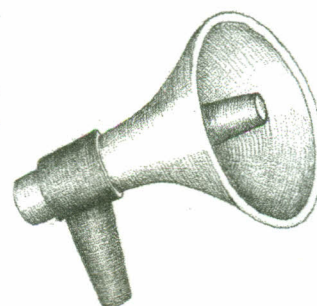




# The Bullhorn

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



Online @: <http://www.newpaltz.edu/uup>

October 17, 2005

Vol. 1, Issue 1

## Core Campus Hours: Contract Violation

### A note from the Editor:

Welcome to the premier issue of *The Bullhorn*, the official newsletter of the New Paltz UUP. *The Bullhorn* is designed to keep UUP members informed about important issues that affect our work lives and to provide a forum for discussion and debate about those issues. We also hope that the news and information contained herein will serve as a call to action. We chose the name "Bullhorn" because a bullhorn can be used to inform people in a loud and powerful way and because it is a commonly used activist tool. As union members we are first and foremost, activists; people who have come together to collectively advance not only our own interests, but to improve our society as a whole. The articles included in the newsletter provide many means by which you can become more involved in the UUP. Hopefully, *The Bullhorn* will serve as a powerful tool; it is up to you to use it.

### Equity Week

**October 31-November 4**

**Support equity for  
adjuncts!**

**Sign the Petition!**

**UUP will be tabling all week in  
the JFT lobby. Please stop by.**

**Watch for the next issue of the  
Bullhorn which will feature the  
plight of our adjunct faculty**

The August announcement from Human Resources that the campus would change to new core hours, keeping the campus open for an additional half-hour each work day, attempted to impose a "defined work day" and "lunch hour" on UUP professionals. Such attempts are violations of the UUP contract and work responsibilities of professional employees.

Unlike classified staff, most UUP professionals are termed "Exempt from the Fair Labor Standards Act (FLSA)", and as such, do not have a defined work day. We have a professional obligation, meaning basically that tasks we are expected to perform as professionals do not fit well into an 8:30 to 5:00 time frame. Often, our responsibilities require attention beyond normal work hours of the campus, and even typical work days. We have a professional obligation, not a work day. In those situations where we must work longer days, due to emergencies or cyclical increases in work load, we do not receive overtime pay. We receive compensatory time, mostly scheduled time off, to compensate for periods of excessive work time. Others, who are non-Exempt, receive overtime pay for the hours beyond the normal work day.

Secondly, we do not receive a pre-scheduled lunch hour. There is no lunch period or scheduled 15 minute breaks for UUP professionals. Many of our employees take a short lunch break of half-hour or so; some take no lunch break. The attempt by Human Resources to impose a lunch hour is as much a violation of the UUP contract as is the attempt to impose the work day.

Finally, any changes that affect the work of professionals cannot be made unilaterally by the Administration without negotiations with UUP. Negotiations did not occur before the announced change of core hours.

UUP notified the Administration that the plan for implementing the new core hours for professional staff must be delayed in contemplation of rescinding these rules for UUP members. In the absence of flexible start and end work times for UUP professionals, as well as violations of mandated negotiations, UUP notified the Administration that it contemplated filing an Improper Practice charge with PERB, the NYS Board that oversees public employment conformance with the Taylor Law.

At a Labor/Management meeting of 10/6/05, the Administration agreed to withdraw all previous announcements regarding the core hours as they affect professional staff, and a new Update will clarify a revised implementation plan for UUP professionals. I anticipate a favorable resolution of this problem. In the meantime, I urge all members of UUP to comply with the directives of their supervisors. Do not be insubordinate. If directives violate the contract, grievances will be filed on an individual basis.

*Glenn McNitt*  
Chapter President  
UUP New Paltz



## SUNY's Sweatshop: (In)Humanities

Those of us teaching in the Humanities Building, the College's principal classroom building, are fervently looking forward to cooler weather, yet dreading the day when the central heating system will be turned on. Not until the outside temperatures get really low does this building, with virtually no air circulation, become barely tolerable for faculty and the ever-larger numbers of students crammed into classrooms there.

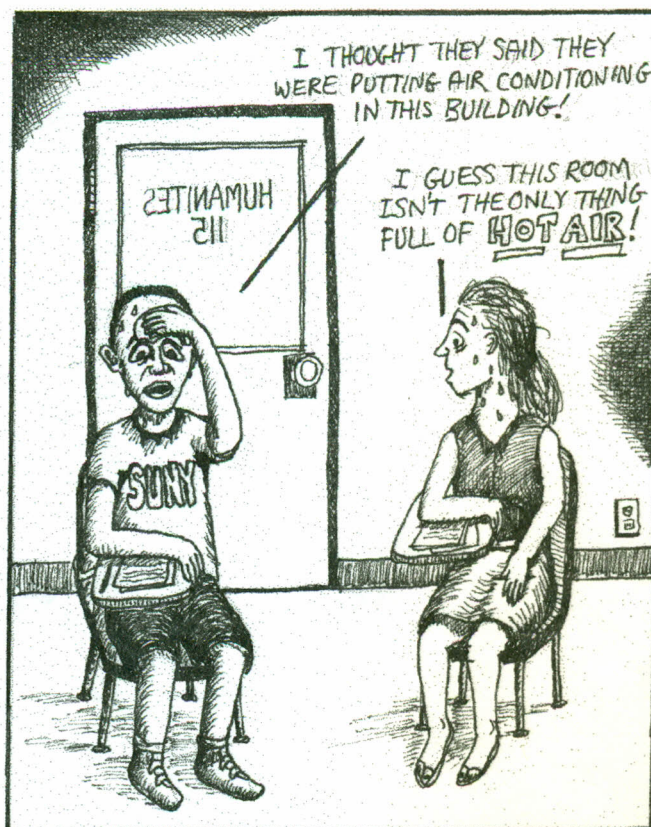
New windows and air conditioning for Humanities were planned as a joint "Humanizing Humanities" project beginning in 1998. The two stages of the project became separated in 2001. New, fixed windows were installed in the fall of 2003. As a result of the permanently closed windows, air quality was significantly diminished, especially on the south side of the building, which now acts as a giant solar collector for over half of the year (April to October). This situation became acute in 2004, with widespread complaints and a small number of serious health incidents reported by students and faculty.

The original plan to centrally air condition the Humanities building, anchored in the 1999 Strategic Plan, was inexplicably abandoned by the current administration. As a result of installing the fixed windows and then not completing the next phase to install air conditioning in the building, the administration has created a situation that seriously degrades our principal teaching-learning environment and

### Article Submissions and Letters to the Editor

If you have an idea for an article, please contact the editor 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.

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[obachb@newpaltz.edu](mailto:obachb@newpaltz.edu)  
Staff: Donna Flayhan  
Linda Smith  
Adrienne Mora



threatens the health and safety of our students and faculty at their workplace.

The UUP raised the issue of the intolerable conditions in the Humanities building at a labor-management meeting this September and again in October. The administration has only grudgingly moved to view the situation as a serious problem; it has undertaken nothing to monitor conditions in the building, nor has the joint Health and Safety Committee met to pursue the issue.

Installation of floor fans in 2005 provided little relief, while significantly increasing noise levels. Phyllis Freeman (Psychology), using a portable, high-precision thermometer, monitored mid-afternoon temperatures in HUM 113 during September. The temperatures, averaging 88 degrees with two fans running, ranged between 86 and 92 degrees.

Over 1,000 students and faculty have signed a student-initiated petition calling for the installation of window units, pending the installation of central air conditioning in the building.

A formal proposal I presented to the Capital Planning Council last April was summarily rejected, claiming it was an "old proposal." The administration alleges there is not enough electrical capacity in the building to support such window units. However, despite repeated requests, no cost figure to upgrade the building's electrical capacity has ever been cited.

A consultant is currently reviewing the facility needs and feasibility for the various air conditioning options in Humanities, as well as the expanded needs of Sojourner Truth Library, Lecture Center and Jacobson Faculty Tower. This expanded feasibility study should determine the most efficient methods of providing air conditioning to these buildings. It will include two options: (1) to air condition the entire four-building complex, possibly with a central chiller; or (2) to air condition just the Humanities Building. This study should be completed by early December 2005.

Peter D.G. Brown (Foreign Languages)  
Humanities Building Coordinator  
VP for Academics, New Paltz Chapter, UUP



**United University Professions  
New Paltz Chapter**

# **AFL-CIO Shakeup: Unionism Strengthened or Weakened?**

**Introductory Remarks: Brian Obach,  
SUNY NP Sociology Department**

**Bill Scheuerman, President UNITED  
UNIVERSITY PROFESSIONS**

**Theresa Hammer, President and  
State Organizer, Local 471, HERE**

Wednesday October 26, 2005

8:00 p.m.

SUNY New Paltz Coykendall Science Building Auditorium

**Last summer several unions withdrew from the AFL-CIO. Who left? Why did these unions leave? How will this split impact unionism? Will unionism be strengthened or weakened? What does this split mean for workers?**

*\*Hear multiple points of view from insiders*

*\*Raise your questions*

*\*Express your opinion*

*\*Learn new information*

*\*Rethink your perspective*

*\*Enjoy the evening*

**Free and Open to the Public**

**For more information contact: Glenn McNitt, Chapter President.  
UUP Office Lecture Center 6A, SUNY New Paltz, NY  
12561. 845 257 2770 newpaltz@uupmail.org**

**Sponsored by United University Professions  
(UUP) New Paltz Chapter**

**Affiliations: New York State United Teachers, American Federation of Teachers, AFL-CIO**

## **Advancing Gender Equity:**

### **The UUP Women's Rights and Concerns Committee**

Working on committees is an excellent way to become involved in the union. For years, the UUP Women's Rights and Concerns Committee (WRCC) has been the most active union committee at SUNY New Paltz.

The WRCC is charged with standing up for fairness and equity for women on campus, in terms of policies and working conditions, and with seeing to it that women's issues and concerns are addressed by the union.

For the last three years, UUP has made gender equity a SUNY-wide priority, funding a statewide study of salaries and working conditions and training representatives on each campus to conduct local research. This work is being carried out at New Paltz by our local women's committee, which presented its first gender equity report in 2003. The report found, among other conditions, that there is greater gender inequity among academics than among professional staff; that campus-wide, men earn an average of \$7,000 more than women; that the greatest gender gap in salary and in numbers of people occurs at the full professor rank; and that departments with the highest salaries, both academic and professional, are historically male and are still male dominated.

Our study also raised many questions. For example, what factors contribute to salary differentials between men and women on campus? To what extent is gender a factor in promotions, tenure and discretionary salary increases, all of which affect base salary? Why is there more gender disparity among the academic faculty than professional staff? To what extent does motherhood affect women's salaries and careers? And what would an institution look like that was gender-fair for faculty and staff?

*Continued on page 4.*



Gender Equity From page 3.

Since that initial study, we have focused on a single aspect of gender equity: the effects of motherhood on academic careers. We embarked on a study to determine what impact family life has on an academic career and whether this impact is different for women and men.

The committee conducted two union forums on parenthood and academe, where we presented the existing research, gathered concrete suggestions for new practices and policies at SUNY, and began to develop an action plan for the committee and the union to pursue.

Building on what we learned at the forums, the committee recently sent around an online survey to all members of the bargaining unit to assess people's perceptions of family policies on campus and to elicit more ideas for family-friendly policies. The committee plans to hold a campus-wide forum at the end of this semester to present the results of the survey and a public meeting in the spring to initiate a community-wide conversation about work-life balance.

Through this work the members of the Women's Rights and Concerns Committee are finding our voice on campus and in our union. We know it takes more than doing studies and publicizing the findings to make change. But in the process we are becoming more active unionists and beginning to craft an agenda for change. As we pool our knowledge and our strength, we raise awareness, build solidarity, activate ourselves and others, and advance the cause of equality for women on this campus and throughout the SUNY system.

Donna Goodman, co-chair of UUP local and statewide Women's Rights and Concerns Committees

**Quotable**

"Cautious, careful people always casting about to preserve their reputation or social standards never can bring about reform. Those who are really in earnest are willing to be anything or nothing in the world's estimation, and publicly and privately, in season and out, avow their sympathies with despised ideas and their advocates, and bear the consequences."

Susan B. Anthony

## VOTE COPE!

There are three good reasons to contribute to union political action funds through the VOTE COPE payroll deduction, and three good reasons to do so now.

1. VOTE COPE contributions make sense. VOTE COPE offers a way to balance the large contributions from a small number of wealthy individuals with small contributions from a large number of people who are not rich.

2. VOTE COPE contributions are easy. All you have to do is fill in a simple VOTE COPE contribution form specifying the amount of money you want to contribute from each paycheck (average contributions are \$2 or \$3 per paycheck) and that amount is deducted from your paycheck every two weeks and sent directly to VOTE COPE.

3. VOTE COPE contributions are effective. VOTE COPE supports pro-education, pro-labor candidates who have the best chance of winning as well as supporting political advocacy efforts that help set the terms of debate. Our VOTE COPE funds supported more than 90 percent of the successful challenges in which pro-education, pro-labor candidates defeated representatives with weak records. While the defeated representatives averaged only a 35 percent pro-education voting record, the candidates who replaced them averaged 95 percent.

Three reasons to contribute now:

1. New York's 2006 elections for governor and state legislature may have a significant impact on SUNY.

2. The 2006 midterm elections offer a chance to win a pro-education, pro-labor majority in the United States House of Representatives and Senate.

3. Successful campaigns require money early.

Three other things you should know

1. No union dues are used for campaign contributions or political advocacy; all of the money for campaign contributions and political advocacy comes from voluntary VOTE COPE contributions.

**Quotable**

"I consider it important, indeed, urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."

Albert Einstein,

Charter member of AFT Local 552, Princeton University, comments in 1938 on why he joined the union.

2. VOTE-COPE contributions go to candidates with strong pro-education and pro-labor voting records, mostly to Democrats, but also to Republicans and Independents.

3. Opposition to public education is much more intense than most of us realize. Bill Bennett, the former Secretary of Education has been in the news lately, but some of the things he has said have not been considered scandalous. When Reed Hundt, chairman of the Federal Communications Commission during the first Clinton Administration, asked Bennett to support funding for classroom and library internet access Bennett said "he would not help, because he did not want public schools to obtain new funding, new capability, new tools for success. He wanted them, he said, to fail so that they could be replaced with vouchers, charter schools, religious schools, and other forms of private education."

**"Opposition to public education is much more intense than most of us realize."**

People often plan to make political contributions on their own rather than through VOTE COPE. If you plan to do so, please make a contribution to the candidates of your choice soon. If you find by December 1 that you just haven't gotten around to it, consider that another good reason to sign up for VOTE COPE. You can get VOTE COPE cards from union representatives or call the union office (x2770).

Joel Lefkowitz, Political Science



## Academic Bills of (NO) Rights

I recently attended the UUP Delegate Assembly where one of the main concerns was how to confront current right-wing assaults on academic freedom. I avoid calling these measures an "Academic Bill of Rights" because they are anything but a set of "rights." Rather, what we are seeing with this move is an attack on our intellectual integrity in the classroom, by politicizing the hiring and evaluation of faculty, and by dictating how our academic subjects should be presented.

*"What we are seeing with this move is an attack on our intellectual integrity in the classroom."*

The UUP has denounced these efforts, which seemed to be dead in the water last semester, but in Sept. 2005 Chair of the SUNY Trustees' Academic Standards Committee, Father John Cremins, announced that they would be taking up the "Academic Bill of Rights" at a meeting on Oct. 24, 2005.

This is the situation that we face. Ultra-conservatives charge that university faculty across the nation are so overwhelmingly "leftist" that conservative students feel left out or discriminated against in the classroom. This charge, I note, has been offered without any real evidence of bias affecting conservative students, or data on the actual political spectrum of faculty. In fact, a working paper circulated to delegates at the UUP DA from one of our SUNY colleges shows quite diverse political leanings of faculty and students, and no evidence that faculty "impose their political views" on students (LaFalce, David & S.P. Gomez, Buffalo State, "Political Attitudes in the Classroom: Is Academia the Last Bastion of Liberalism?"). Clearly, if a student feels wronged, for whatever reason, universities already have in place an appeals system for addressing their grievances. And students have not complained about being 'discriminated against' for their conservative political views.

In 1940, the AAUP (American Association of University Professors) promulgated the seminal definition of the rights and duties of academic

freedom; their principles continue to be the reference point for the current debate. The problem is that the AAUP seems to have partly accepted this right-wing alteration, and their recent role has been ambiguous at best. In mid-2005, the AAUP agreed to a statement favoring some "Bill of Rights" sentiments, while in their June 2005 annual meeting they issued a statement that "takes special notice of so-called academic bills of rights that have been introduced in at least one-fourth of state legislatures. These bills would, in effect, replace academic standards with political criteria for determining whether the faculty of a college or university is fostering a plurality of perspectives." The current issue of AAUP's *Academe* is devoted to "Defending Academic Freedom," with ideas for "fighting back" against these incursions.

Ironically, these "Academic Bills of Rights," in various guises, use the *language* of diversity and affirmative action (which right-wingers have traditionally attacked) to propose 'balancing' these supposed liberals with conservatives, and would require that faculty both represent and present "both sides" of an issue. (Not to mention that an issue can be trivialized and critical thinking stifled by this "pro or con" approach.) One may suppose, then, that a faculty hired who explained the dehumanizing effects of slavery in a history or political science course, could be expected to be counterbalanced by faculty hired who favored slavery. Or when an expert on the Holocaust is hired, so too is a Holocaust denier? In truly Orwellian Newspeak, colleges would be *required* to pass some kind of political litmus test for faculty... in the name of "academic freedom!"

So far, no state has passed any 'academic rights' legislation, although it has been proposed in many states and is currently being smuggled into Congressional legislation on Higher Education. UUP President Bill Scheuerman has denounced these legislative proposals in New York, but he seemed pessimistic about removing "sense of Congress" language from upcoming federal legislation (which is not law per se, but encourages states to pass such laws).

*By Susan Lehrer, SUNY--New Paltz  
Delegate to UUP Delegate Assembly*

## Be Aware: Disciplinary Interrogation Now In Use

"Disciplinary interrogation" is a practice in which the administration interrogates employees suspected of engaging in behavior that may warrant disciplinary action. While this is allowable under Article 19 of the UUP Contract (the section dealing with discipline), it has rarely been used at New Paltz. In some cases informal questioning has been carried out, but it was not until very recently that the formal disciplinary mechanism has been utilized. Several faculty members have been subject to formal disciplinary interrogation within the last year. This has raised concerns that the Poskanzer administration and the newly hired Human Resources Director, Cathy Beard, are taking a more aggressive and confrontational approach to workplace problem solving.

The contract specifies that those called in for interrogation are entitled to have a UUP representative or a lawyer present. However, the union is not automatically notified when an interrogation notice is sent. Targeted employees must initiate union involvement on their own and they may be given as few as six hours to arrange for representation before they are required to submit to questioning, with or without a union representative.

Such aggressive tactics can obviously be intimidating to workers subject to this treatment, which is why union accompaniment at the interrogation meeting is so important. In one instance a faculty member called in for interrogation failed to ask for a union representative. Thus, he faced the questioning alone and ended up submitting his resignation without exercising many of the rights to which he was entitled.

Susan Bloom Jones, the labor relations specialist for the New Paltz UUP chapter, encourages anyone who receives an interrogation notice to utilize their right to UUP representation. "Important due process rights can be lost if targeted employees do not seek union representation. If anyone receives an interrogation notification, they should immediately contact the UUP."



**Know Your Union**

Unions are commonly organized at the local, state and national levels. The UUP is a union "local" (with "chapters" based on each campus) that is affiliated with the New York State United Teachers (NYSUT) at the state level and with the American Federation of Teachers (AFT) at the national level. Unions are also commonly affiliated with other unions representing other workers through union "federations", the main one being the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO). Union federations, like unions themselves, have a local, state and national configuration.

**Do You Know?**

According to UUP, "United University Professions is the union representing nearly 28,000 academic and professional faculty on 29 state-operated State University of New York campuses..."

Yes, the professionals at the college are included whenever the term faculty is used, unless it is preceded by the word **Academic**. They were previously referred to as non-teaching faculty. This classification applies to Faculty Governance, Faculty Meetings, Faculty Wives and Women, etc.

**Who receives \$3/mo. discount from Cellular One?**

Everyone who works at SUNY New Paltz and simply calls Ann Morrison at (914)453-4987.

**Who helps the environment, St. Jude Children's Research Hospital and people in need?**

Everyone who donates his or her old, discarded cell phone to Charitable Recycling through Phyllis Sturm, Secretary UUP at x3136. Collection bins are located at the Credit Union, FT lobby, South Hills Mall Customer Service and WRWD radio station.

**Who receives free medical attention, physical therapy, and/or legal assistance?**

Everyone with physical ailments caused by their job, such as carpal tunnel syndrome and sore neck and shoulders. Workman's Compensation pays your medical and drug bills, with no co-payment, if the injury is work related. Forms you need to file are located in Human Resources. The Occupational & Environmental Health Center of Eastern New York offers free medical treatment by Dr. Lynne Portnoy while Fine, Olin & Anderman, LLP provide free legal assistance to UUP members. You do NOT have to lose time from work to be eligible for Workman's Compensation benefits.

By Phyllis Sturm

**News Flash: Two Resolutions Submitted and Adopted**

On September 24, the two resolutions (below) were submitted to the statewide UUP Delegate Assembly by the New Paltz Part-Time Concerns Committee. Both resolutions were adopted.

\*Be it resolved that the Part-Time Concerns Committee and the Membership Officer be authorized to work with their counterparts at SUNY Central to draft and submit to the Labor-Management Committee a proposal to publish a SUNY-wide celebration of a Decade of Accomplishment (1995-2005) and contributions to the intellectual, cultural and aesthetic life of SUNY by our Part-time colleagues. The grant proposal shall include sufficient funds to support dedicated staff and an appropriate publication which includes graphics and other appropriate illustrations of these contributors.

The Purpose of this publication, in addition to the aforementioned celebration of quality, shall be the education of colleagues, students, and the general public to the important contribution of the cadre of Part-Timers to the State University of New York.

\*Be it resolved that UUP shall appoint a commission, to be called the "President's Commission on Part-Time Labor" to include members from each SUNY college, to report on the conditions of part-time employment across SUNY and to recommend reforms. The Commission shall rely on the continuing research of the UUP Research Department and of the local Chapter Leaderships. The Commission shall submit a report at the winter Delegate Assembly specifying the number of part-time faculty and professional staff at each college, their qualifications and length of service, the compensation scale, the terms of employment, and any special conditions. The Commission shall submit a second report at the spring Delegate Assembly recommending strategies 1) to achieve equitable salaries for part time faculty and professional staff, and 2) to achieve full-time employment for all UUP members who want it.

By Maryann Fallek, Part-Time Instructor  
Academic Delegate to the fall Delegate Assembly

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