

Sept/Oct 2017



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UUP Statewide Visits New Paltz

UUP Statewide President Fred Kowal visited New Paltz on, Thursday September 21st, to meet the rank-and-file of SUNY New Paltz. He was accompanied by Tom Tucker, statewide VP for Professionals, and Jeri O’Bryan-Losee, Secretary/Treasurer. The three officers met with more than 50 UUP members in a series of small meetings throughout the day, to discuss the issues that most concerned them. At the top of the list were questions related to the current negotiations with the State to hammer out a new, SUNY-wide Agreement.

Kowal reported that the State has offered us a similar package to the contract recently ratified by CSEA, which includes five-year agreement that includes a 2% across-the-board increase each year. There is additional money beyond the 2% that is the currently the focus of ne-

gotiations; the State would prefer to distribute all of it at the campus presidents’ discretion. UUP would prefer to translate these funds into non-discretionary increases distributed more equitably on base over the course of the five-year contract.

Kowal says he is hopeful that there will be a tentative agreement between SUNY and the State before the end of this year, or early in 2018. Currently, SUNY is still in negotiations with the State over setting a statewide minimum adjunct salary, the particulars of the monetary increases over the next five years, and family leave.

If you have any concerns, questions or comments please feel free to contact New Paltz Chapter President Beth Wilson, who is currently on working on the UUP contract in Albany with the priorities UUP members have brought to the attention of the statewide Negotiations Team.



(l-r) UUP President Fred Kowal, UUP New Paltz President Beth Wilson, statewide Secretary/Treasurer Jeri O’Bryan Losee, and VP for Professionals Tom Tucker.

“Yes or No? A New York Constitutional Convention?”

If New Yorkers vote for a constitutional convention in November, they will have to deal with an expensive and disruptive distraction months before the next presidential election – and just as their focus should be on the dysfunctional administration in Washington. UUP President Fred Kowal made that forceful case against a constitutional convention in an Oct. 16 debate at SUNY New Paltz, where he countered the pro-con views of his debating partner, Prof. Gerald Benjamin, with facts, figures and a strong delivery.

“I would like to know how we will all have input to develop proposals, and then turn those proposals into action,” Kowal said. “No one knows how deals will be struck. The money needed to run this convention would be better spent for an entirely different purpose. I think New York is being sold a quick-fix scheme. In order to achieve any progress in New York state, the focus needs to be national.”

Benjamin, a political scientist and former dean at New Paltz, directs the [Benjamin Center](#) at the college, which supports public policy research and regional engagement among diverse groups in the state. He bases his outspoken support for a constitutional convention on the need to correct what he calls New York’s “broken government.”

UUP New Paltz Chapter President Beth E. Wilson and K.T. Tobin, associate director of the Benjamin Center, co-moderated the debate.

Trickle-down policy upheaval

While not disputing that state government could work better at times, Kowal pointed out that even the most functional legislature would still have to deal with a federal government that is upending policies on health care, civil rights and public education.

Great uncertainty also looms around the vaguely defined Republican tax overhaul. All of this upheaval is already affecting the flow of federal money into New York that is needed for public education and health care, including care provided by the SUNY hospitals. UUP estimates that a constitutional convention could cost \$50 to \$100 million.

Outsiders may push right-wing ideas

Many of the well-funded right-wing organizations that have pushed an ultra-conservative agenda in the Trump administration could take advantage of a constitutional convention to press the causes of the charter school and fossil fuel industries at the expense of public education and the constitution’s “Forever Wild” clause that protects public lands from development, Kowal

said.

“A constitutional convention sounds like the panacea to all our problems,” Kowal said. “My feeling is that it is a mirage, and a dangerous one at that. There would be no transparency. There is also no accountability. At the end of the day, the delegates don’t have to answer to the people of New York.”

New York residents will vote in November on whether they want a constitutional convention or not. Delegates will be selected a year later, again through the ballot in the general election, and a convention would most likely begin in April 2019.

UUP members are working hard to educate voters about why a constitutional convention is such a bad idea. For more information and ideas on campus activities to oppose the convention, go to the [UUP website home page](#) and click on the red and grey box that says “Constitutional Convention Info.”



(Left: Gerald Benjamin– director of The Benjamin Center for Public Policy Initiatives at SUNY New Paltz. Right: Fred Kowal President of Statewide for United University Professionals [UUP].)

UUP Labor- Management Notes

Friday, September 22nd, 2017

3:00 pm

HAB 9th Floor Conference Room

In Attendance for UUP New Paltz Chapter

Beth Wilson (Chapter President), Gowri Parameswaran (VP for Academics), Kevin Saunders (VP for Professionals), Linda Suszczynski (Chapter Secretary), Amanda Merritt (Professional Delegate), Bill Capowski (Labor Relations Specialist).

In Attendance for SUNY New Paltz:

Donald Christian (President), Lorin Basden Arnold (Provost), Shelly Wright (VP for Communications &

1. Clarification of bargaining unit work. We have become aware that in a number of areas across the campus, the College has been increasing its reliance on student workers, in some cases in ways that may be eroding bargaining unit work. In some other instances, we have questions about some titles that have been designated MC, which might properly belong in the UUP bargaining unit. We would like to discuss how we might work together to clarify these issues.

UUP President Wilson opened the question by stating that UUP had heard from a number of areas in which student labor is used, there seem to be no clear lines established to distinguish between what was appropriate for the students to do, versus what is properly the work of members of the bargaining unit. We have heard that advising at times requests that Banner/Argos accounts be set up for student workers, raising concerns about possible **FERPA violations, among other things. UUP's primary interest is in clarifying the issue to avoid erosion of our bargaining unit.**

Management says they have looked into this and in Advising there have been no additional student workers added; in the Library two students had been added. President **Christian stated that it was in the College's (and the students') interest to offer useful employment opportunities** to students. President Christian remarked that he knows of no evidence in which students are replacing professional lines. Wilson countered by saying that in some areas (the IT Help Desk, for example), that it seemed appropriate for students to serve as an intake point, but that some concerns had been raised that there might be insufficient oversight by a professional member of our unit to assist in some of the more complex calls that might come in.

Provost Arnold commented it is not uncommon for students to have access to other student records. Students on campus do not advise, they may mentor other stu-

dents, but not advise. Students who need access to such records are asked to sign confidentiality agreements to help ensure they do not misuse any information.

VP Parameswaran questioned, what are some of the lines that cannot be crossed by a student? At this point, we do not have clear guidelines on this issue. Capowski stated that PERB has discussed this in terms of establishing a **'discernable boundary' between BU work vs non-BU work.** The Administration was sympathetic to the concern, in general; both parties agreed to continue discussion of the particulars offline to begin to establish greater clarity.

2. Blanket non-renewal/re-hiring of adjuncts.

Now that the Fall semester is well underway, we would like to know how many of the adjuncts who received non-renewal letters last Spring have been re-hired to teach for the Fall? In addition, we would like to know how much money the Administration believes has been saved by going through this process.

Wilson asked how many of the adjuncts who were sent letters of non-renewal returned in the Fall? The Provost responded that they sent out 160 letters of non-renewal last Spring, and of that group, 139 adjuncts have returned to the payroll for the Fall. This number reflects some adjuncts who were asked back, but did not return for their own reasons, and some others who teach only in the Spring but not in the Fall.

Provost Arnold stated they estimate the savings for Fall 2017 from this process was \$245,000. Wilson asked how this number was calculated. Were they thinking about paying all of those adjuncts the full semester rate? Under

the terms of the statewide Agreement, the most the College would possibly be subject to pay (if they had not given someone a letter of non-renewal) would be the first 45 days of the semester. She also pointed out the mass non-renewals last Spring caused great anxiety and seriously depressed morale across campus.

President Christian said we can argue on the precision of the \$245,000 savings, but even if it is half of that, it is significant for the institution.

President Christian wondered what the impact on morale would if some received letters, and some did not? Wilson stated that the provision in the Agreement is a notification right for those on term appointments, not a requirement that non-renewals must be given to everyone. Prior to **last Spring, the Provost's office would** send lists to each Dean of all the term adjuncts working in their schools, and the Deans would then work with their Dept. Chairs to determine which of these were not returning in the Fall, and only those adjuncts received the letter of non-renewal. For the vast majority of those receiving those certified letters last Spring, the non-renewal came as a real shock, and caused tremendous dismay.

3. Semester-by-semester/academic year appointments for adjuncts. We have had many reports from departments across the campus that adjuncts are only receiving one-semester appointment letters; in some cases, the members are reporting that their department chair has told them they intend to have them back in the Spring, but that they are not being allowed to issue academic year contracts; in other conversations, department chairs have informed us that they have been explicitly instructed that this is the case. Is this a new policy?

Provost Arnold said this is not a policy. We do have some people on academic year contracts. The largest cost we have is personnel, there is not a way to tighten the budget without personnel adjustments. She noted there is more predictability in adjuncts needed from Fall to Spring than from Spring to Fall, and so it should be possible to offer academic year contracts when possible. President Wilson countered by saying that she had heard from a number of department chairs (and members who were told by their department chairs) that they had been given explicit direction not to issue any academic year contracts. If this is not, in fact, an **official policy coming from the Provost's office, then it** would appear there needs to be improved communication to the Deans on this topic.

Wilson reported that one adjunct member, who had contacted her out of concern that she might need to find alternate employment in the Spring, after teaching

more than 15 years for the College, was an excellent example of a case where issuing an academic year contract made sense. Academic year contracts offer greater stability for the adjuncts, half the paperwork for the departments, and avoids many potential problems, such as having them find employment elsewhere, forcing the department chairs to find new adjuncts to teach their courses. Many of our adjunct faculty have committed themselves to SUNY New Paltz; it only makes sense that the College should try to make at least a minimal commitment to them in return.

Wilson reiterated that the fundamental message that the union is trying to communicate is that the Administration should show proper respect for teaching and learning on our campus.

4. Right of teaching faculty to self-adjust when course caps are increased. We have heard that course caps have been raised almost universally (within fire marshal limits of classrooms) across the disciplines. We would like to discuss and clarify the right of faculty given such **increased loads to 'self-adjust' (reducing the number or** changing the nature of assignments, etc.) as they work through the impact of these additional students. We would also like to know what the Administration plans for the future, in terms of potential effects on our teaching faculty. What might they expect in Spring 2018, and thereafter?

The Provost stated the faculty always make the decision for the content of the course. **We don't have a policy on** that. She stated that there was not a universal increase of course caps, but that her office had asked the Deans to scrutinize current course levels, given the budgetary situation. Faculty need to think creatively about how to handle the situation.

President Wilson reported having heard that one faculty member teaching an online, writing-intensive course saw his cap unilaterally raised to 25. She made the point that teaching online, properly done, is actually more labor-intensive than in a seated class. Self-adjusting in this instance might negatively impact the GE intent of the course.

Discussion turned to online teaching. President Wilson asked if there were an official policy regarding online teaching—do they have the right to make a member deliver a course online, or is it always by mutual agreement? The Provost replied that at this time, it is not a requirement.

It would make sense for us to ask that all newly hired faculty be expected to teach online, in areas where it makes sense. Management would like to see more faculty take the training course for online instruction.

5. Possible location for a second lactation room. It has been brought to our attention that a space formerly occupied as a faculty office (HUM308) might be easily converted for use as a lactation room. The first (and only) lactation space on campus is in the SUB, and the discussion with **our Women's Rights and Concerns Committee at the time** was that there would ultimately be other such rooms brought online, in order to have them in more reasonable

October 2017

Sun Mon Tue Wed Thu Fri Sat

1	2	3	4 Chapter Meeting Terrace 11:30-1:30	5	6	7
8	9 Fall	10 Break	11	12	13 Delegate Assembly Buffalo	14
15	16 Constitutional Convention Debate CSB Aud 6-8pm	17	18	19 Executive Committee Meeting	20	21
22	23 State Budget Teach-In 6:30 pm LC 104	24 Professionals: getting to permanency WSB Conf Rm 12:00 pm	25	26	27	28
29	30 Labor-Mgmt meeting	31				

November 2017

Sun Mon Tue Wed Thu Fri Sat

			1	2	3	4
				Chapter	Action Project Conference	
					Cooperstown	
5	6	7	8	9	10	11
			Exec Cte mtg 11:30 am CSB110	Chapter Meeting 5:00-7:00 pm The Terrace		
12	13	14	15	16	17	18
			Labor-Mgmt meeting			
19	20	21	22	23	24	25
				Thanksgiving		
26	27	28	29	30		

UNIONS RALLY AGAINST UNION BUSTING AT CIA

Report by Donna Goodman

Nearly 100 unionists and their allies lined both sides of Route 9 in Hyde Park on Friday afternoon, Sept. 22, in a spirited protest against the Culinary Institute of America. The Culinary, once affectionately known as "the good CIA," is engaging in union busting.

Seventeen members of the 45-member Culinary Craft Association (CCA), which represents facilities workers, stand to have their jobs outsourced to a contractor, LCS Facility Group. Ray Minew, president of CCA, said these workers would be forced to trade in their union jobs for poverty wages and unaffordable benefits as at-will employees. Adding to this injustice is the fact that the tax-exempt CIA's president, L. Timothy Ryan, rakes in over \$1 million annually, with benefits. The top 12 cabinet members bring in \$5 million collectively. Starting salaries for CCA workers are \$26 an hour.

The jobs to be outsourced include painting, groundskeeping and recycling operations. The administration has already given the union six weeks' notice of its intention, as required by the collective bargaining agreement. Most of the employees have worked at CIA for over 20 years. CCA's shop steward Paul Rembisz said the union, which had 60 members in the past, was in negotiations with the school.

CCA has been through this before.

According to Minew, in 2013 CIA outsourced the stewarding department -- pot washers and dishwashers. In the summer of 2014 they did it again with the housekeeping department. CCA tried to fight back but was small, weak and resource-poor. Since that time they have affiliated with SEIU, which also represents workers at Vassar, Marist and Bard. With SEIU's support, the CCA has a better chance of fighting back and standing up for its members.

Out on the busy highway, Gerard Lyons, chapter chair of SEIU Local 200United at Marist, led the crowd in chants: "Union busting is disgusting. What's disgusting? Union busting!" "They say cut back, we say fight back!"

David Flynn, a faculty member and member of Culinary Teachers Association, an affiliate of NYSUT, said: "Our jobs are not currently in danger. We're here in support of our comrades in CCA." He said the climate on campus is tense. There is unease over what could happen to other long-term employees on short notice.

Also joining the rally were members of the Communication Workers of America (CWA), New York State Nurses Association (NYSNA), New York State United Teachers (NYSUT), Office and Professional Employees International



On the picket line at the CIA:

Left, David Flynn; Right, Donna Goodman

Union (OPEIU), Transit Workers Union (TWU), and United University Professions (UUP). Local elected officials also joined, including Hyde Park Town Board members and Dutchess County Legislator Joel Tyner, as well as candidates for elective office.

Students were conspicuously absent. According to Rembisz, they were encouraged by the administration to keep their distance.

Passing drivers responded enthusiastically, with loud honks, fists raised and shouts of solidarity.

As the crowd warmed up, the labor chants morphed into calls to "Out. Source. Tim. Ryan!"

The Sept. 22 action was the opening salvo in a projected fight-back. Another demonstration was held out on the street on Wednesday, October 4, as the parties negotiate indoors.

CIA has an international reputation as the world's top culinary college and is a prestigious institution of both higher learning and economic prosperity in the region. In the current tax-averse climate, will the Hyde Park and Hudson Valley community express outrage that their tax dollars are supporting a tax-exempt institution that's tossing their neighbors out of their jobs? Will customers begin to pass on dinners out at CIA's fashionable restaurants? Will the many other unions in the region raise their voices in solidarity with their sisters and brothers?

Stay tuned. You can follow CCA's progress on their Facebook page at <https://www.facebook.com/ccaunion7/>.

Where's the Public in Public Higher Ed?

How defunding public higher ed is making **inequality worse...and what**



A Teach-in on the State Budget

What's the recent history of New York State's funding for SUNY? What have been the effects of Governor Cuomo's pressure to remake SUNY into an engine for economic development, through programs such as START-UP NY? In this teach-in, Professor Stephen Pampinella will discuss how Governor Andrew Cuomo's privatization of SUNY has diverted it from its primary mission of teaching and faculty-driven research while starving it of funding. These policies have resulted in poverty wages for professors, skyrocketing student debt, and shocking levels of corruption. We'll also learn about how we can fight back against Governor Cuomo and ensure that SUNY works for ordinary New Yorkers once again.

Join us on Monday, October 23 at 6:30 pm

Lecture Center 104

**Students, teaching faculty
and staff are all welcome!!**



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

ACADEMIC DELEGATES:

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

PROFESSIONAL DELEGATES:

Michael Malloy, Environmental Health & Safety	Donna Goodman, Development, ret.
Amanda Merritt, Education	Wayne Lempka, Dorsky Museum
Nancy Cooney Academic Computing	

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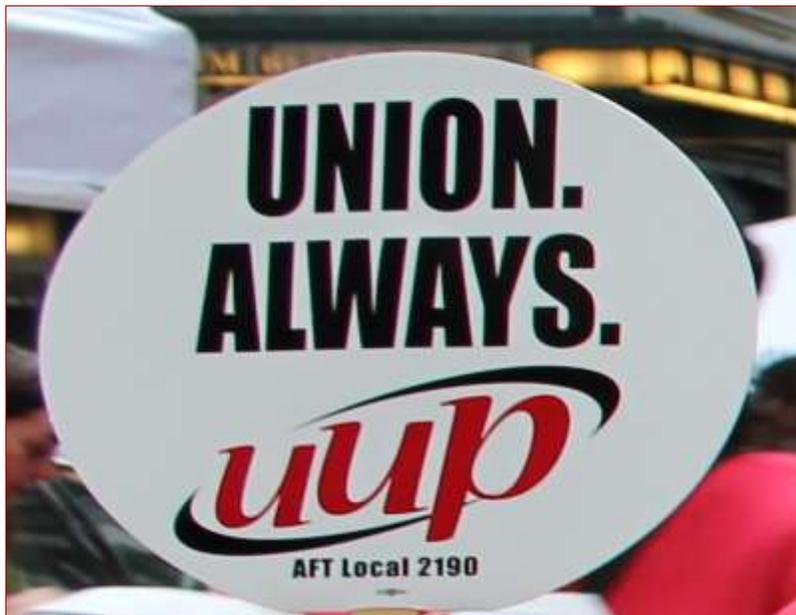


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We're on the Web!

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