closed while clean-up operations continued around the clock.

Michael Malloy, the College's Environmental Health and Safety Director, was invited to the UUP office and met with me and the chapter's ad hoc damage assessment team, consisting of Vice President Linda Smith, Chapter Secretary Ed Hanley (both of Academic Computing), Delegate Alan Dunefsky (Development/Foundation) and ecologist Carol Rietsma (Biology). Following our meeting with Malloy, a UUP

It appears that President Christian and his management team dealt successfully with the emergency situation. He and members of his cabinet and staff worked energetically around the clock to mitigate the impact from the severest flooding on campus we have ever seen. They succeeded in quickly getting essential services up and running again, while their prime concern was maintaining the safety and well-being of our students and staff.

It is not for me to recount the various extraordinary actions performed by President Christian and his staff following the deluge. I will leave it for him and others to tell the story of how certain areas were spared even worse damage, thanks to the actions by our co-workers that went above and beyond the call of duty. It is obvious that the administra-



Chapter Secretary Ed Hanley pondering the extent of the damages.

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member, Assistant Vice President for Facilities Operations John Shupe briefed us before we had an extensive walk-through assessment of some of the affected areas in the HAB and SUB. Cleaning up after damages of this magnitude is certainly an enormous challenge, but the company conducting the work, Servpro, is a well-established expert in this type of undertaking. Even though the cleanup was still ongoing, we did not notice the presence of mold anywhere in the dozens of rooms we saw.



Servpro worker removing a portion of damaged sheet rock in hallway connecting HAB and SUB.

Linda Smith and I also had a productive meeting with Jacqueline DiStefano, Vice President for Administration and Finance. While generally impressed with the ongoing cleanup in the buildings, we expressed the strong reservations that some of our members have about going back to their original workplaces. UUP presented the College administration with two urgent requests on behalf of our members:

1. Employees should not be required to return to their offices in the HAB or SUB basement areas until there has been a thorough inspection by an independent, outside authority who could certify that they are indeed safe for occupancy.
2. The administration should hold an open forum to discuss any issues or concerns that employees in the buildings may have concerning returning to their work areas.



Chapter President Brown pointing to the high water mark on the doors of the loading dock entrance to the HAB.

Vice President DiStefano informed us that the Ulster County Health Department had agreed to conduct the requested inspection on Wednesday, September 7. The College administration subsequently held an informative public forum on September 9, at which post-Irene cleanup activities were described in detail and questions from concerned employees were openly addressed.

UUP will continue to be in touch with its members and the College administration regarding any flood-related health and safety concerns.



... we did not notice the presence of mold anywhere in the dozens of rooms we saw.

For more photos of the ongoing cleanup efforts, click on the following link:

<https://picasaweb.google.com/102907133659623564493/IreneDamageAssessmentByUUPLeadership922011#>

Meet Your UUP SUNY New Paltz Chapter Officers and Delegates

Peter D. G. Brown, Chapter President & *Bullhorn* Executive Editor



I was born in Alton, Illinois, the hometown of MLK-assassin James Earl Ray and jazz legend Miles Davis. My father was a Foreign Service officer, stationed first in The Hague, Netherlands, later for many years in Bonn, Germany, and Paris, France. Thus, I spent most of my childhood and adolescence growing up overseas, learning foreign languages “by osmosis” and getting to see both sides of the Iron Curtain during the Cold War.

After graduating as one of the first US-born citizens after WWII to complete all nine years of a German university-preparatory *Gymnasium*, I enrolled at Columbia College, where I graduated summa cum laude in 1964. Since I have always loved New York City, I remained at Columbia to earn my graduate degrees and begin my teaching career there and at Barnard College. I joined the SUNY New Paltz faculty in 1971, where I taught for the next forty years before retiring this summer. During this period, I taught dozens of different courses in German language, literature, civilization, film and women’s studies to thousands of students. For 25 years, I also directed an overseas program in Germany and was promoted to Distinguished Service Professor in 1999. My principal research interest is late nineteenth-century drama. My publications include three books on the German author Oskar Panizza. I founded three scholarly series in which I’ve edited over a hundred books: *Studies in Modern German Literature*, *Studies in German Jewish History* and *Women in German Literature*.

Before being elected Chapter President this spring, I served for six years as Vice President for Academics. I have also been active both on the local and statewide Part-Time Concerns Committees, supporting greater equity for contingent employees, who now constitute three-quarters of all those teaching in American higher education. In 2009 I co-founded New Faculty Majority: The National Coalition for Adjunct and Contingent Equity.

My aim is to strengthen our UUP chapter by increasing membership involvement, improving communications, developing an effective mentoring program, expanding political action and building coalitions with other labor and community organizations. I intend to vigorously defend the rights of our members, while seeking common ground to work collaboratively with the College administration wherever feasible.

Jeff Miller, Vice-President for Academics



I am proud and honored to serve the New Paltz UUP Chapter as Vice President for Academics. All indications are that the year ahead will prove a challenging one. SUNY in general and New Paltz in particular remain in a difficult budget situation. Faculty members have already noted increases in class sizes, and the UUP needs to closely monitor issues like work load and equity.

This coming academic year, I plan stay in close touch with faculty members at New Paltz to help ensure that legitimate union concerns are addressed in a timely and acceptable manner. Since the UUP has also engaged in preliminary contract discussions with the state’s negotiators I’m also very interested in conveying the sense of the faculty to our negotiation team.

Energizing the union and extending awareness and participation are two of my main goals. Every individual in our bargaining unit makes a difference. I encourage each one of you to get involved: attend executive board meetings, serve on a committee, or run for office. We need your voice heard, and we need your help to keep SUNY strong.

Ed Felton, Vice-President for Part-Timers

I've been working part-time in the Art Department as Wood Studio Manager since 1999. My wife Agnes and I have a 2 year old son, Redi, and we're expecting another boy in January.

Prior to working at SUNY New Paltz I was a full time union organizer. I continue to be engaged in a range of progressive social justice efforts. Serving as VP for Part-timers is my most significant and focused UUP commitment to date. I'm excited for the opportunity to make a substantive contribution to the development of our union, to SUNY New Paltz and to public higher education.

Editor's Note: Please see Ed Felton's "Message to Contingent Faculty and Staff" on page 13.



Edward Hanley, Secretary

I am an elected delegate and a member of the UUP Veterans Affairs Committee. In addition, I serve as the chapter secretary, which means I get to prepare a written record of the many meetings held or attended by our chapter leaders as they go about the business of looking after the interests of UUP members here at SUNY New Paltz. Though I'm new to both these positions and have only been a member of UUP for six years, I've been around unions & union members all my life.

When I'm not doing all that interesting chapter paperwork, I'm a computer geek here at the college. If you've ever seen a rather strange looking person gazing intently at the insides of a partially disassembled printer or PC in one of the many student computer labs here on campus – that was probably me. And when I'm not tending to my large flock of PCs & printers here at the college, I'm normally out & about riding the many less traveled highways and back roads of the northeast on a motorcycle. Over the years I've found that motorcycles are just about the best way to get anywhere you might ever want to go. (Unless of course you want to go to an island or some other continent. In which case boats and planes are definitely the way to go.)

I've heard it said recently that, while unions were certainly necessary in the past, they've pretty much served their purpose and are no longer necessary in these enlightened times we now live in. In my opinion, nothing could be further from the truth. I believe that unions are not only necessary, they are absolutely vital to the continued well being of American workers. Just as our own union is vital to our future. I believe our union can and should play a larger and more constructive role in what goes on here at the college. I joined the union and eventually ran for office because I'd like to help make that happen.

I look forward to working with – and on behalf of – all of you.



Rachel Rigolino, Grievance Officer & *Bullhorn* Managing Editor



Upon receiving my MA from New Paltz, I became an adjunct instructor in the English Department, and in 1999 was made a full-time lecturer. In addition to my teaching responsibilities, I am the coordinator of the Supplemental Writing Workshop (SWW) program for first-year Composition students and the co-editor of the Composition Program's student journal, *New Voices, New Visions*. My areas of scholarship include: the use of technology in the writing classroom; experiential learning; basic writing; and student access to our public universities.

While growing up, I often tagged along with my mother who was active in The War against Poverty, and some of my earliest memories are of handing out informational literature to passersby on the sidewalk and posting flyers on lamp posts. As a committed Roman Catholic, my interest in unionism has been inspired by such divergent figures as John Paul II, Lech Walesa/Solidarity, and Dorothy Day/The Catholic Worker Movement. Although my experiences at SUNY New Paltz have been largely positive, I believe that more must be done to remind faculty, students, and other interested parties (our elected officials especially) of the central importance of worker equity.

My work as grievance officer thus far has been rewarding. While I hope that none of us ever feels unjustly treated while employed at New Paltz, it is important to know about various protections available to those covered under the UUP contract. Currently, I am learning a lot about various aspects of our contract as well as resources for bettering work relationships and procedures for filing a grievance. In upcoming issues of *The Bullhorn*, I will be sharing some of this information.

Salvatore Engel-DiMauro, Delegate



I was born and raised in Italy until 11 years of age and was exposed to classism, racism, and sexism early on in childhood, particularly when I became labeled as an "alien" upon immigrating to the US. Unionization became important to me much later in life, after several employment experiences during adolescence that in hindsight I realize to have been highly exploitative, accompanied by some rather unpleasant (and sometimes even illegal) workplace conditions. Later job experiences, during my university years, were little better.

The sort of workplace dynamics I witnessed and lived made it increasingly clear that the profits and privileges of the few are contingent on a disorganized labor force, divided through sexism and racism, ensuring pauperisation, ill health, and social disintegration. Unfortunately, it became just as clear, through personal trade union experiences in New Jersey and Wisconsin, that unions can be as inimical to workers' general long-term interests as capitalists if they stand only for reforms, fighting in isolation from other unions and other workers generally and only for the crumbs of an economy that cannot exist without what workers produce daily, both paid and unpaid. My hope is that the UUP will not be collectively so short-sighted and will recognize the wider issues at stake, and act accordingly, while struggling for improvements in or defense of our overall working conditions and pay.

My academic background otherwise is a MSc degree at the University of Wisconsin-Madison in Physical Geography (1995), specializing in soils, and then a PhD in Geography at Rutgers University (2000), focusing on the influence of gendered processes on soil management and quality. I work, present, and write on soil degradation and society-environment relations. I teach geography, including a course on gender and environment, at SUNY New Paltz. Currently, I am finalizing a study on variables affecting short-term changes in soil acid neutralizing capacity in SW Hungary, a project funded by the National Science Foundation. Beyond university work and research projects, I am active in wider academic projects as co-editor for the journal *Capitalism Nature Socialism* and as book review editor for the journal *Human Geography: A New Radical Journal*.

A Message to Contingent Faculty and Staff by Ed Felton

Whether part-time or full time, those of us without the possibility of tenure or permanent appointment are confronted with a range of issues particular to our contingent status. At both the chapter and state levels of UUP, several initiatives have taken shape in recent years that are reorienting “part-time concerns” units of UUP to a focus on “contingent concerns.” So, while it still bears its original title, the Part-time Concerns Committee (PTCC) here at SUNY New Paltz is the UUP committee that addresses issues particular to and common among both part-time and full-time contingent employees.

The PTCC has been instrumental in securing increases to adjunct pay and to tying the starting rate of adjunct pay to the contractual percentage increases (a system that has been in effect for about 6 years.) Even in “hard times” and despite arguments that SUNY New Paltz pays adjuncts a “market rate,” the PTCC will continue to make adjunct compensation a priority issue.



The Adjunct Teaching Log Project is off to a good start. Many part-time faculty will be completing logs this semester, but we're short of our goal; we need several more participants to make it a substantive and representative study. We need your help! All it takes is a minute a day, recording your out-of-class time commitment for each course you're teaching. Please contact me if you're willing to participate in this simple project which will help illustrate the need for adjunct pay equity.

The PTCC and the administration made great progress last year and will continue working together to streamline the reappointment process for lecturers.

What the PTCC can accomplish depends entirely upon the degree of member participation. The union is not a third-party organization that represents employees like an attorney (although it can sometimes play that role.) Fundamentally, the union is the organization of the employees themselves.

Being a member of the PTCC does not mean taking on a prescribed set of responsibilities that is out of your control. It is my role to provide opportunities for involvement that are manageable, yet impactful. Being a member of the PTCC does mean coming to a monthly Committee meeting. For some members, that is all they can do, and we want them to do it. WE NEED YOUR INPUT AND IDEAS! Others may additionally be able to attend the Part-time Labor-Management meetings with the administration, in which we make proposals and find ways to improve the situation for contingent faculty and staff. Others may be able to commit 1 hour/ week to work in support of PTCC projects. There is no one-size-fits-all mode of participation. Please contact me if you're interested.

I'll be prudent in my use of email, but please stay alert to messages sent via the adjunct and lecturer listservs. It will be the primary means of publicizing workshops, trainings, meetings, events etc. There may also be occasions when broad input is sought on particular issues.

This semester I'll be in the UUP office (LC 6A) from 10am to 1pm every Wednesday. Please feel free to visit me with any questions, concerns, ideas, etc. I'll also make myself available whenever possible to meet outside those hours. Don't hesitate to contact me at any time. I can be reached on my mobile phone: 917-806-5867- or via email at felton@newpaltz.edu.

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Guest Editorial: By Any Other Name

by Anne Wiegard, English Department, SUNY Cortland (Republished from the *Cortland Cause*)



Students unhesitatingly call us “Professor,” for that is who we are to them. They do not know that almost everyone else we work with is either confused or in conflict about the proper designation for faculty teaching off the tenure track.

Sadly, though contingent academic employees are faculty, they know that communications addressed generally to “Faculty,” are often not actually intended for them, in the same way that women in the 1950s knew that memos addressed generally to employees were usually understood to pertain only to males. Men were the norm, so a memo only

applied to women if specifically qualified, as in “Female Employees” or perhaps given a separate category altogether, as in “The Secretarial Pool.”

It was foolish for a woman in the 1950s to think her gender would be overlooked in the workplace. Though it would be wonderful if we could just be “Professors,” as long as we are treated differently, it’s foolish to pretend we are not different. I have more than once responded to some bulletin or invitation and been embarrassed to learn that “faculty” only sometimes means everyone; it may mean only tenure-track faculty. And as long as we are different, some other label besides “faculty” will inevitably be applied to us. We might as well be the ones who decide what that label is. What should we call ourselves?

This category of academic workers is now most commonly referred to as “contingent” (because their continuing employment is contingent on factors outside of their control). “Contingent” has become the accepted term, endorsed by national organizations such as AAUP, AFT, COCAL, CAW, MLA, OAH, NEA, etc.

Moreover, UUP’s own statewide Part-time Concerns Committee has endorsed the term “contingent” as one which applies to its members appointed to part-time or to full-time positions for which continuing or permanent appointment cannot be conferred. That committee is currently working to solidify a definition of “contingent” that will satisfy all the parties involved in approving language for constitutional amendments that would pave the way for more contingents to participate in the governance of UUP.

Like the men in the 1960s who responded to any feminist remark with willfully ignorant questions such as “What’s wrong with things the way they are?”, people who have not been paying attention to the discourse on this subject are liable to ask, what’s wrong with historical terms like “adjunct” or “part-timer”?

The first non full-time faculty were labeled “adjunct” (add-ons), with the connotation of being “inessential” or “accessory.” As employment practices have changed, however, we are certainly not inessential. Our campus President regularly remarks that our excellent part-time faculty are indeed essential. They now comprise close to half the teaching faculty at Cortland.

And many of them do not truly fall within the traditional “adjunct” model of someone who primarily earns a living from other professional work, such as law or publishing, and teaches one night class for a negligible salary in exchange for the privilege of professorial status

or the opportunity to give back to the community. A good number of our “part-time” colleagues earn their living entirely from teaching at multiple institutions (sometimes as many as six or even eight sections per semester), so they are neither “adjunct” nor “part-time.” Across the nation, eighty percent of the faculty teaching in the field of English Composition fit this latter description of people perpetually queued up for non-existent tenure-track jobs.

Not only is “part-time” employee (and “part-timer” is worse—wouldn’t you rather be a teacher who works full-time than a “full-timer”?) an inaccurate way to describe many people in this category; as an apparently neutral term, it ignores the political connotations of this precarious category of employment. By referring to the appointment as less than full-time, it leaves open the question of whether or not an employee chooses a part-time position over a full-time one. “Contingent” more clearly denotes the insecurity of all appointments off the tenure track.

Insisting that anyone whose position is “part-time” be separated from anyone whose position is “fulltime” segregates the most vulnerable members of our college community and our union from one another. Segregation thwarts the potential solidarity of the 40% of UUP’s members who are employed in the contingent category. The failure to recognize our common status strikes me as regressive and self-defeating, as was the case when one of those 1950s secretaries thought that the secretary in the next cubicle was not a secretary any

more because she had gotten a newer typewriter or her boss let her write some of his reports. Some in the contingent community insist on “adjunct” as the only correct label to describe their employment. For some of them, accepting and using “adjunct” has taken on a signifying power, as was done with “queer” in the 1990s, turning an insult into a banner of gay pride. Within the contingent community, sometimes it’s easier to refer to people without full-time positions as adjunct and those with full-time positions as contingent, but do we want everyone else indiscriminately calling us by a name so fraught with misunderstanding? The appointment letters we receive from Human Resources do not describe any employee as “adjunct.”

Shall we call ourselves “temporary” or “term appointees” as our appointments describe us? Or “lecturers” (we only stand in front of the classroom and lecture) or “visiting instructors” (we’re just here to see the sights for a few months)? Or shall we define ourselves as faculty of “qualified rank” as the Policies of the SUNY Board of Trustees does? Are we “at-will” employees, as the NYSUT labor relations specialists sometimes refer to us, using contract language? Are we the “precariat” (a combination of “precarious” and “proletariat”) or “ad/cons” (a blending of “adjunct” and “contingents”)—terms now current on the national listserves? Let’s decide on a common name and get on with the work of restoring our profession.

There is no perfect name for who we are, but if we can’t settle the question and move on, we’re going to be stuck with an identity that is unrecognizable anywhere outside of the academy, and we will remain invisible. For decades, the nomenclature dispute has undermined political solidarity. When we get caught up in endless arguments about what to call ourselves, it’s very easy to lose sight of what we should be fighting for. Let’s accept the term “contingent” in the hope that it will help us do away with contingency.

There is no perfect name for who we are, but if we can't settle the question and move on, we're going to be stuck with an identity that is unrecognizable anywhere outside of the academy . . .

Living with Lyme Disease

by Donna Goodman



The Executive Committee of our UUP chapter wants to see the union play a more active role in supporting the health and well-being of our members. Living and working in the epicenter of what appears to be a Lyme disease epidemic,

we believe exchanging information on Lyme is a good place to start.

Mention "Lyme disease" in our region, and dozens of friends, colleagues and neighbors will come forward to reveal that they've coped with the disease, either as patients or care givers.

This year my own family hit the jackpot, with both my husband and me receiving the dreaded diagnosis. While I had the typical experience of knocking it out with one four-week course of doxycycline, my husband's case lasted for many months, causing debilitating pain and requiring, among other treatments, weeks of daily intravenous infusions of antibiotics.

We initially knew very little about the disease, and in order to get the most effective treatment possible, we embarked on an intensive research campaign. Based on our experience and research, as well as the information passed on to us by family and friends, I would like to summarize the lessons we've learned.

Diagnosing Lyme disease is difficult, and there are controversies surrounding the criteria for diagnosis, with doctors of different specialties favoring one or another set of criteria. At one end of the spectrum are those who believe that Lyme is a short-term illness, presenting a specific set of symptoms, that is cured by a few weeks of antibiotic treatment, with any remaining symptoms belonging to another disease. At the other end are those who see Lyme as a potentially chronic disease, sometimes presenting no early symptoms, but then causing serious illness after months or years. There is no one test that offers a definitive diagnosis of Lyme disease, and those that are used often yield false positive or false negative results. Therefore, many practitioners rely on the patients' description of symptoms to make their diagnosis.

Lyme symptoms can mimic those of other illnesses, including arthritis and heart disease, among others.

The best defense against misdiagnosis is an open-minded doctor who takes Lyme seriously, has experience treating it successfully, and is willing to test for other illnesses and consult with a variety of specialists.

Here is a list of resources we've found helpful. Having some basic information helped us to formulate questions for the doctors we consulted and to better understand the treatment options we were offered.

- Mayo Clinic:
<http://www.mayoclinic.com/health/lyme-disease/DS00116>
- International Lyme and Associated Diseases Society (ILADS):
<http://www.ilads.org/index.html>
- Lyme Project:
<http://www.lymeproject.com/index.html>
- Lyme Disease Association:
<http://www.lymediseaseassociation.org/>
- Columbia University Medical Center Lyme and Tick-Borne Diseases Research Center:
<http://www.columbia-lyme.org/index.html>

For those who want to share their experiences with others, there is a Lyme disease support group in Kingston that meets once a month. For more information on support groups and online discussions, go to www.Lymenet.org. For the Ulster County support group, visit:

<http://www.LymeNet.org/SupportGroups/United States/NewYork/Ulster.shtml>.

I don't have direct experience with either the support group or the online discussion, which were recommended to me by others.

It may take years before a foolproof and universally accepted diagnosis of Lyme disease is discovered. This places more responsibility on the individual patient to take charge of his or her care. Keeping up with the latest research and sharing information among our members can help our community cope with this complicated and debilitating illness.

***Living and working
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Life after SUNY New Paltz: A One-Year Look Back by Phyllis Sturm

Item 1: Medicare and Social Security Lessons I learned from Mr. Martin, Social Security Associate, extraordinaire, in the Kingston office:

- You **MUST** sign up for Medicare in advance so coverage can commence on the first day of the month you turn 65. If you were born 10-3-45, you must be enrolled in Medicare coverage on 10-1-2010.
- If you are still on the SUNY-New Paltz payroll, NYSHIP will remain your primary health insurance through the end of the month you are on the payroll. Medicare will be your secondary coverage. I did not realize due to the payroll lag; imposed by New York State, although I retired close-of-business (C.O.B.) 10-15-2011 (The reasons to be discussed later) I was considered on the active payroll through 11-15-2011.
- Social security payments should be postponed and allowed to increase, as long as reasonable. I decided to begin the month following my last "paycheck". You must calculate, how much you would collect each month versus the small additional amount you would collect by starting in the future. The decision would be based on how long it would take to break even.

Item 2: Selection of retirement date—an evolving process:

- If you have been a civil servant, for 30 or even 10 years, you may have amassed an abundance of vacation days, up to 40 days (and 200 sick days to be discussed later in this article).
- The question, the payroll office needs answered is whether you want to take your vacation days or get paid for them. Silly me, I thought I would get paid for them either way and the same amount (daily rate of pay * # of vacation days). I discovered the difference. If you use/take vacation days following your last day of physically showing up in your office, your date of retirement is postponed until you "return from vacation". You get a lump sum payment for all the unused vacation days.

As a member of the optional retirement system, TIAA-CREF, I have been threatening to retire since I became eligible at 55 years old. This meant my last day at work had to be 10-2-2010. I took vacation days from 10-03 to 10-09. I was informed 10-12-10 was Columbus Day and that if I delayed retirement by a few days, I could receive a paid holiday.

Payroll explained if I used a few more vacation days I could retire on the 15th of the month, thereby accumulating my monthly 1.75 vacation and 1.75 sick days. I changed my retirement date so many times, NYS wrote months later to say they paid me for my vacation days twice both as used and as unused. They forced, a senior citizen on a limited income, to return about \$2,000.

- Medicare is not primary until your active member NYSHIP coverage ends.

This is one month after your retirement date. After nine months, NYSHIP and Medicare still have not paid doctor bills from the crossover month November 2010.

- Your medical premiums in retirement are paid for by the calculated value of your accumulated sick time. The value of your sick time is dependent on your (# of sick days * daily pay rate / by your life expectancy from an actuarial chart). My experience applies to individual coverage.

The value of your sick leave hopefully is greater than the current premium. The excess value is not returned but the extra amount will be needed to cover the inevitable increases in premiums over your lifetime. The state has attempted to increase the percentage of the medical premiums for which retirees are responsible, from 25% to 75%. If this gets approved, our premiums would triple.

One of the other mishaps, in retirement, still not corrected, is paying too much for Medicare. My New York State reimbursement for Medicare is too little. I should be paying Medicare \$110 a month and they are charging me \$115. New York State is reimbursing me only \$96.50.

Item 3: Filling your days in retirement:

- Stay active, eat right and get eight hours sleep a night.
- The hardest part is choosing which activity to eliminate from your calendar—dancing, racquet sports, Lunch & Learn, lectures, tours, volunteering, etc. Of course, there are all the time consuming doctor visits and calls to insurance companies.
- The simplest decision was to not clean my house. I thought I would have plenty of time to clean but after three months without even trying to find my vacuum, I hired a cleaning lady.
- Cooking was eliminated since I scarcely have time in my day to eat. Obviously cooking for myself would be an obscene waste of time!



The Author with Hugo the Hawk

Principal Investigators:

Kathleen Burke, Associate Professor of Economics, SUNY Cortland
 Jamie Dangler, Associate Professor of Sociology, SUNY Cortland

Consultant:

Lisi Krall, Professor of Economics, SUNY Cortland

Oneonta, Plattsburgh, Potsdam,
 Stony Brook University, Stony
 Brook HSC, Upstate Medical
 University.

• Considerable variation in results for academics and professionals across the seven campuses indicates the need for campus-specific salary analysis

EXECUTIVE SUMMARY

Data Collection Time Frame

Data collection and entry began during the summer of 2006 and continued through December, 2008. The salary analysis was based on data from payroll tapes UUP received from SUNY either in Fall 2006 (Albany, Cobleskill, Cortland) or Spring 2007 (Buffalo, Farmingdale, New Paltz, Plattsburgh).

Purpose of the Study

To investigate whether salary inequity attributable to gender exists on SUNY campuses and to investigate UUP members' experiences with and perceptions about gender inequity and family leave needs.

Focus of Gender Inequity Study Report

This report presents the results of the salary inequity analysis and incorporates information about members' experiences with and perceptions about gender inequity on their campuses. The latter played a role in shaping the components of the salary study in that emphasis was placed on addressing questions raised by UUP members. A more focused analysis of the family leave component of the study is presented in a separate report titled *UUP Family Leave Study: Members' Experiences, Perceptions, and Needs*.

Components of the Study

Part 1: Salary inequity analysis for the following campuses: Albany, Buffalo (University), Cobleskill, Cortland, Farmingdale, New Paltz, Plattsburgh. The aggregate level salary inequity analysis for academics has the following components:

- Descriptive statistics that provide averages but don't account for relevant variables that affect salaries (school-level comparisons within and across campuses)
- Descriptive statistics that look at comparable worth issues for specific groups of academics (e.g., librarians, nurses, Educational Opportunity Center faculty) in relation to academics as a whole
- Regression analysis that accounts for relevant variables that affect salaries (years of service, rank, terminal degree, discipline-specific market salary) in order to specify levels of salary inequity and the Oaxaca technique to ferret out the difference between explained and unexplained inequities
- DSI allocation patterns by gender and schools within and across campuses

The salary inequity analysis for professionals has the following components:

- Descriptive statistics that identify average salaries and average years of service by gender and pay grade (salary levels)
- Descriptive statistics that compare nursing professionals to professionals as a whole across pay grades
- DSI allocation patterns by gender and pay grade within and across campuses

Part 2: Focus groups, personal interviews, open discussions, and special meetings about family leave needs and gender equity issues (Fall, 2006 through summer, 2007). Chapters covered: Albany, Binghamton, Buffalo (University), Buffalo HSC, Cortland, Empire State College, New Paltz,

Key Findings

The findings presented here reflect the salary analysis for the sample of seven campuses at the **aggregate** level. Campus-specific results are presented in Appendix 1 of this report.

Salary Inequity for Academics and Professionals

• Academic females are paid less than males at statistically significant levels, and compression is affecting salaries across the seven SUNY institutions in our sample.

• For academics, the total difference between male and female average salaries is \$11,111. We explain \$6,617 of this total difference in terms of the characteristics of individuals (e.g., rank, years of service, discipline-specific market salaries, and terminal degree). The portion of this total difference that remains unexplained is \$4,494 and may be accounted for by inequity.

• When examining the *Adjusted Salary* (Salary minus accumulated DSI), we explain \$6,099 of the \$10,405 difference in male and female average salaries. The remaining \$4,306 difference in this wage gap is unexplained and may be due to inequity.

• Despite our efforts, it was not possible to develop an adequate productivity measure for this salary inequity study. Thus, a possibly relevant factor, productivity, was omitted from the model.

• Academics' salaries are tied to market trends, however, for every dollar increase in market salaries for new assistant professors (including senior assistant librarians), female salaries increase by only \$0.65 whereas male salaries increase by \$0.70. Thus, cost of living adjustments granted by SUNY are not keeping up with market trends in academia and females experience this lag to a greater extent than males.

• Twelve Schools across all institutions were identified as having a statistical difference between the average salaries of males and females. For these Schools the average salaries within each department were analyzed (154 departments). Three departments were found to have significantly higher male average salaries than female average salaries. Two departments had significantly higher female average salaries than male average salaries. These differences could not be explained by differences in the average years of service of department members. Fourteen other departments had a statistical difference in average male and female salaries (with lower female average salaries in most cases) but these differences may be explained by differences in average years of service.

• Across institutions, male salaries appear to be consistently higher than female salaries, particularly within male-dominated Engineering Schools.

• Male and female professionals' salaries in the lower pay grades (salary levels) are not significantly different. There is variation within the fifth and sixth pay grades. In particular, females in pay grade five are paid less than males in that pay grade, even though their years of service are not significantly different.

• When comparing the seven institutions there was no consistent pattern in professionals' salaries, except that the university centers did have higher average salaries within the upper pay grades.

DSI Analysis

• There is considerable variation in average DSI allocations for males and females across schools and institutions.

• Our analysis revealed that average DSI allocations for professionals are higher for females for all institutions except the university centers (Albany and Buffalo). Female average DSI allocations are lower than males' at Albany and nearly equivalent at Buffalo.

• There are distinct institutional trends in how DSI is allocated across professionals' pay grades. For instance, the average DSI award increases as the individual's pay grade increases at Buffalo. At Cobleskill, professionals in pay grades 5 and 6 have significantly lower average DSI awards than professionals in pay grades 1 through 4. There is no consistent pattern across institutions.

Comparable Worth Comparisons

• Members assert that there are comparable worth problems when comparing male-dominated and female-dominated departments and specialties. Some UUP members claim that female-dominated departments and specialties have lower salaries than male dominated ones.

• Comparisons between average salaries for academics in nursing compared to academics in other areas yielded mixed results, though school-level comparisons show a tendency for average nursing salaries to be higher than average salaries in female-dominated schools and lower than average salaries in male-dominated schools.

• The average salaries of nurses who are UUP professionals are comparable to the average salaries of other professionals in pay grades 1, 2, and 3. They are higher than the average salaries of other professionals in pay grades 4, 5, and 6.

• The Computer Systems department at Farmingdale (62% female), which was singled out for a comparable worth analysis, has a lower average salary than most of the other departments in the male-dominated School of Business. This disparity is not expected given CUPA market salaries.

• Librarians' salaries, on average, are less than the salaries of other academics.

• Educational Opportunity Center faculty salaries, on average, are less than the salaries of other academics, except for academics in Project Renaissance at Albany.

General Dimensions of Possible Gender Inequity

• Members assert that there are gender-based differences in rates of promotion and tenure across institutions. Our data shed some light on this issue, however, due to missing information in our database we cannot definitively answer all questions raised.

• Members perceive devaluation of service and academic work that is defined as gender-specific (e.g. Women's Studies).

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The entire 180-page study is now online at:

www.uupinfo.org/reports/GenderInequity%20BurkeDangler%20FINAL1.pdf

**Feature Series: What We Do
My Year in Mali
by François Deschamps, Professor (Photography) Art Department**

In August 2010, I moved to Bamako, the Capital of Mali, West Africa, with my wife and 13-year-old son for a Fulbright Teaching and Research Fellowship. It was a fabulous year for us in spite of some



***My students at the opening of the joint
SUNY/CAMM exhibit at the Maison
Africaine de La Photographie (MAP), April
13, 2011.***

definite challenges. It was fabulous because of the people we met and the cultural integrity of the Malian lifestyle. It was also fabulous because the structure of the program nicely combined support



***At a Togolese restaurant on a lunch break with some of my favorite colleagues,
March 10, 2011.***

for the family with the challenge of intercultural work. On the other hand, life in hot, dusty, and polluted Bamako was sometimes difficult, and we faced health problems, such as three episodes of malaria, which required hospitalization.

The Fulbright grant involved both teaching and research for the 2010-11 academic year. As a fine arts photographer, my research is centered upon creative photographic work. Twice a week, I taught at the Conservatoire des Arts et Métiers Multi-

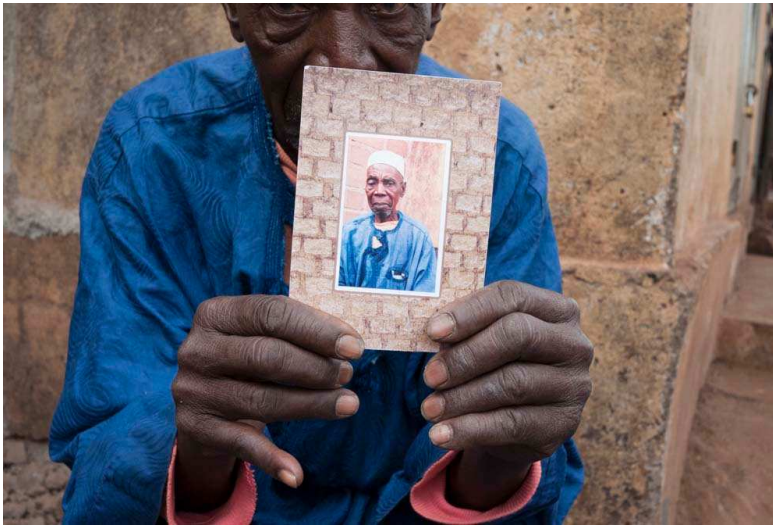
Media Balla Fasseké Kouyaté (CAMM) located on the Koulouba hill in Bamako. I very much enjoyed my colleagues, the students, and the school staff, who were kind and welcoming. The ambitions of the school and its philosophy are admirable and in-line with the current professional thinking on creative accomplishments in the arts.

Teaching four sections of digital photography was difficult as there were only five cameras for forty students, no printers and only a few problematic computers. I ended up teaching more about the culture of photography than about how to take and edit photographs. However, within those restrictions, I felt that there were a number of exciting outcomes, such as a joint SUNY/CAMM photo exhibit held in Kingston, NY and Bamako in the spring of 2011.

This exhibition, "Nouvelles de Chez Nous / Letters from Home," which took place at the Maison Africaine de la Photographie (MAP), consisted of sixty photographs by students of the CAMM and current photography students from SUNY New Paltz, centered on the theme of personal life—family, school, daily life in their neighborhood—to create an exchange of news and visual information between U.S. and Malian students. For many of the Malian students, this was their first experience with photography; in fact, many had never made prints of an image. They worked with all kinds of cameras and cell

phones of varying ages and quality. For this exhibition, the digital files of the photographs were sent via internet to SUNY students who made prints. The exhibition took place in Kingston in March 2011, and a duplicate set of prints was sent to Bamako for exhibit at the MAP.

I also created an internship for four students at the MAP. We scanned historic negatives from a well-known Malian photographer of the 1960's, and the students ended up printing an entire show of fifty prints on the MAP's large format printer. This



An example of an image from my "Photo-rapide" project.

provided students a great internship experience while it was a wonderful way for me to get

I then photographed the person holding the "framed" image we had made. The last step was to hand the person a rubber-stamped envelope to protect his or her print. I call my operation "Photo-Rapide." This dialog and ritual, which typically took between ten and fifteen minutes, was exhilarating both for the person being photographed and for me.



The first faculty meeting at the CAMM, October 14, 2010.

acquainted with some top-notch historic Malian work. In addition, the project was a great help to the MAP, and I was even interviewed on Malian national television at the gala opening of the exhibit attended by the Minister of Culture. The internship continued with the printing of a second show for the MAP, which will be exhibited in September or October 2011.

The research/creative work involved documenting families' and people's lives in a non-invasive, collaborative manner. I offered to give people a photographic portrait that I would print on the spot with a small digital printer. First, we would look at the digital files on the camera and discuss how the person wanted to be represented. In the end, the subject would choose the image s/he liked—not always my choice. The person would then select a "frame" from a selection of some 100 cards I created based on Malian objects and themes. After adhering the print to the card frame,

One lady, who was a griot, sang me an improvised song in Bamanakan right there on a busy Bamako street: "I love my photograph, thank you so much..." An old Dogon man said, "Now I have something to give my children." The cook at the school where I taught said, "Tu nous amenes aux anges avec tes photos." (You take us to the angels with your photographs.) I felt quite sure that I was doing something important for the people to whom I gave these photographs. The results have been varied and unexpected. I photographed about 500 people and kept careful notes on their names, locations, and stories that I will use in my final presentation.

This "Photo-Rapide" project also allowed me to take pictures in many intimate family settings after I had given several images. I have about 10,000 images with which to work. I was away from convenient or reasonably priced quality printing in Mali, so the major part of finishing this work will occur in New Paltz in 2011-12. At this point I am working towards an exhibition of this work that has been scheduled for 2012 at the Samuel Dorky Museum.



Working with one of my favorite students Souleymane Bathieno at the MAP.

The cook at the school where I taught said, "Tu nous amenes aux anges avec tes photos." (You take us to the angels with your photographs.)

Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.

Volunteers Needed for Newly Forming Committees

Volunteers are urgently needed to serve on the following newly forming chapter committees. These committees will work together with the chapter's Executive Committee to develop their own schedules, priorities and structures:

Affirmative Action Committee

Monitors campus Affirmative Action programs and policies, as well as recommends actions to maintain a vibrant and diverse workforce.

Communications Committee

Responsible for internal and external communications media, such as *The Bullhorn*, the website, social media, bulletin boards, blog, listserv, posters and news releases.

Community Outreach/Coalition Building Committee

Connects and cooperates with various campus, student and community organizations, as well as with other unions on and off campus.

Legislation/Political Action Committee

Focuses on political action, informing legislators of Chapter and UUP needs, organizing visits to politicians, as well as educating our members about their voting records.

Membership Development Committee

Works on membership development and activation through academic and social events, professional development workshops and a mentoring program.

Part-Time Concerns Committee

Advocates for the interests of both professional and academic part-time and full-time contingent employees. It also meets with management several times a semester to discuss part-time issues.

Women's Rights and Concerns Committee

Works to improve the employment opportunities, health, safety and overall welfare of academic and professional women members of the New Paltz Chapter.

Being on a UUP committee is a vital service to the Chapter and to the College. Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments. For more information or to volunteer for any of the above committees, please act now to contact any member of the Executive Committee, listed on the front page of *The Bullhorn*. You can also contact our Chapter Assistant, Mary Thompson, by phone at extension 2770 or via e-mail at thomp-som@newpaltz.edu.



Proposed Constitutional Amendments Affecting Contingents

In February 2010, the statewide Task Force on Contingent Employees published its long-awaited *Report* (www.uupinfo.org/reports/TFCE%20Report.pdf). Some of the *Report's* fifteen major recommendations could be implemented immediately, while others will require amending UUP's Constitution.

Contingent employees are part-time employees, adjuncts and full-time employees, such as lecturers, who are not on a tenure line and are not eligible for continuing or permanent employment

status. They represent close to 40% of UUP's membership and about three-quarters of all those currently teaching in American colleges and universities.

While SUNY employees working at least half-time, and adjuncts teaching at least two courses per semester, are now eligible for health insurance and other important benefits, contingents within UUP are underrepresented in leadership and governance roles, both at the chapter and the statewide level. Thus, there is rarely more than one single

contingent on the 19-member statewide Executive Board. Very few contingents are among the roughly 350 delegates, who are the ones who elect the Executive Board and the six statewide officers.

There are various reasons for this underrepresentation. Lacking any job security, most contingents are afraid to speak out on controversial issues, such as their own lack of representation, fearing retaliation by management or by their tenured colleagues. Many are underpaid and lack the time or other necessary resources to involve themselves in union activities.

At its meeting on June 30, the chapter's Executive Committee discussed, voted on and passed the following five proposed amendments to the UUP Constitution (www.uupinfo.org/constitution/constitution.html). If enacted, the proposed Constitutional amendments would:

- Allow any person on a term appointment in good standing who has been involuntarily terminated or whose appointment has been involuntarily non-renewed to be eligible for a Sustaining Membership in UUP for up to two years;
- Create an additional category of employment in keeping with the definition of "contingent"

originally approved by the statewide Part-time Concerns Committee and more recently modified by the statewide Executive Board on June 24, 2011;

- Change the name of the "Part-time Representative" at chapters to "VP for Contingents" and give this person the fourth delegate seat;
- Change the name of the statewide "Part-Time Concerns Committee" to "Contingent Employment Committee";
- Designate two seats for contingents on the statewide Executive Board.

After an extensive and spirited discussion, the proposals were voted on individually. The first four passed unanimously. The fifth proposal passed with two votes in opposition.

With the additional support and formal endorsement from the UUP chapters at Albany, Cortland and Oneonta, these proposed Constitutional amendments have been formally submitted to the statewide Executive Board and will be voted on at the upcoming Fall Delegate Assembly on September 24. The final outcome will be reported in the next issue of *The Bullhorn*.

CALENDAR OF CHAPTER EVENTS, FALL 2011

September

Wednesday, September 7, 11 AM, Executive Committee, JFT 1010
 Wednesday, September 14, 12 noon, Chapter Meeting, Terrace Restaurant
 Wednesday, September 21, 11 AM, Executive Committee, JFT 1010
 Wednesday, September 21, 4 PM, Labor-Management, HAB 903
 Friday/Saturday, September 23/24, Fall Delegate Assembly, Hotel Desmond, Albany

October

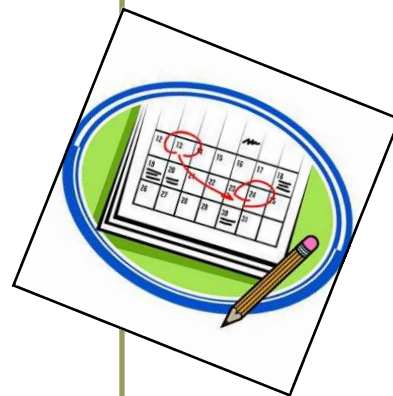
Wednesday, October 5, 11 AM, Executive Committee, JFT 1010
 Wednesday, October 5, 12 noon, Workshop for Professionals, SUB 100
 Wednesday, Oct. 12, noon, Meeting with Departmental Reps, JFT 1010
 Wednesday, October 19, 12 noon, workshop for Academics, JFT1010
 Wednesday, October 19, 4 PM, Labor-Management, HAB 903

November

Wednesday, November 2, 11 AM, Executive Committee, JFT 1010
 Wednesday, November 2, 12 noon, Workshop for Professionals, SUB 100
 Tuesday, November 15, 4 PM, Labor-Management, HAB 903
 Wednesday, November 16, 11 AM, Executive Committee, JFT 1010
 Wednesday, November 30, 11 AM, Executive Committee, UUP Office, LC06

December

Wednesday, December 14, 11 AM, Executive Committee, UUP Office, LC06
 Friday, December 16, 4 PM, Labor-Management, HAB 903
 Tuesday, December 13, 4.30-6.30, Holiday party, Bacchus



UUP SUNY NEW PALTZ CHAPTER: 2011 ELECTION RESULTS

| | |
|---|------------|
| General Returns | 286 |
| Number of Valid Returns | 281 |
| Academic Returns | 197 |
| Number of Valid Academic Ballots | 193 |
| Professional Returns | 89 |
| Number of Valid Professional Ballots | 86 |

Vice President for Academics and Delegate

| Candidate | Total | Rank |
|--------------------|-------|------|
| Miller, Jeffrey L. | 152 | X |
| Fallek, Maryann | 2 | |

Note: A ballot can be judged invalid for a number of reasons, such as not being sealed properly in the inner envelope so that secrecy is compromised. When voting, be careful to follow instructions so that your vote counts!

Vice President for Professionals & Delegate

| Candidate | Total | Rank |
|----------------|-------|------|
| Smith, Linda | 75 | X |
| Saxe, Patrick | 1 | |
| Sturm, Phyllis | 1 | |

Grievance Chair

| Candidate | Total | Rank |
|--------------------|-------|------|
| Rigolino, Rachel E | 207 | x |

Part-Time Concerns Representative

| Candidate | Total | Rank |
|-------------------|-------|------|
| Felton, Edward T. | 214 | x |
| Fallek, Maryann | 2 | |

Professional Delegate

| Candidate | Total | Rank |
|--------------------|-------|------|
| Goodman, Donna | 68 | 01 |
| Kelder, Richard B. | 65 | 02 |
| Hanley, Edward K. | 49 | 03 |
| Felton, Edward T. | 31 | 04 |
| Simons, Joshua A. | 26 | 05 |
| Dunefsky, Alan | 20 | 06 |

President & Delegate

| Candidate | Total | Rank |
|--------------------|-------|------|
| Brown, Peter D.G. | 134 | * |
| McNitt, F. Glenn | 134 | |
| Kelder, Richard B. | 2 | |
| Dunefsky, Alan | 1 | |
| Heath, Eugene | 1 | |

Run Off Election Results: President & Delegate

| Academic Returns | 258 | |
|--------------------------------------|-------|------|
| Number of Valid Academic Ballots | 257 | |
| Professional Returns | 94 | |
| Number of Valid Professional Ballots | 92 | |
| Candidate | Total | Rank |
| Brown, Peter D.G | 180 | X |
| McNitt, F. Glenn | 162 | |
| Kelder, Richard B. | 1 | |
| Smith, Linda | 1 | |
| Frivolous-ineligible | 5 | |

Academic Delegate

| Candidate | Total | Rank |
|-----------------------------|-------|------|
| Brown, Peter D.G | 134 | 01 |
| McNitt, F. Glenn | 134 | 02 |
| Williams-Meyers, Albert J. | 92 | 03 |
| Lehrer, Susan | 90 | 04 |
| Citera, Mary Alice | 88 | 05 |
| Aspengren, Yvonne J. | 78 | 06 |
| Fallek, Maryann | 74 | 07 |
| Puretz, Susan L. | 67 | 08 |
| Engel-Dimauro, Salvatore, A | 65 | 09 |
| Thomas, Beth A. | 54 | 10 |
| Sharp, John I. | 50 | 11 |
| Hain, John H. | 49 | 12 |
| Wilson, Beth E. | 4 | 13 |
| Obach, Brian K | 1 | 14 |

Secretary ¹

| Candidate | Total | Rank |
|-------------------|-------|------|
| Bruley, Colleen | 199 | X |
| Hanley, Edward K. | 9 | |
| Wilson, Beth E. | 3 | |

Treasurer

| Candidate | Total | Rank |
|---------------------|-------|------|
| Dunefsky, Alan | 6 | * |
| Brown, Peter D.G. | 3 | |
| McNitt, F. Glenn | 3 | |
| Sims, Shannon E. | 3 | |
| Citera, Mary Alice | 1 | |
| Mott, Lucien S. | 1 | |
| Parameswaran, Gowri | 1 | |
| Smith, Linda K. | 1 | |
| Thompson, Mary E. | 1 | |
| Roddy, Shannon | 25 | |
| ineligible | | |

¹In regards to the race for Secretary: Bruley withdrew and Hanley was appointed by the executive committee.

Welcome to the UUP

The New Paltz Chapter of the United University Professions (UUP) represents the interests and concerns of all academic and professional staff, full- and part-time, at the State University of New York, New Paltz campus. Officers and Delegates to the three annual Delegate Assemblies are volunteers, elected for terms of two-years by a vote of the membership at the SUNY: New Paltz campus. New Paltz is one of twenty-nine Chapters that represent the various campus types within the State University of New York. As a Liberal Arts College, New Paltz joins with other campus types—Graduate Centers, University Colleges of Technology, Health Science Centers, Environmental Science and Forestry, and Empire State College. UUP statewide represents 35,000 academics and professionals across New York State.

As a higher education union in New York State, UUP negotiates terms and conditions for academic and professional staff with the Governor's Office of Employee Relations (GOER), creating a contractual agreement statewide. The Chapter Leadership at each campus monitors the implementation of the contract locally, and meets with College Administrators at least monthly to clarify ambiguities in contractual language. On some occasions, UUP initiates grievance procedures on behalf of a member to correct procedural errors in the application of campus rules that affect the member adversely.



Join the UUP

Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the o8 Bargaining Unit).

I am on the faculty at New Paltz / part of the professional staff / a librarian , so I am automatically a member of UUP, right?

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one can not vote in UUP elections, run for office within UUP or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office, Lecture Center 6a and speaking with Chapter Assistant, Mary Thompson. You may also download the Membership Application (in PDF Format) from the UUP Central website, www.uupinfo.org, by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.



United University Professions
New Paltz Chapter

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We're on the Web!

<http://www.uuphost.org/newpaltz/index.html>

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The Bullhorn: Peter D.G. Brown, Executive Editor, & Rachel Rigolino, Managing Editor

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.

Would you like to write for ***The Bullhorn***? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email Peter Brown or Rachel Rigolino.