

Sept / Oct 2018



We have a ratified contract – now what??

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The UUP President Fred Kowal and the Negotiations Team meeting with the State's Chief Negotiator Joe Bress, and members of the State side of the table, to sign the tentative Agreement in May.

On September 5, the mail ballots were counted, and our Collective Bargaining Agreement (CBA) was officially ratified. Out of a record 14,935 ballots cast, the result was: 14,582 For; 334 Against; 19 Invalid. In short, the new 2016-22 CBA was overwhelmingly approved, by 98% of the members voting.

With the ratification of the Agreement, there is good news coming, in the form of negotiated salary increases across the bargaining unit. We expect to see the increases to base salary kick in with one of the payrolls in November (+6.2%, for those who have been working since the expiration of the last contract, without change in title); there will also be the 'signing bonus' (\$600 for f/t members, pro-rated for p/t), and the first half of whatever retro pay is owed from the two years of across-the-board increases that have already passed. (The second half will be paid out in July 2019). With ratification of the Agreement, a number of negotiated benefits and programs that had expired while we were without a contract will be coming back online: see the list on page 2 to see what is coming up, and stay tuned as we'll be announcing more as the information becomes available!

By now, I think most of you should be (painfully) aware of the bad news coming from the Administration. Apparently, the cost of paying salary increases from our new Agreement is sending New Paltz's budget about \$4M deeper into deficit for 2018-19 than they had originally projected.

Since the budget announcement from President Christian went out, I've had multiple members calling, emailing, stopping by the office, expressing concern about the impact that and even

more belt-tightening will have on our ability to do our jobs with dignity, and to fulfill our mission of providing quality, accessible higher education for the people of New York.

I have been told on good authority that word has been passed down to the campuses from SUNY Central, to the effect that there will be *no* additional funding coming to cover the costs associated with UUP's newly ratified contract with the State, and that they should to rely on whatever tuition increases there have been (going back the two years of retro pay for years already elapsed since the effective date of the new Agreement), and tuition increases going forward to cover the prospective years of contract. As you know, SUNY has had essentially flat appropriations from the State for the last 8 years, and has pushed the campuses to pay for any increased cost of their operations by way of the 'rational tuition' program and other tuition increases, which is essentially a hidden tax on the students in the system and their families.

As someone who worked countless hours with the team over nearly three years to negotiate this Agreement, I find it unconscionable that whatever we have won in bargaining with the State is to be paid for out of our own muscle tissue. I find myself sharing with our own campus Administration a real frustration with the fact that even the modest salary increases coming to our bargaining unit members are not being supported with any increase in State aid to the campus. If we following this course to its natural con-

clusion, I fear that we will face serious bargaining unit erosion (as we lose people through attrition and they are not replaced), and a steep increase in the already serious problem of workload creep. If those aren't union issues, I don't know what are.

I will be traveling soon to Buffalo for the Fall Delegate Assembly (Oct 5-6), along with a number of our other chapter officers and delegates, where I hope we will be able to gather more information and engage in discussion with delegates from across the system, to sort out what is happening and how we can best address it. We will be bringing back this information, and our accounts of the discussion at our Chapter Meeting scheduled for Tuesday, October 16 in the Terrace, from noon – 1:30 pm. If at all possible, please come to this meeting to continue the discussion, and to help us sort out what our local response(s) should be!! This is a vexing situation, and addressing it will require that we build solidarity in a collective response. We are much stronger standing together to face these challenges—and now is the time for us all to take part!!

In union,

Beth

Beth E. Wilson
President
UUP-New Paltz Chapter

Contract Implementation Timeline

October 3 or 11	Dependent Care Advantage Accounts (DCAA): employer contribution deposited for 2018 (for those who already have accounts)
October 12	PEP enrollment deadline for 2018 calendar year
October 22	Drescher Leave applications for Spring 2019 due to Provost's office — contact Deb Gould ASAP if you intend to apply for more information!
Later in Oct	PEP enrollment period for 2019 calendar year
October 31	'Signing Bonus' will appear in this payroll (\$600 for f/t, prorated for p/t)
November	Across the board salary increases will begin to appear in these payrolls
November	Members should receive first half of retro salary increases
January 1	Paid family leave available for UUP members!

Stay tuned for announcements related to the Individual Development Awards (IDA) program, and other provisions of the newly ratified statewide Agreement as they become available!!



NEW YORK STATE/ UNITED UNIVERSITY PROFESSIONS JOINT LABOR-MANAGEMENT COMMITTEES

MEMORANDUM

To: Campus Presidents
UUP Chapter Presidents
Directors of Human Resources
Campus Fiscal Officers

From: Shari Carr, Program Assistant

Subject: **Dr. Nuala McGann Drescher Leave Program**

The New Paltz Campus deadline will be October 22—if you are interested in applying, contact Deb Gould in the Provost's office at x3377 ASAP.

The New York State/United University Professions Joint Labor/Management Committees is pleased to announce that the Dr. Nuala McGann Drescher Leave Program is now available for the Spring 2019 semester. The application deadline is **November 1, 2018**.

Applicants should read the Dr. Nuala McGann Drescher Leave Program Guidelines for information on eligibility and the application process prior to applying. Chief among the requirements is that applicants commit to returning to their campus after their leave in accordance with the sabbatical leave policy in the SUNY Policies of the Board of Trustees. Information regarding the Dr. Nuala McGann Drescher Leave Program and applying may be accessed as follows:

- The Dr. Nuala McGann Drescher Leave Program Guidelines and application at: <https://nysuup.lmc.ny.gov/diversity/drescher.html>
- Additional information on applying, expenditure limitations and reimbursement at: <http://nysuup.lmc.ny.gov/index.html>.

Please inform the UUP represented employees on your campus of the availability of the Dr. Nuala McGann Drescher Leave Program. For questions or additional information, please contact me at 518.486.4666 or at nysuuplmc@goer.ny.gov.

Let's work together against workload creep

Jamie Dangler, UUP Vice President for Academics

Tom Tucker, UUP Vice President for Professionals



The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms.

As we attempt to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees' definition of *Professional Obligation* is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department or unit's full professional obligation is exceeded.

Here's how it works.

According to the SUNY Board of Trustees Policies, "The professional obligation of an employee consistent with the employee's academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2).

The specific content of the employee's professional obligation is set at the time of hire. It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can take to combat workload creep:

1. Extra work and volunteer work should not become part of regular workload

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary because it is beyond the employee's full professional obligation. It should be clearly identified as either **extra service** (with the appropriate paperwork completed prior to the commencement of the assignment) or as **voluntary**. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

Working together as colleagues is the best protection against the continued expansion of what becomes ex-

pected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

2. Document your workload and workload increases

It's very important to keep a log of work done in areas of your professional obligation that are subject to workload creep. For example, are you and your colleagues being asked to do more in specific arenas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years. Professionals should have the additional work documented in their performance programs. If the supervisor will not include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York state-UUP contract.

3. Ask your UUP chapter officers for assistance

If a member comes to their UUP leaders with a workload problem, the first course of action is to review the specific content of that person's professional obligation. If there has been an increase, chapter officers, in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action.

When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.



4. Hold a chapter workload workshop to explore problems and consider solutions

If there are pervasive workload issues at a chapter, the UUP labor relations specialist assigned to the chapter can conduct a workload workshop to review the basics and provide members with the tools they need to address their individual circumstances and work with the chapter to develop strategies to confront collective workload problems. [We are planning such workshops for New Paltz in November—stay tuned!!]

5. Reject the “guilt trip defense” of workload creep

While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be mindful that “helping out” should not lead to permanent increases in our workload, and uncompensated work that will jeopardize our health, professional well-being, and the quality of our service to our students and our campuses.

The Bottom Line

If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

If a UUP academic's workload is increased by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes increase substantially or if new administrative duties are required of an academic department, it's possible for UUP to engage in “impact bargaining” with the campus administration to seek adjustments or additional compensation.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues.



UUP-New Paltz Chapter Labor-Management Agenda

April 6, 2018

3:00 pm

Present for Administration: Provost Lorin Basden Arnold, Shelly Wright, Tanhena Pacheco-Dunn, Jodi Papa

Present for UUP: President Beth E Wilson, Kevin Saunders, Vanessa Plumly, Madeline Veitch, Bill Capowski

1. Librarian salary adjustments. After reviewing the salary adjustment criteria that the administration shared with the library faculty, we still have remaining questions about the decision-making process. More specifically, the decisions made at the associate level do not appear to align with the stated goals of the review, which center on reducing compression with consideration of length at rank. We would like to follow-up on our previous discussion of this topic to clarify the Administration's criteria and rationale for applying adjustments in this process.

Madeline Veitch summarized the librarians' concerns, asking for some clarification of the criteria applied specifically to the Associate and Senior Librarians. Out of three librarians with at the Associate level, only one received a substantial raise, and the others didn't, even though they all have the same level of seniority. The Assistant level adjustments made sense.

Tanhena Pacheco-Dunn responded that the narrative criteria provided by the administration were used in coordination (not as a sort of checklist) to determine which librarians were given adjustments, to create a comprehensive picture of each employee's situation. It may be that overall time of service affected the adjustment given the one Associate Librarian. We will get back to you after we've had a chance to review that specific raise.

2. On-call/recall designations. We would like to know which positions the President may have designated as eligible for on-call/recall, as provided under the provisions of the CBA? It is the UUP Chapter's understanding that where an employee occupies a position

not made eligible for on-call by the President, such an employee has no obligation to be responsive (to texts, email, phone calls, pager, etc) after they have completed their professional obligation for the day and left the work station, unless stated in their performance program.

President Wilson inquired whether President Christian had made any determination of positions that qualify for on call or recall pay here? Shelly Wright responded "no". Wilson asked whether the Administration was reviewing new positions that might qualify, as they are created? Jodi Papa responded that these positions are looked at.

Kevin Saunders noted that there was a new Emergency manager position that seemed like it should qualify for on call/recall designation. Administration responded that it was evaluated, and President Christian made the decision that it did not.

3. Streamlining the full-time lecturer reappointment process. This was an idea discussed some years ago, but which was never fully implemented due to turnover in the Provost's office. We would like to discuss this idea with Provost Arnold, to see if she would be interested in developing a simplified re-appointment process for lecturers whose teaching and value to their departments has been established.

President Wilson introduced the topic with a short history of the previous discussions; the original intent had been to find a way to make the lecturer re-appointment process less onerous, at least once the person had been re-appointed once or twice, and their value to the department and quality of teaching had been established. In the course of turnover in

the Provost's office, however, this intent had been lost, although eventually a specific set of instructions for lecturers in the reappointment process was established, which was an improvement over having to pick through the tenure-track memo. Wilson asked whether the Provost would be interested in working out a truly streamlined process, as was the original intent?

Provost Arnold noted that there is currently an ad hoc committee in Faculty Governance that is reviewing RTP guidelines, and that she would prefer not to engage in other discussions before their work is done. Wilson stated that she hadn't realized they were reviewing the lecturer process also, and had thought they were only addressing the tenure-track RTP guidelines. Arnold pointed out that the "R" stands for reappointment, and recommended that UUP follow up with the ad hoc committee to discuss any desired improvements to the lecturer reappointment process.

4. New Paltz College budget. Following up on this subject from last month's meeting, what is the current status of the New Paltz budget? How have your projections through the

end of this year aligned with actual income/expenses? Do you anticipate any significant changes in the coming fiscal year, now that the Legislature has passed the budget?

Shelly Wright presented the current status of the New Paltz budget, noting that they were on target for their overall predictions within .5% or less. The College tapped into \$500-600K of its reserves this year, much less than was initially expected.

Regarding the new State budget, she said that there didn't appear to be any increased support for the four-year colleges, although there was an allowance for up to a \$200 increase in tuition. It is unclear how much of a tuition increase the SUNY Board of Trustees will authorize out of that possible amount. For each \$100 in tuition increase, the College realizes approximately an addition \$1M in its overall budget. She also noted that even if the tuition rates go up, students receiving the Excelsior scholarships have their tuition rate frozen to that which was in effect when they entered the program, so the College will not see any additional funds from them.

UUP Chapter Meeting

WHEN: Tuesday, October 16th 2018

Noon—1:30 pm

WHERE: The Terrace Restaurant



Topic: *New Contract Implementation Information and Latest Updates!*

We will be sharing the latest news on the implementation of the newly ratified Agreement; in addition, we will discuss the impact of the contractually-negotiated increases on our campus budget.

Please come —not only to learn the latest information, but to share the experiences you've been having in your departments!!!

Please RSVP to Mary Thompson (thompson@newpaltz.edu, x2770)
to ensure your seat—lunch will be served!

UUP Labor-Management Notes

May 2, 2018

3:00 p.m.

Attendees:

For UUP:

Beth Wilson, Gowri Parameswaran, Spencer Salend, Kevin Saunders, Linda Suszczynski

For the Administration:

Donald Christian, Lorin Basden Arnold, Michele Halstead, Tanhena Pacheco Dunn, Jodi Papa, Shelly Wright

1. Follow-up on discussion of accommodation

policies. Our Disability Rights and Concerns Committee would like to let the Administration know that they are working on suggested revisions to the accommodation policies currently published on the College website, as we had discussed some time ago, and they anticipate sharing these with the appropriate parties in the Administration shortly. Spencer Saland reported the New Paltz UUP Disability Rights and Concerns Committee is finalizing the work they have done to improve the accommodation policies published on the College Website. The intent of the improvements is to make the website more interactive in explaining the reasonable accommodations available for qualified employees, applicants, and campus visitors with disabilities. Spencer asked what the next steps are.

Tanhena Pacheco Dunn said she will work with her managers over the summer with the goal of revising the website in the Fall. Spencer volunteered to be available for questions.

There was also discussion about the Diversity and Inclusion Council. Would management consider more/additional representation of individuals with disabilities on this council? Finally, there was discussion about how to make the accommodation policies more systematic for requests within the institution.

2. Clarification of transfer advising/freshman orientation duties for summer chairs.

We have had reports of significant changes to the terms of obligation for summer chairs, and would like to clarify the specific obligations being required for Summer 2018, and how these may differ from previous summers. In particular, we would like

to know what the Provost envisions with the new requirements for summer chairs to be available to advise and assist with freshman orientation, given that these orientation sessions are scheduled for three days per week, every week in July.

Management responded, stating, Summer Chairs are not going to be asked to do anything for the freshman orientation. Stipends will be paid for faculty participating in transfer orientation.

The item on the job description for Summer Chairs is intended to mean that they are to be available for the four days transfer orientation takes place. This infers the Summer Chairs are available if advising calls with a question.

Wilson said the language seems ambiguous and open ended; perhaps it could be made more clear in the future.

3. Questions related to call for DSA applications.

The Provost recently put out a call for DSA applications for the 2017 calendar year, despite the fact that we still have no settled statewide Agreement, in which provisions would be made for such a program. First, we would like to know how many DSA applications were completed for the 2016 calendar year (which took place under the same circumstances). We would also like to discuss what the Administration will do with all of these applications (2016 and 2017) under several possible scenarios that may be the end result of the current contract negotiations.

UUP asked how many DSA applications were submitted by faculty in 2016? Management replied, about 170.

UUP asked if a request for DSA applications will go out to the Professionals?

Management said yes, by Friday of this week.

Wilson said one of the moving parts of negotiations is DSA/DSI, and that at this point, no one knows whether there will be an award for 2017, and if so, whether or not it will be made on base. If the new contract has DSI, on base, would the Administration re-open the applications?

Tanhena Pacheco Dunn said management would have to think about it, and perhaps put together a contingency plan.

4. Recent changes to professionals' performance programs. We have been hearing concerns about the new template from HR to assist supervisors in writing performance programs, in particular, with some elements on the "Personal Effectiveness/Skills for Success" page. We would like to discuss these concerns in order to clarify the Administration's intent in assessing some of these 'soft skills', and some other, more logistical questions that have arisen.

Kevin Saunders said members who took the training voiced concerns with the soft skills page and are unsure how this could be measured and evaluated. Specifically, items such as 'relationship building' and subscribing to the 'College values'. Tanhena said these skills are measurable, that relationships play out in behaviors. Soft skills are what successful people have. She explained the new performance programs are an attempt to start a common vocabulary of a shifting culture. Kevin asked if the soft skills could be better defined, and should continue to be revisited, the original document is too open to interpretation.

Management agreed we will continue to discuss it.

5. No defined work day/work week for UUP professionals. Following up on a recent letter from UUP President Wilson to President Christian, we would like to resolve the outstanding issue involving stipulation of defined work days/work weeks in performance programs for our profes-

sionals, which is in explicit contradiction of established tenets of the statewide Agreement.

Pacheco Dunn said you offered a lot for us to talk about. Let's continue the conversation. Wilson noted that we have a deadline, some logistical time challenges. It was agreed to discuss it in a separate meeting.

6. Freedom of speech on campus. We have received several reports from members regarding what appears to be aggressive response by the Administration when faculty or staff raise questions or have criticisms of particular policies or events on campus. We would like to discuss the chilling atmosphere created for our members when discussing their concerns about issues arising within the institution in semi-public venues such as the fac-staf listserv and elsewhere. Is it the Administration's official position that messages shared within the campus community should only ever be positive in nature?

Pacheco Dunn responded that she had privately contacted three people about messages they posted on the fac-staff list. She states she did not tell members they cannot state their opinions or say certain things on the lists, or, that they cannot use this forum. She said she reminded them to think about what you say before you hit send, and that she was writing to them as a fellow colleague.

Wilson stated faculty should feel free to comment on their institutional concerns; she also pointed out that when receiving a private email from the head of HR, it would be difficult for someone to recognize that it was simply offering collegial advice from a peer.

Shelly Wright shared the policy for the fac-staff list serve.

Meeting Adjourned.



UUP-New Paltz Chapter Labor-Management Notes September 12, 2018 4:15 pm

For UUP:

Beth Wilson, Gowri Parameswaran, Spencer Salend, Kevin Saunders, Linda Suszczyński

For the Administration:

Donald Christian, Lorin Basden Arnold, Michele Halstead, Tanhena Pacheco Dunn, Jodi Papa, Shelly Wright

1. New CBA implementation: DSA/DSI related to adjunct faculty. We are assured of a pool of DSA money to be distributed for work in calendar year 2017, and the return of DSI to base from 2018 through the end of the newly ratified Agreement. Adjuncts are eligible for both DSA and DSI, and will no longer receive the dedicated portion of the pool under the formula included in the expired Agreement. What plans does the Administration have to include part-timers in the application process for these funds? How will the Administration address concerns for equitable distribution of the increases to base?

Wilson asked if the Administration would consider earmarking the portion of the salary pool earned by adjuncts that makes up the DSA/DSI pool in some way for first access by the part-timers who are eligible.

President Christian would like to review the past practices. Jodi Papa stated this has not been done in the past. Wilson pointed out that with the Joint Labor Management IDA funds, 15% is earmarked for adjuncts who apply. Why might this principle not be followed when it comes to DSI? President Christian noted that the adjunct salary pool fluctuates from year to year, as some positions are filled temporarily when faculty members go on sabbatical, for example. Provost Arnold stated she is in favor of equitable distribution, saying that there will be an application process for adjuncts as it had existed in the past, and so they should apply for DSI moving forward.

Parameswaran reminded everyone that the faculty have already done the work for which they should be rewarded. Jodi Papa said it is very labor intensive to review the applications, and that is why the deadlines were set originally. The professional staff application process will be closing shortly; Provost Arnold noted that they planned to designate a portion of the DSA pool for 2017 for the part-timers, and they would distribute it equally across all the eligible members (no application required).

2. New CBA implementation: DSA for 2017 for academic faculty. We have heard from a number of academics who elected not to apply for the 2017 DSA funds back in January, when the Provost's call went out, as there was no certainty that such funds would be available at that time. Now that we know that they are, is it possible to re-open the call to academics, given that the professional faculty and adjuncts have the advantage of knowing in at the time they apply that these funds will be available?

Gowri Parameswaran mentioned she has received calls from a number of academics asking if there could be an extension. President Wilson said that she had been hearing from members on this as well.

In the end, the Administration declined to commit to any principle confining their discretion in distributing DSI funds. Provost Arnold stated there are so many layers of review there would not be enough time to get it to payroll, she does not think it would be appropriate. President Christian pointed out that there was a clearly announced process, with deadlines, and to re-open applications now would not only not be feasible given the practical considerations raised by the Provost, but that it would be unfair to do so.

Gowri reminded everyone that the faculty has already done the work for the awards. Jodi Papa said it is very labor intensive to review the applications, and that is why the deadlines were set originally. The professional staff application process will be closing shortly; Provost Arnold noted that they planned to designate a portion of the DSA pool for 2017 for the part-timers, and they would distribute it equally across all the eligible members (no application required).

3. New CBA implementation: loss of opt-out program. Under the recently ratified Agreement, the Opt-Out program for health insurance is no longer being offered by the State. How many UUP members here at New Paltz participated in this program for 2018? We have heard from a number of affected members that they have been relying on this mon-

ey as part of their regular income, and losing the Opt-Out program presents a real financial hardship to them. We would like to discuss whether the College might make these members whole, given the apparent misunderstanding many of them had regarding the permanence of the program, and its role as part of their overall compensation.

Tanhena Pacheco Dunn stated that about 20 UUP employees at New Paltz participated in the Opt-Out incentive program. She stated that reading this item pulled at her heartstrings, but that as an employer, we are not in a place to make people whole for something that was bargained for.

Wilson countered that the contract represents a floor, it is possible to do things above. We understand that we are coming on bended knee on this, but it seems like a relatively small request, in the scheme of things. She reminded the Administration that several contracts ago, when there was a longevity award that technically included everyone but the full-time lecturers, the College went ahead and paid the award to them as well, despite the fact that it wasn't in the contract.

Provost Arnold countered that that was a very different situation, an oversight in writing the contract language. President Christian pointed out that this incentive, presumably, was something taken advantage of by people who were married to spouses with insurance, and so to do what UUP was requesting would be mean making a decision based on marital status, which is not fair.

4. Serving disciplinary notices to our members when they are off obligation. We would like to discuss our request that the College to no longer send official, certified mail notices to our members when they are not on obligation.

The Provost commented that even though they are not under obligation, they are still employees, and we need to be able to communicate with them.

Gowri Parameswaran said the real crux is that you wanted them to respond to you during a period they are not under obligation. Wilson added that if official communications are sent, requiring the member to respond within a certain period of time, or imposing a penalty if there is no response, it puts the union at a disadvantage in being able to assist the member, and in filing counter-grievances in a timely way if needed.

Provost Arnold express concern that if someone was being disciplined for egregious behavior, the College would lose the ability to act in a timely fashion if they surrendered the right to send communications when they were needed. Jodi

Papa said they would still want the right to communicate to members when they are not under obligation. There are exceptions, but we will not say we are not going to send out communications when we need to.

The Administration declined any agreement to stop sending official notices or communications to UUP members when they are not on obligation; they will consider discussions of particular cases if we want to raise them.

5. Follow-up on discussion of accommodation policies. What is the status of the Administration's review and implementation of the revisions suggested by our Disability Rights and Concerns Committee to the College's Reasonable Accommodation Policy and Procedures for University Employees, Job Applicants, and Campus Visitors? As a related item, we have noticed that there are places and forms on campus that still used outdated and non-inclusive signage and language. We would like to know what plans the College has to implement New York State's Accessibility Signage and Logos legislation of 2014. (<https://www.governor.ny.gov/news/governor-cuomo-signs-legislation-updating-new-yorks-accessibility-signage-and-logos>)

Spencer Salend stated that if people need an accommodation, they should know how and when to request it. It is not only the policy, but the implementation. Announcements for public events should include contact information to request accessible accommodations; this past summer, there was for example an event in the Studley Theater which a number of people had found difficult to get to, and there was no contact information on the event flyer.

Salend then asked if there was any response to an extensive commentary produced by the Disability Rights and Concerns Committee over the summer, intended to help inform the College's development of a comprehensive policy on accessibility for the campus. Pacheco Dunn said she had this as a working project for the summer, and that they had hoped to have had it up by now. She thanked Spencer and said his feedback was helpful and thoughtful. Her department is working on getting the website up and running and providing training. Salend offered to have members of his committee review whatever they put together, to serve as 'beta testers' for it as they develop it. Pacheco Dunn said that they would roll it out sometime soon, and that she looked forward to hearing any suggestions for improvement after they saw how it worked for a while.

Spencer reminded management about disability etiquette, how the language and images portray those with disabilities. He said that in many places on campus, he had noted that they'd changed signage in line with the state law that went into effect in 2014. There are, however, some places (especially on the website) that use outdated language such as the word 'handicapped'. The page to apply for parking permits still in-

cludes that term in a drop down menu, for example. Michele Halstead said this will be addressed immediately.

6. Academic year contracts for adjunct faculty.

We have had reports from a number of part-time academics, who formerly received academic year contracts, that they are now only receiving semester-by-semester appointments. How many academic year appointments has the College made for these adjuncts for 2018-19? Is this at a significantly lower level than in the past? In addition, in some cases the paperwork for their appointments seems to be taking place later than in the past, which can create difficulties getting on the payroll, health insurance, etc in a timely fashion. What steps can the Administration take to ensure that this critical paperwork is processed on time?

Jodi Papa said management looked at the numbers and they are not significantly lower than they were in the past. Last year there were 47 and this year 42.

Provost Arnold said the departments don't necessarily know how many sections to project for the full academic year. Jodi Papa said chairs are encouraged to give full year contract when they can.

Beth Wilson asked about getting employees processed on the payroll in a timely manner. The Provost replied that sometimes we get late hires. The numbers are good, only about eleven had to go on to the next payroll.

Meeting adjourned at 5:15 p.m.

Respectfully submitted,

Linda Suszczyński
Chapter Secretary

“Last Call” Faculty Voter Registration Rally

When: Friday, October 12 , 11:45am-12:30pm

(the last day to register before the November election)

Where: Main Concourse by JFT

Why: College aged citizens have among the lowest voter turnout rates of all demographic groups. Their values and beliefs, as indicated in survey research, are not well represented among office holders. This is a significant failure of our democracy. Students look up to and respect their professors and the professionals that run the college. At this rally faculty will be provided with clipboards and voter registration forms. Signs and banners will direct passing students to see their professor to fulfill their “assignment” (registering to vote) before the “due date” (the last day to register). Trained NYPIRG members will assist with the actual voter registration forms, but the main purpose is to show students that faculty support and encourage student voter mobilization and to model civic engagement.

Stop by the UUP office during regular office hours (Mon-Wed 10-4, Thurs 10-2) to sign up in advance to participate, and pick up a free UUP t-shirt or baseball cap!! You're also welcome to drop in to help on the day, although there may not be as much selection of swag available....

Sponsored by:

Campus Voter Registration Committee,

NYPIRG, and UUP



CHAPTER OFFICERS:

President Beth E. Wilson,
Art History

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Languages, Literatures & Cultures,
ret.

Affirmative Action Officer

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Art History

Peter D.G. Brown,
Languages, Literatures &
Cultures, ret.

Vanessa Plumly,
Languages, Literatures &
Cultures

Glenn McNitt,
Political Science , ret.

Kiersten Greene,
Teaching and Learning

Frantz Folmer– Andersen
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Douglas Koop,
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Abigail Robin,
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Studies, ret.

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Physical Education, ret.

Stephen Pampinella,
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Sociology

Colleen Lougen
Librarian

Carol Rietsma,
Biology, ret.

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Michael Malloy,
Environmental Health & Safety

Amanda Merritt,
Education

Nancy Cooney
Academic Computing

Donna Goodman,
Development, ret.

Wayne Lempka,
Dorsky Museum

NYSUT LABOR RELATIONS SPECIALIST:

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

CHAPTER ASSISTANT:

Mary Ann Thompson x2770

CHAPTER INTERNS:

Sharon Velazquez and Charlie Webber



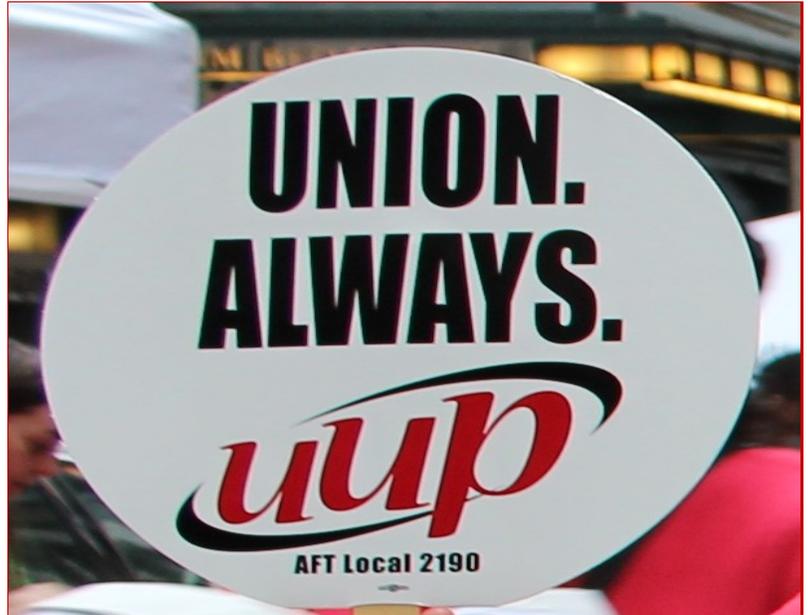


United University Professions New Paltz Chapter

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

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

Sharon Velazquez
Charlie Webber
Chapter Interns



We're on the Web!

www.newpaltz.edu/uup

SUNY New Paltz Chapter Officers

President:

Beth E. Wilson

Phone: x2783
Email: bwilson@uupmail.org

Vice-President for Professionals:

Kevin Saunders

Phone: x3893
Email: saunderk@newpaltz.edu

Vice-President for Academics:

Gowri Parameswaran

Phone: x2629
Email: paramesg@newpaltz.edu

VP/Officer for Contingents:

Robyn Sheridan

sheridan.robyn@gmail.com

Affirmative Action Officer:

Grievance Officer:

Peter D.G. Brown

Phone: 845-255-4302
Email: brownp@newpaltz.edu

Treasurer:

Douglas Koop

Email: koopd@zmail.newpaltz.edu

Secretary:

Linda Suszczyński

Phone: x3181
Email: suszczyln@newpaltz.edu



The Bullhorn: **Beth E. Wilson, Executive Editor**
Sharon Velazquez, Layout

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