



# The Bullhorn

The Official Newsletter of  
The SUNY New Paltz Chapter of the UUP



February, 2007

Volume 2, Issue 3

## Learning From the Shut-Down of Campus Buildings

By Glenn McNitt, Chapter President

On the weekend of February 4, as we all know, seven campus buildings were compromised by the heating supply, a steam line rupture. Hot water pipes used to supply heat to these buildings burst, froze and then flooded areas as attempts were made to return heat. While the incident caused inconvenience to some, others suffered real tragedies as research laboratories, departmental and faculty offices were flooded with spraying water. Whole bodies of research materials, data bases in computers and labs were destroyed, and computer and other equipment made unusable.

### Part-Timers DSI Deadline Approaches Adjuncts Encouraged to Apply

By Jeff Crane, UUP Delegate

Adjuncts (part-time faculty) at SUNY New Paltz have *always* been eligible to receive Discretionary Salary Increases (DSI). However, up until now, the process has been so tailored toward tenure-track faculty that few adjuncts have been aware that they may apply for a DSI, or of how to do so, and fewer still were granted an award if they did apply.

Now for the first time, the process has been significantly changed to encourage and enable adjuncts to receive DSIs. These modest increases in salary will be added to base pay and will carry over from year to year. The award per 3-credit course is currently set at \$55.

Thus an adjunct teaching four courses per year

*DSI Deadline continued on page 8*

We need to remember that the hardships were not evenly distributed, and we should do what we can to assist those among us who suffered the most. But we must also assess what happened here to learn some "lessons," as well.

My original report, e-mailed to the faculty upon my inspection of the building, is included in this

*Shut-Down continued on page 7*



Photo by Susan Lehrer

### Lights! Camera! (Political) Action!

New Paltz was used as the site for a UUP television commercial filming in January. The commercial, designed to educate the public and pressure lawmakers about SUNY issues in advance of the legislative budget process, will be airing all around the state in major media markets (which we are not!). Several local students and UUP members appear in the piece including Angela Bristol, Mary Furey, Deena Gill, Erick Hart, Paul Kassel, Glenn McNitt, Jeff Miller, Ann Minnick, Brian Obach, Ilgu Ozler, and Doug Pasquerella. Above UUPers enact a scene designed to represent one of the SUNY hospitals currently threatened with privatization. The commercial can be viewed at the UUP web site at [www.uupinfo.org](http://www.uupinfo.org).



# Unions Oppose Iraq War

## Contrast to Vietnam

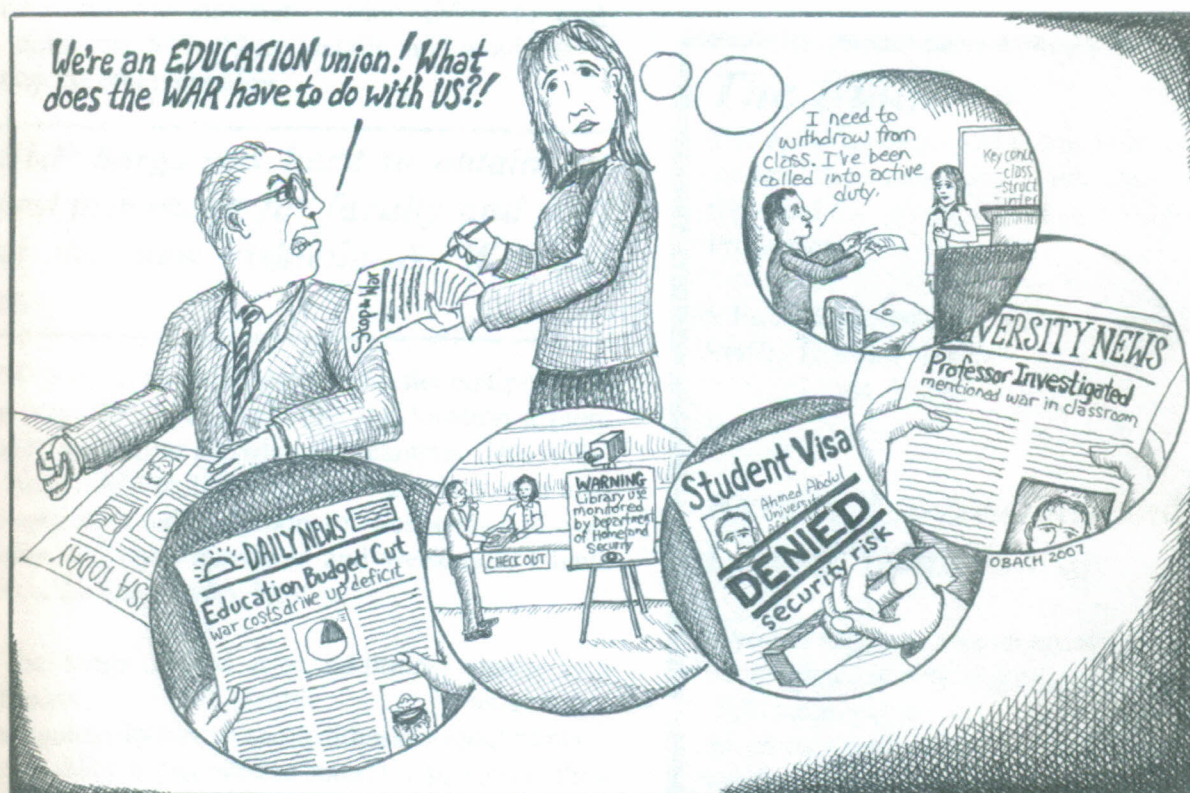
By Brian Obach, Chapter Delegate

During the Vietnam War, the majority of the labor movement in the United States supported the War. There were some notable exceptions, however, such as the United Autoworkers. Yet most unions supported the US war policy as part of a larger anti-communist ideology, and in line with the national labor federation, the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

This stands in sharp contrast to today: Over a year and a half ago, the AFL-CIO passed a resolution calling for the rapid return of US troops from Iraq. That was the first time that the federation has ever taken a stand against an on-going war. The American Federation of Teachers (AFT), our

national union body, also passed an anti-war resolution last summer at its annual convention. While a similar resolution was defeated in 2004, the deteriorating situation in Iraq and the escalating costs of the war convinced a majority of the convention delegates to make clear their opposition. Then, last May, the New York State United Teachers (NYSUT), our statewide organization, passed a strongly worded anti-war resolution calling in part for elected leaders "...to put a stop to the unending military presence that will waste lives and resources, undermine our nation's security and weaken our military..."

War continued on page 10





## Athletic & Wellness Center Celebrates First Anniversary

By Peter D.G. Brown  
Chapter Vice President for Academics

The UUP encourages a healthy lifestyle, which benefits everyone: primarily the individual and one's immediate family, but also the College, the union and even the country at large, as we strive to stay healthy and keep medical costs as low as possible.

Last year, the UUP bargained hard to obtain the very best provisions for faculty and staff to use the new Athletic & Wellness Center (AWC). Then in June, after not having worked out for more than fifteen years, I became one of the first faculty members to join, initially on a trial basis and then as a regular member for the modest annual fee of \$100. I found this to be a great bargain compared to the other facilities in the area.

Fees for spouses are \$180 per year or \$90 per term or semester. Up to four additional immediate family members 18 and older can also join for \$50 each. Family members 18 and older can also purchase a separate membership for the summer session (May to mid-August only) for \$75. More details are available at [www.newpaltz.edu/recreation](http://www.newpaltz.edu/recreation).

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***The UUP bargained hard to obtain the very best provisions for faculty and staff to use the new Athletic & Wellness Center.***

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The AWC is clean and air conditioned, the equipment is virtually new, the staff is friendly, the location a mere five-minute walk from anywhere on campus. The AWC is open from 7 AM to 11.30 PM on weekdays, and also remains open with reduced hours on weekends and over intersession. On most mornings and weekends, I have found attendance to be very light.

One of the things offered at no additional charge is a comprehensive health assessment ([www.newpaltz.edu/recreation/healthassessment.html](http://www.newpaltz.edu/recreation/healthassessment.html)). In order to tailor a customized exercise program, they assess body fat, weight, body size, flexibility, strength, blood pressure, cardiovascular, heart rate, nutrition,

stress, lifestyle, and disease risks. This individualized assessment takes about an hour and is, by itself, worth more than the annual membership fee.

Members may also participate in aerobics, pilates, yoga and a dozen other classes ranging from salsa to kickboxing ([www.newpaltz.edu/recreation/aerobicsyoga.html](http://www.newpaltz.edu/recreation/aerobicsyoga.html)).

If you are at all like me and rarely lift anything heavier than a pencil, then beginning an exercise program means overcoming a certain amount of inertia. Working out on a regular basis requires developing a self-discipline that carries over into other areas of one's life, building self-confidence and a sense of accomplishment. For those of us working primarily with ideas, texts, formulae and concepts, exercise can provide a wonderful physical counterbalance to all those mental abstractions.

### ***The Bullhorn***

The opinions expressed in the *Bullhorn* are those of the authors and do not necessarily represent the opinion of the United University Professions.

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### **Article Submissions and Letters to the Editor**

If you have an idea for an article please contact Brian Obach at [obachb@newpaltz.edu](mailto:obachb@newpaltz.edu). All UUP members are welcome to submit letters to the editor. Letters should be no longer than 150 words. They should be sent as an attachment in Word format to the above e-mail address.



# Being Evaluated? Know Your Rights!

Larry Fialkow  
Chapter Grievance Officer

Throughout the year, but particularly during the Spring semester, academics and professionals are undergoing evaluation for reappointment. This is a brief reminder as to how the contract impacts the evaluation process. If you have any questions about these matters, don't hesitate to contact me ([fialkowl@newplatz.edu](mailto:fialkowl@newplatz.edu)) or the UUP office.

## Professionals

Appendix A-28 of the Agreement describes the system of evaluation for professional employees. Other relevant sections of the contract include Article 30 and Appendix 13. As a professional employee, you should have a performance program that reflects your professional duties and the basis for your evaluation. As your duties change, the performance program should be updated in consultation with your supervisor. Formal evaluation of each professional should occur each year, based upon the current performance program. This process may lead to revisions in the performance program for the future. The evaluation process leads to a Final Evaluation Report in which the employee's performance is rated either "satisfactory" or "unsatisfactory". If the evaluation coincides with a term reappointment process, there may also be a recommendation for reappointment or non-reappointment. To appeal an "unsatisfactory" rating, you should adhere to the following: "A professional employee who seeks a review of a final evaluation report characterized as 'unsatisfactory' *must inform in writing the immediate supervisor, the Chair of the Committee on Professional Evaluation, and the college president or designee within ten (10) working days of receipt of the report*" (A-28-V(9)(b)). At the same time, let the chapter UUP know that you are filing an appeal.

## Academics

As a practical matter, the evaluation process for academics is generally not governed by the UUP contract (although Article 30 on Appointment, Evaluation and Promotion and Article 7 on the Grievance Procedure, touch on evaluation). For academics, the general standards for evaluation are given by Article XII of the Policies of the Board of Trustees. The system of reviews by departmental subcommittees, chairs, deans, and the Central Committee, and the final reviews by the Provost and the President, are within the purview of the local governance system. If you perceive some unfairness in your evaluation, we can try to smooth out difficulties informally, but these matters are generally not within the scope of the contract.

## A Final Appeal

This article describes circumstances under which an employee who has been denied continuing appointment (academics) or permanent appointment (professionals) may be entitled to a review by the Chancellor. Within 10 working days after receiving a non-reappointment notice, the employee must submit to the College President a written request for the reasons for the non-renewal. Depending on previous recommendations in the employee's case, the College President's response will indicate whether the employee is entitled to a Chancellor's review. If so, the employee has 10 working days after notification by the College President to submit to the Chancellor a request for a review.



## Air Conditioning Finally Coming to Humanities

By Peter D.G. Brown  
UUP Chapter Vice President for Academics  
Humanities Building Coordinator emeritus

It's official: air conditioning is finally coming to the Humanities Building. The low-key announcement came at a meeting of the Academic Senate last November, when Provost David Lavallee remarked that the College had accepted the recommendations of a feasibility study by the New York Power Authority and would begin the design work immediately. The actual construction will begin right after graduation in May 2007, when both Humanities and the Faculty Tower will be shut down for construction over the summer.

According to the official College construction website, the folks at Facilities Management "hope to have cool air flowing by summer 2008." You can follow the periodically updated progress reports <sup>at</sup> [www.newpaltz.edu/construction/view.cfm?id=76](http://www.newpaltz.edu/construction/view.cfm?id=76).

The main components of this mammoth \$5.5 million project will be:

- installation of a new 350-ton centrifugal chiller and cooling tower in the Lecture Center, which can service not just the LC and Humanities, but also the Library and Jacobson Faculty Tower;
- installation throughout Humanities of 82 new (under)window-type fan coil units to provide heating and cooling;
- replacing the existing 120 packaged terminal air conditioner window units in the Faculty Tower with 130 more energy-efficient fan coil units.

When the cool air starts flowing by the summer of 2008, it will have been over ten years since I was

appointed by the previous administration to head the Task Force on Humanizing Humanities. New windows and air conditioning for Humanities were originally planned as a joint Humanizing Humanities project back in 1998 (see my article on "Inhumanities: SUNY's Sweatshop" in *The Bullhorn*, volume 1, no.1, October 2005).

Despite frequent pleas by faculty and students over the years, despite a spirited public relations campaign and thousands of petition signatures collected, there was always some reason given to explain why the project just couldn't be realized: either there was not enough money in the current construction cycle, or there were engineering impediments that couldn't be overcome, such as insufficient ceiling space for ductwork or insufficient electricity in the building.

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*The recent decision by the College administration to finally air condition Humanities, the most heavily used classroom building on campus, represents an enormous victory for the union and for the entire College community.*

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It wasn't until 2005, when the UUP made the proposal for air conditioning Humanities a high priority and regularly raised the issue at labor-management meetings, that we finally saw the administration beginning to come around and seriously try to devise a solution.

The recent decision by the College administration to finally air condition Humanities, the most heavily used classroom building on campus, represents an enormous victory for the union and for the entire College community.



## New Paltz Activists Advance UUP Adjunct Policy

By Jeff Crane, UUP Delegate

At the Fall 2005 UUP Delegate Assembly President Bill Scheuerman declared the academic year 2005-2006 to be UUP's "Year of the Part-Timer." Among the several achievements of the past year were an award given to three UUP part-timers for "Courageous Service" and the creation of a President's Commission on Part-Time Labor, which conducted a survey of part-time and contingent academic and professional faculty.

One of the most significant achievements of the Year of the Part-Timer was a ten-point resolution developed by the Coalition for Contingent Faculty, an advocacy and networking group working statewide within UUP, with several members of the Steering Committee coming from our own campus. The resolution was passed unanimously by the UUP Statewide Part-Time Concerns Committee at the Fall DA held last September in Rochester. It calls for salary equity, job security and opportunities for adjuncts at all SUNY campuses. The resolution was then introduced to the full Delegate Assembly, which added one last point for an even 10 and voted unanimously to present it to the UUP's Negotiations Committee.

While statewide UUP negotiations for the next contract have not yet begun, demands for part time salary increases on local campuses have resulted in some modest gains. The UUP reported that 14 campuses have secured wage increases for part-timers since 2005, some by as much as 87%. The base salary for a three credit course at New Paltz (\$2,550) is now the second highest in the state, behind only Albany at \$2,800.

Unfortunately, none of these welcome increases in compensation are sufficient to offset the trend documented by Peter D.G. Brown, our chapter's VP for Academics, in the October 2006 issue of The Bullhorn. When adjusted for inflation, adjuncts today are making less than half of what they got 35 years ago, and the gap between the wages for tenure-track and adjunct faculty continues to widen.

### **Upon recommendation of the Part-Time Concerns Committee, this Delegate Assembly refers the following to the Negotiations Committee:**

- Include a system of statewide salary minima for all part-time employees based on the negotiated minima for full-time employees.
- Establish a wage step system for all employees, applicable to part-time as well as full-time employees.
- Ensure greater opportunities for qualified part-time faculty to obtain full-time employment by providing for the conversion of part-time into full-time positions and by giving priority consideration in new positions to current personnel.
- Ensure that professional obligations are addressed concerning course load, service and scholarship.
- Allow more flexibility for contingent faculty to receive benefits, so that, e.g. they continue to receive health insurance even if a planned course fails to materialize.
- Provide equal access to all negotiated benefits, including, but not limited to Labor Management funds and programs.
- Provide that all part-time employees eligible for term appointment be given no less than one-year contracts, and that their relationship with the university be maintained, even if an assignment is not available within the tenure of the appointment.
- Provide that part-time employees who have taught six semesters shall receive recall rights and two-year contracts.
- Provide that after two consecutive two-year contract part-time employees shall receive three-year contracts
- Extend downstate location pay to Part-Timers.



## Shut Down

Continued from page 1

issue, but in short, I reported that WSB looked like a disaster area. I reported what I saw and found to the Administration immediately. When I spoke with Cathy Beard, the Assistant Vice President for Human Resources, she reported that the facilities maintenance staff was doing the best they could to return heat to the buildings. I presumed that. However, my concern was for the people in WSB, in particular those who continued to work in the building. I urged the closing of the building and that employees be notified to vacate their offices, labs, and classrooms until the heat was returned to normal. Assistant VP Beard made it clear that employees who wished, could work at other locations on campus, if they chose. According to her, it was a voluntary decision on the part of employees, either to take a vacation day, move to another location on campus, or to work in their normal work site. I reported to Beard that there were open propane-fired heaters and later, huge electric heaters—fans powered by “jerry-rigged” exposed cables—that were simply dangerous to staff and students. Later that morning, I also spoke directly with the President, urging him to close the building for health and safety reasons and to order all non-maintenance employees to vacate, but understandably he wished to learn from Administrators and facilities staff their assessment of the building and recommendations for action.

I was disturbed that the Administration did not mandate that no employees other than facilities personnel be permitted to enter this building.

Not only was the Administration wrong on this, in my opinion, so were many faculty members. I spoke personally with at least 10 UUP members whom I found in the building and urged them to leave WSB and to send their staff and students home or at least out of the building. Professional faculty members were not authorized to send their staff home, so they passed on the directives from HR that offered alternative work locations on campus. Academic faculty were actually attempting to teach classes, with students bundled in their

winter coats in front of them. As I spoke with members in their offices, they were often installing space heaters in their work location, an activity that may actually be against regulations at the campus. We are all committed to our work, teaching, and research, but we must also be cognizant of health and safety regulations. In short, our commitment to doing our work must be tempered by thoughtful consideration of health and safety.

At this point, none of us knows the consequences of our actions here. Good people risked their own health and that of students and other staff because

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***I urged the closing of the building and that employees be notified to vacate their offices, labs, and classrooms until the heat was returned to normal.***

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they chose to stay at their work spaces under unacceptable conditions. Worse, they returned to these locations after the circumstances of the building were well known. In my opinion, these were poor choices. Achieving health and safety regulations for the protection of employees has been the result of many hard-fought battles by unions and labor, and we should be mindful of that fact. It took years of effort to demonstrate that exposure to toxic chemicals, improper ventilation, unsafe fire conditions, and too hot or too cold working conditions required regulations for the well being of workers. We must not violate the very regulations that protect our members and those we serve. We should not let this happen again.

We all have an opportunity to learn from this experience. I speak only for UUP, but we must step up when we see that members of the Administration, as well as UUP members, are misdirected in their concerns, and assert that health and safety is trumped by the need to “keep the building open.” We have an obligation to one another, to those who help us do our jobs, and to our students. We are the guardians of our own well-being. Hopefully, we and the Administration as well, learned something from this unfortunate event.



## DSI Deadline

Continued from page 1

would receive an extra \$220 annually. In order to receive DSI, you must apply. An overview of the process and guidelines for the contents of the dossier, which can be found online on MyNewPaltz.edu, are reproduced below. Applications are due March 5<sup>th</sup>, but you should consult with the Chair of your department immediately in order to understand how the process will work in your particular Department.

The UUP has worked hard to make this money available to part-timers. Though it does not come close to achieving equity for part-time academic salaries, it is a tiny but significant step in the right direction. We strongly urge you to apply for DSI. DSI for Part-time Faculty - Overview Discretionary Salary Increases are, by agreement between the SUNY system and the collective bargaining unit for teaching and non-teaching professional staff, the UUP, the prerogative of the President of each campus. SUNY campuses vary widely in the extent to which members of the bargaining unit participate in the process of recommending recipients of discretionary salary increases. New Paltz has one of the most inclusive processes for teaching faculty.

Over the past year, we have been involved in discussions to find ways to provide an opportunity for part-time faculty to demonstrate that their effort qualifies for a discretionary increase. The campus administration is receptive to suggestions on ways to ensure that the DSI process recognizes exemplary performance and is conducted fairly. After consultation of the Deans with their faculty members and with the Central Committee on Promotion and Salary Increase, the following procedure for part-time faculty has been adopted for 2006 (experience may, of course, lead to modifications of the process in the future): Each department can determine its own internal method to arrive at a recommendation.

The department's recommendation and the

department chair's own recommendation will be sent with the application to the Dean. The Dean will review the departmental recommendation and include his/her recommendation in the file when it is sent to the Provost. The Provost will compose a full list of recommendations, along with those for full-time faculty and non-teaching professional staff for the President, consistent with the amount available in the contractual pool. Because part-time faculty members are, in general, expected to focus on their teaching and associated office hour(s), rather than research or college-wide service, the application from the part-time faculty member requesting a discretionary salary increase should typically focus on teaching accomplishments (course revision, introduction of successful pedagogical innovation, creative assignments or assessment, etc.).

Voluntary contributions to the department, informal teaching efforts (projects with students, etc.) can be used as the basis for an award, but are not required or expected. Longevity, in and of itself, is not a criterion for a discretionary award.

As stipulated in the UUP-SUNY agreement, a discretionary salary increase is applied to the base income of the recipient. In the case of part-time faculty, the award will be applied to the per-credit hour rate for the DSI recipient. Based on the percentage increase of an award at the current major level (\$1,250), the per-credit hour rate would be increased \$55 per three-credit course, amounting to \$220/year for a part-time faculty member teaching 4 courses/year. This increase will be added to the individual's base per credit base stipend and will, therefore, also be reflected in across-the-board percentage increases.

DSI application files are limited to one small three ring binder (1 1/2" to 2").

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Conciseness is highly valued by reviewers. Materials should be secured (i.e., not loose sheets in a folder) to prevent loss or disorder and should be arranged in the sequence given below.

**Required Materials** 1 – Curriculum Vitae 2 – Personal statement of the basis for the request. This narrative should be relatively brief (1-3 pages, typically) and include such elements as (a) what may have prompted the course revision, teaching innovation, etc, (b) a description of the accomplishment, c) goals that you hope to achieve and (d) discussion of the actual or anticipated success. (The supporting materials themselves are at the end of the dossier.) 3- List of courses taught for two years, ending with the Fall 2006 semester. Course enrollments and any special qualities of each course (writing intensive, part of the Freshman Year Initiative (FYI) or Freshman Interest Group (FIG) programs, evening or weekend courses, etc.) should be included. 4- Syllabi or course outlines for the courses listed in (3). 5- SEI's and observation reports by supervisor and/or other colleagues for courses listed in (3). 6- Relevant and concise materials to support the basis of the request.

**Optional Materials** 1- Sample assignments, examinations, student work that supports the request. 2- Evidence of outside-the-classroom teaching activities such as independent study projects, student club activities, etc, if used as the basis for a request. (These types of activities are voluntary and not expected, but can be the basis for a request).

Because the process of formulating a procedure for DSI awards specifically for part-time faculty began in the 2004-2005 academic year, applicants may cite achievements that occurred anytime during the two-year period from January 2005 through December 2006.

It is anticipated that in future years the period will be the calendar year preceding the application semester of application (e.g., January 1, 2007-December 31, 2007 for next year's schedule).

Application are due from part-time faculty members to department offices: March 5, 2007  
Recommendations of department to Chair: March 26, 2007. File with Chair and department recommendations to Dean: April 16, 2007. File with Dean, chair and dept. recommendations to Provost: May 4, 2007. Funds are typically allocated in November or December and will be retroactive to the beginning of the Fall semester.

Remember, even small DSI raises go to the base salary and while they should be larger, will still increase your pay over time.



Photo by Susan Lehrer

### Behind the scenes

You may not recognize Mary Thompson, but you would realize if she weren't there. Mary is the assistant to UUP Chapter President Glenn McNitt, and she makes sure that the UUP's business actually gets done. Most of the time she's working away in the UUP office in the bowels of the Lecture Center, but if you happen to see her on the surface, be sure to say hello and thank her for her good work!



# War

Continued from page 2

Official statements have been backed with anti-war action by many in the labor movement. There has been a visible labor presence at major war protests including a 15,000 strong labor contingent at the April 2006 anti-war demonstration in New York City.

Much of the anti-war organizing within the labor movement has been carried out by a coalition called US Labor Against the War (USLAW). Formed in January, 2003 before the war even began, this coalition of unions, labor councils, worker centers and other labor organizations now boasts over 150 affiliates, including the UUP. While several major unions and union federations have taken a position against the war, it was USLAW that organized anti-war sentiment and pushed for action on the issue.

Michael Zweig, a UUP member from SUNY Stony Brook, is an active member of USLAW. He laments the failure of many national labor leaders to take a more pro-active stance on international affairs, but he sees promise in the willingness of many labor organizations to speak out against the war. In a fall 2005 article that he published in the *New Labor Forum* Zweig attributes anti-war action on the part of labor to three factors. First, the war is seen as directly tied to the Bush Administration, which has been hostile to workers on many fronts. It is unknown whether as much war opposition would emerge under Democratic leadership, given that labor is historically allied with the Democratic Party, but few within organized labor will take any action to shield the Bush Administration from criticism. The second factor that Zweig identifies is the tolerant approach of the new national labor leadership. While national federation leaders used to insist upon disciplined political unity among affiliate organizations, the new leadership, first elected in 1995, is more open to diverse viewpoints and independent action on the part of affiliate members.

The third factor cited by Zweig is perhaps most important, and that is that many of today's unionists are more critical of the existing economic and political order than they have been in the past. Not only have they witnessed and learned from the Vietnam experience, but they have also seen the devastating effects of economic liberalization and corporate restructuring. Stagnating wages, growing inequality, obscene CEO compensation, the deterioration of health benefits and pensions have all served to foster a critical assessment of the true intentions of political and economic elites. Nationalist appeals are met with greater skepticism when political leaders are simultaneously creating

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***Many of today's unionists are more critical of the existing economic and political order than they have been in the past.***

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conditions whereby US jobs are likely to be outsourced to low wage nations, including some of the so-called "communist" nations such as China and Vietnam that used to be central to their ideological appeals.

This development is important because it creates the prospect for greater international worker solidarity and a shift away from the conservatism and narrow self interest that characterized much of US labor during the Cold War era. On foreign policy and on some domestic social issues many labor leaders failed to defend the interests of the working class and instead focused on narrow job protection for their members. While this allowed for increased wages for some American workers and enabled many to achieve middle class status, the long term repercussions of this strategy left many unionists vulnerable.

As economic globalization has accelerated, the radical worker movements that were suppressed by US policy in developing nations created a disempowered pool of low wage workers vulnerable to exploitation by US firms who relocate abroad. Thus, the very foreign policy supported

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by American unions in the name of fighting communism, including support for military adventures abroad, ultimately contributed to union decline in the US. The need to rethink this approach is now evident to many. Unions need to think in class terms and to recognize the connection between worker interests and the broad range of issues that affect working people around the world, be it the sex trade in Thailand, sweatshops in Honduras, political prisoners in China or war in Iraq.

While some still view war and international relations as beyond the purview of labor unions, war is the ultimate worker issue. Those who fight and die on both sides of any international conflict are working class people who have little to gain in the wars declared and directed by economic and political elites. In addition to the loss of life, it is working people who suffer as scarce resources are redirected into the war machine and away from spending on education, health care and other social needs.

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As educators we see first hand the shameful lack of resources that are put into education at all levels. We see high school graduates who lack basic writing skills. We see the hyper-exploitation of adjunct faculty. We see tuition rates rise at an astronomical pace locking many young people out of higher education and pushing them into military service. We repeatedly hear political elites claim that there is simply not enough money to provide students with a decent education. Yet, when oil interests or other corporate concerns are threatened, they manage to find billions to fund war.

War is a worker issue when interests are conceived in class terms, not just in terms of the interests of particular union members. And in order for unions to survive and succeed in their primary mission of improving the lives of working people, this broader long term strategic thinking is necessary. We must fight for labor rights at home and abroad and oppose wars that pit worker against worker for the benefit of economic and political elites.

US Labor Against the War is not only spreading that message, but it is proactively working to build solidarity with workers in Iraq. In 2005 USLAW organized a US tour for six Iraqi labor leaders. They visited dozens of cities throughout the country to meet with labor, religious and community leaders in order to discuss the devastating impact of the war and the continued suppression of labor rights since the end of Saddam Hussein's regime.

Anti-war action within the labor movement is a hopeful sign. Building stronger ties among workers internationally is the ultimate goal. Bonds of international solidarity and the empowerment of labor movements nationally will help move us toward the kind of world for which we all should strive; one in which there are no wars to protest against.

For more information on US Labor Against the War go to <http://uslaboragainstawar.org/index.php>.

### Quotable

***"Washing one's hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral."***

***-Paulo Friere***



## **Original Report from UUP President Glenn McNitt on Building Crisis**

E-mailed to faculty February 7

Of the buildings I visited (Wooster Science Building, Coykendall Science Building, the Lecture Center, the Humanities, and the Jacobson Faculty Tower), I found relatively normal conditions in LC, HUM, & JFT. Unfortunately, that was not the case in WSB and CSB.

CSB was "bi-polar," in that the eastern side of the building where the laboratories are located had extremely high temps— reported to me to be 88F to 90F degrees, while the western side of the building—where department and faculty offices are located were in the 55F range. Classrooms I visited were comfortable, but offices and labs were not. Even on the same floor, offices on the 3rd floor differed greatly in temperature—from 75F in one office to needing a space heater next door. I reported these results to the Administration.

WSB is by far the most troubling. I teach there, so I was in the building early this morning. On the ground floor, there are offices—academic advising, C-step, and academic computing, located in the "lobby area." There were some 7 or more offices of professional and academic staff that were unusable—temps around 30 degrees, frozen hot water pipes, severe leaks from the ceiling unto desks, computers, and work spaces. The primary source of heat, which was inoperable, is hot-water base-board pipes, like many homes in the New Paltz area, located on the outer perimeter of the building—along the windows—and all were frozen. As the facilities maintenance crews attempted to thaw these pipes, burst [pipes] were discovered virtually everywhere. Burst pipes on the second floor caused flooding on the first, and these caused flooding on the basement. Some departments, such as Physics, were literally inundated with water and forced to evacuate. Computers, filing cabinets, materials on desks and shelves were damaged beyond repair. Some faculty and staff were "relocated" to spaces down the hall or outside the building.

## **You are NOT a UUP member... until you sign a card!!!**

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Everyone in the bargaining unit is required to pay an "agency fee" to cover the cost of the services that the UUP provides, but only members get to vote in elections, attend union functions, hold elected office and enjoy other privileges associated with union membership. There is no additional charge to be a union member. And membership not only provides you with additional privileges, it also strengthens the union and improves our ability to advance our collective interests.

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