



# The Union News

February Issue: April 2014 Vol. 45—No. 2

## Chapter Executive Board

Karen Volkman, *President & Legislation Officer*  
(518) 564-5305

George Still, *VP Professionals*  
(518) 564-4071

Kim Hartshorn, *VP Academics*  
(518) 564-2478

Gina Doty, *Secretary*  
(518) 564-5011

Rob Keever, *Treasurer*  
(518) 564-4133

Bethanne DelGaudio  
*Grievance Officer*  
(518) 564-2124

Richard Aberle, *Contingent Members' Representative*  
(702) 767-4982

David Curry, *Affirmative Action Officer*  
(518) 564-4245

Thomas Morrissey

Wendy Gordon

Patricia Bentley

Robert Keever

Albert Mihalek

**NYSUT Labor Relations Specialist**  
Kathleen Briggs  
(800) 356-0306

**Newsletter Editor**  
Catherine Kaleita

**Chapter Office:** Rm. 002 Hawkins  
(518) 564-7887  
(518) 564-7880 (FAX)

**Chapter Secretaries**  
Sue Gadway and Melanie O'Connell

*The Union News* is a publication of the Plattsburgh Chapter of United University Professions. The views expressed are not necessarily those of the Plattsburgh Chapter Executive Board or UUP.

## Message from the President

Remember Ludlow!

This month we mark the tragic centennial that defines the U.S. labor movement: the Ludlow Massacre of 1914. The destruction of the United Mine Workers tent camps and their families by the Colorado National Guard became a rallying cry from working people across the country for fair pay and justice in the face of corporatization by the Rockefeller Colorado Fuel & Iron Company.

Fast forward 100 years. The labor movement fighting for fair pay and working conditions that we are all a part of remains under constant attack by underfunding and corporate take over.

Here at SUNY Plattsburgh we have lost 38% of our state funding since 2008. The College Vice - Presidents as you read this have been asked to devise strategies to permanently reduce our state budget by another 2% or \$1,112,400.

Yet we the workers are being blamed (as was the case in Ludlow) for asking for salary increases merely to keep pace with inflation. We the workers whom accepted additional teaching loads to help the campus budget situation . . . We the workers whom accepted additional professional duties to help keep the campus afloat in difficult economic times . . . Now we the workers who have finally received a negotiated salary increase after years without are labeled greedy and self-serving. I highly recommend you read the memo from UUP President Kowal on the real financial state of SUNY. While you are being blamed, the State University of New York maintains \$480.4 million in its IFR coffers.

Instead of offering real funding solutions for a public university education SUNY has turned to such corporate enterprises as Start Up NY and Open SUNY for its salvation. Our colleagues and students in Redcay will shortly be sharing the building with businesses; most likely from Montreal at 10 year tax free zones.

The news on Open SUNY reflects a corporate model as well. I called it smorgasbord higher education in the last newsletter. My prediction is borne out in the latest "second wave of Open SUNY+". Remember "seamless transfer"? The Chancellor's own letter indicates:

For this round, we are also asking for your thoughts and suggestions about how we can work together at the **course level** to reduce time to degree for students and expand available options. For example, now that faculty have completed their review of the Transfer Paths, there may be courses in a given discipline that some campuses may find challenging to offer in a way that meets demand on their own. Open SUNY can be the vehicle through which campuses may want to partner with one another to offer students access to courses they will need to successfully complete their degree and transfer.

<http://commons.suny.edu/opensuny/nominate/>

What will be the status of your major at a comprehensive college in five years? Maybe no longer needed with Open SUNY?

It's time to remember Ludlow and remember that its lessons are at the forefront 100 years later.

**Karen Volkman, President**





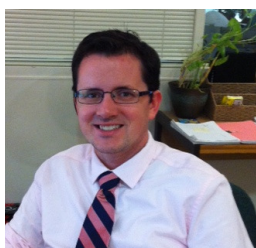
## **UUP Contract: Contract Documents, Calculator, and Ballots**

Please visit the UUP website to see the answers to the most frequently asked questions about the new contract.

(<http://uupinfo.org/negotiations/pdf/NegQandA.pdf>)

An economic impact calculator has also been posted on the UUP website ([www.uupinfo.org](http://www.uupinfo.org)).

Members can continue to email UUP at [contract@uupmail.org](mailto:contract@uupmail.org) if they have additional questions.



**George Still**  
V.P. for Professionals



Greetings Professionals,

I hope the school year is winding down calmly for everyone across campus. Please let me know as concerns arise. I also know this is the time of year for promotion, evaluation, transfers, etc. As you receive any new appointment letters or anything that would mark a change in employment, please contact me as your VP to review these documents to make sure all your contractual rights are covered. I do not receive these from the college until after you sign them and at that point there is little I can do to protect you. If you have any questions or concerns, please email me at [gstil001@plattsburgh.edu](mailto:gstil001@plattsburgh.edu).

A few date reminders: UUP Professionals Meeting – May 15<sup>th</sup> at Noon in Angel Meeting Room 1.

The Annual UUP Professional Retreat is June 18<sup>th</sup> from 8:30am – 2pm.

Thanks,  
George

## **UUP Veterans Affairs Committee Members Shine at Graduation wearing new Regalia Cords**



The UUP Veterans Affairs Committee has been striving to be more noticeable at the delegate assemblies and with UUP chapters. For the past few years, we have started a few programs to gain union recognition: Delegate Assemblies now have the National Anthem recognized, a floral wreath from UUP at the annual N.Y. City Veteran's Day Parade with one of our members participating, more informational articles in "The Voice", an updated UUP web page, the creation of a Veterans Banner for our table where we solicit donations for the Wounded Warrior Project, and the wearing of Veteran Ribbons on our name tags so other members know who we are. We are proud of the service to our country and to our campuses.

Our membership on the committee keeps growing. We know that although we want to assist our own members who are veterans; we also have an impact on our veteran students who are at our campuses too. We received recent funding for a 'seed project' to purchase red, white, and blue regalia cords for our UUP veterans to wear during commencement. This is a voluntary action to show you are a veteran. If there are veteran students graduating, we welcome them to also wear this patriotic cord with their regalia gown.

If you would like to wear one or know of a student graduating who is a veteran, ask Gina Doty, a co-chair of the committee for vendor information if the initial quantity is depleted. The cost per cord without shipping is around \$6.50.

The committee has not initiated a project like this before, and we started the idea by purchasing 100 cords. We are hoping that campuses will add this initiative to their future graduations and show their pride of the veterans working at their campus and student veterans that are graduating.

*Written by: Gina Doty, UUP Veterans Affairs  
Committee co-chair*



## Calendar of Upcoming Meetings



- ❑ **May 7th: Labor Management;**  
1:30-2:30pm; Ward Hall Conference Room
- ❑ **May 15th: Professional Issues Committee;**  
Noon-1:00pm; Meeting room 1 in ACC
- ❑ **May 15th: UUP Mixer;** Meron's; 4:30pm-6:30pm
- ❑ **June 18th: The Annual UUP Professional Retreat;** 8:30am– 2pm

**Save The Date: Wednesday, June  
18 (8:30am – 2:00 pm)**

### **UUP Professionals Retreat at Valcour Conference Center**

The retreat committee is soliciting your ideas on what you would like to spend this day talking about. Last year we had the guest speaker, Tedra Cobb, come and discuss the book by Tom Rath, "Strengths Based Leadership," which focused on improving the workplace through cultivating others' strengths.

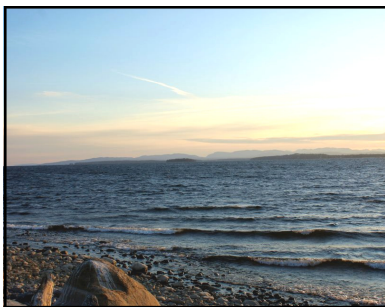
The primary topic for this day has not been chosen yet, so if you have a topic for all day or part of the day, please get in touch with one of these committee members by May 12th:

George Still [gstil001@plattsburgh.edu](mailto:gstil001@plattsburgh.edu) #4071

Karin Killough [killoukk@plattsburgh.edu](mailto:killoukk@plattsburgh.edu) #6138

Bethanne DelGaudio [delgaubg@plattsburgh.edu](mailto:delgaubg@plattsburgh.edu)  
#2124

Gina Doty [dotygl@plattsburgh.edu](mailto:dotygl@plattsburgh.edu) #5011



## Environmental Health and Safety

### Compliance software on campus:

There has been new software purchased to assist in managing and creating a safer work environment. The Environmental Health and Safety Department has purchased software called HAZMAT360. This software will hold the asbestos result records for the campus and as items are abated they will be entered into this system. Currently there are multiple locations where asbestos sampling results are held so this will centralize the results and create easier access to those abating asbestos on campus. Another software program purchased was LabCliQ, a lab/shop inspection program. Instead of using paper the inspection is recorded on iPads and gives immediate response to the individual responsible for that area. As a reminder, there are also two pieces of software that the College has had. One of these is MSDS On-Line, an electronic data base for Safety Data Sheets for chemicals. There has been an icon put on every computer on campus so anyone can access this program and look up Safety Data Sheets. Vertere is the other software program that has been on campus for a few years and this maintains the chemical inventory on campus and the locations of these chemicals. If you have questions or would like to know more about any of these, please contact the Environmental Health and Safety Department.

For any safety or health exposure concerns please contact the Environmental Health and Safety Office at 518-564-5009 or e-mail Cathleen Eldridge at [eldridcm@plattsburgh.edu](mailto:eldridcm@plattsburgh.edu) or Catherine Kaleita at [cschw005@plattsburgh.edu](mailto:cschw005@plattsburgh.edu).

### UUP SPRING MIXER!

Dear PUUP Colleagues;

The sun is in the sky, the days are longer, and the grass is definitely greener. It must be time for an evening of comaraderie!

**Please join us on May 15 - THURSDAY - at Meron's on Beekman Street from 4:30 - 6:30. For a contribution to the Good and Welfare fund of \$5, you will be given a drink token (good for beer/wine) and a load of pizza and wings. We'll also be collecting non-perishables for donation to the Interfaith Food Shelf.**

This is a family friendly event - kids and designated drivers get their soft drinks free - plus there are pool, darts and a juke box for fun, and we'll bring along some cards as well.

I hope to see you there!

Wendy



**2014- 2015 BUDGET REQUEST FORM**  
(In addition to annual allocations)

NAME OF CHAPTER \_\_\_\_\_

Plattsburgh

8/31/2014 Chapter Cash Balance (Anticipated)

\$6,885

Estimated Annual Allocation = (# bargaining unit members \* \$14) + \$1,500

**Estimated  
Annual  
Revenue:**

Gross September Transmittal	\$4,028.00	
Gross January Transmittal	\$3,028.00	
Gross April Transmittal	\$5,042.00	
Supplemental Transmittal		
Interest Earned		
Reimbursements		
Other (Explain)		
<b>Total Estimated Revenue</b>		<b>\$12,098.00</b>

**Estimated  
Annual  
Expenditures:**

Membership/Affiliate Meetings	\$5,000.00	
Executive Board Meetings	\$1,000.00	
Outreach Expenses	\$250.00	
Grievance Expenses	\$0.00	
Office Expenses	\$750.00	
Printing/Duplicating	\$100.00	
Newsletter Production	on-line	
Telephone Expenses	inc in office exp	
Postage/Shipping	inc in office exp	
Bank Charges	inc in office exp	
Workshop Expenses	\$3,000.00	
Equipment/Furniture	\$0.00	
Chapter Release Time Support	\$5,562.00	
Other Expenses (Explain)	\$1,209.00	
<b>Total Estimated Expenditures</b>		<b>\$16,871.00</b>
<b>Overage (Shortfall)</b>		<b>\$2,112.00</b>

The amount of shortfall, if any, should be your Supplemental Allocation Request

Requests for supplemental allocation funding should accompany this chapter budget form. All supplemental allocation funding requests will be presented to the Finance Committee for final approval.

It is recommended that agency fee expenditures not exceed 5% of the normal chapter allocations. The amount for 2014-5 fiscal year is \$604.90

RETAIN ONE COPY FOR YOUR FILES

\_\_\_\_\_  
Chapter President or Treasurer

Date of chapter budget vote: \_\_\_\_\_

Results of chapter budget vote: In favor \_\_\_\_\_ Opposed \_\_\_\_\_ Abstained \_\_\_\_\_





## United University Professions

**To:** UUP Leaders  
**From:** Frederick E. Kowal, President  
**Date:** April 17, 2014  
**Re:** Negotiated Salary Increases & Budget Update

---

I understand that there are a number of questions about how public higher education fared in the final 2014-15 state budget, and how the budget will impact our negotiated salary increases. I'd like to take this opportunity to answer those questions.

Let me start by putting to rest any rumors you might have heard about our negotiated salary increases. **We will get our raises.** The negotiated salary increases were agreed to by the State of New York and will be paid.

The enacted budget includes a \$7.6 million increase (for personal service costs) to state-operated campuses. How that \$7.6 million will be allocated, how SUNY balances its budget, and how SUNY will fund our raises are all decisions to be made by SUNY Administrators. Regardless of their choices, **we will get our raises.**

Rumors that program cutbacks or funding reallocations are necessary to fund the salary increases are unsubstantiated and unjustified. We will continue working to dispel these rumors, and encourage every one of you to help us by letting our sisters and brothers know the facts about the available funds.

### **Budget Highlights**

The enacted budget included several provisions that are crucial for higher education. UUP fought hard to secure funding in all of the areas below:

#### State-Operated Campuses Funding:

- Provides an increase of \$7.6 million in support to the SUNY state-operated campuses, for a total appropriation of \$715.6 million.

#### SUNY Hospitals:

- Provides \$87.5 million for the SUNY hospitals state subsidy, which represents a \$27.5 million General Fund increase from the 2013-14 appropriation of \$60 million.
- Removes the Restructuring Health Care Delivery Systems Pilot Program proposal. UUP was instrumental in defeating this proposal which, if enacted, would have set the stage for the privatization of SUNY hospitals.

#### Opportunity Programs & Tuition Assistance Programs:

- Increases the Educational Opportunity Program by \$1.3 million, for a total appropriation of \$22.3 million.

*Affiliations: NYSUT • National Education Association • American Federation of Teachers • AFL-CIO*

- Provides an increase of \$26.3 million to the Tuition Assistance Program, for a total of \$976.7 million. Beginning in 2014-15, the maximum TAP award is increased by \$165, bringing the maximum award to \$5,165 for this program.

Despite these successes, more work needs to be done to pursue our legislative agenda. As part of our efforts, UUP will continue to advocate that SUNY must receive the resources needed to fulfill its ongoing mission.

### **Negotiated Salary Increases**

Here are some key facts regarding the funds available and the impact of the salary increases:

- The cost of the UUP raises for this budget year, according to the New York State Division of Budget, is estimated to be \$42.9 million (including fringe benefits). The SUNY General Income Fund Reimbursable (IFR) account is a self-supporting account that generates its own revenue (from a variety of fees or other income sources) to support its expenditures. This account carries over its year-end cash balance (or surplus) to the next year. At the end of October 2013, there was \$480.4 million in the SUNY General Income Fund Reimbursable (IFR) account. Since April 2010, the SUNY-wide IFR account has never dropped below \$325 million. These funds could certainly be used to pay for our salary increases.
- SUNY is a system. When a campus is short of funds, SUNY has in the past spread the burden throughout the system. SUNY can also tap its reserve funds to help an individual campus in financial difficulty. To jump to the conclusion that the SUNY campuses have to cut programs instead of using SUNY's available reserve funds is little more than SUNY simply trying to short circuit its own commitment to "systemness."
- SUNY is not being forced to cut campus funding because of the salary increases—they are choosing to balance their books with campus cuts. SUNY has many choices for filling any budgetary gaps that they may face, including using some of its reserves and/or delaying the implementation of new initiatives, such as Open SUNY.
- Over the past few years, the state has balanced its books by asking SUNY faculty and professionals to do more, for less pay and with fewer resources. SUNY faculty and professionals have already given back much more than their fair share. We must push back against threatened program cuts for the sake of our students. They are paying MORE for their education and should not be subjected to threats of service and program cuts.

We must push back because SUNY already relies heavily on tuition revenue for operating expenses. This has to change. SUNY faculty, professionals, and students have already paid their fair share for New York State's public higher education system.

UUP will continue to monitor and address any actions taken by the campuses to reduce their budgets as a response to the mutually agreed upon salary increases. Please contact UUP with any details regarding proposed campus budget cuts, so that these issues can be raised at the statewide SUNY labor/management meeting. We will continue to fight the unsubstantiated claims that campus cutbacks are a direct result of UUP raises and we hope that you will continue to help us by using these facts about the available funds.

## Coming Soon: New endorsed shopping program



### **NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.**

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) in the coming weeks for details on how to use this service or call **800-626-8101** with any questions.





# Spring Cleaning Checklist

Spring time is a great time to clean, organize and get rid of unnecessary items in your house. It is also a great time to check if your safety plans are in place and your safety equipment is in working order.

- ☐ Test your smoke alarms.
  - Check to see if they work.
  - Change the battery, if necessary
  - Replace your smoke detectors every 10 years.
- ☐ Test your carbon monoxide detectors.
  - Check to see if they work.
  - Change you batteries if necessary.
- ☐ Replace light bulbs (outside and inside) – you'll be taking out the step ladder to test your smoke and carbon monoxide detectors, use the ladder to change the light bulbs as well.
- ☐ Store winter items (clothing, Christmas decorations, etc.) properly.
- ☐ Check your house for broken items and discard appropriately.
- ☐ Clean out your medicine cabinet and dispose any expired or unused [medications properly](#). Talk to your city or county government trash and recycling service or your local pharmacist for medicine disposal in your area.
- ☐ Check your fire extinguisher.
  - Make sure safety seals, tamper indicators and maintenance tag are not broken or missing.
  - Examine for signs physical damage, corrosion, leakage, or a clogged nozzle.
  - Check the pressure gauge reading or indicator. It should be in the operable range or position.
  - Recycle and replace if necessary.
  - Learn more about fire safety planning at [nsc.org](http://nsc.org).
- ☐ Plan and practice your [family escape plan](#).
- ☐ Review your family emergency plan – a printable [family emergency plan](#) is available through ready.gov.
- ☐ Check your [first aid kit](#) and replace any missing supplies.



**Safety**  
at HOME

**National Safety Council**

saves lives by preventing injuries and deaths at work, in homes and communities, and on the roads, through leadership, research, education and advocacy.

1121 SPRING LAKE DRIVE  
ITASCA, IL 60143  
(800) 621-7619 • [nsc.org](http://nsc.org)  
[customerservice@nsc.org](mailto:customerservice@nsc.org)

— making our world safer®



## Programs designed specifically for NYSUT members

### Get expert legal assistance today!

The NYSUT Member Benefits-endorsed Legal Service Plan -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters ranging from dealing with a speeding ticket to handling estate planning.

- Low annual cost of just \$85 (\$55 for retirees)
- Unlimited toll-free legal advice
- Free Simple Will
- Two, free, hour-long consultations with a plan attorney

Don't wait to get the legal assistance you need. Learn more about the plan today!

*\*\*Please note that if you belong to a local association that provides a group legal service plan through the local or its benefit fund, remember to take advantage of the plan's benefits.*

**Easy  
Online  
Enrollment!**  
See web address below

### Time for an insurance check-up!

Find out what your insurance policies currently cover.

Keep your policies in a secure, fire-proof location

Determine if you have enough coverage to meet your needs today and in the future.

We encourage you to check out the variety of quality, competitive insurance programs endorsed by NYSUT Member Benefits, including Term & Level Term Life Insurance; Disability Insurance; and MetLife Auto & Home Insurance, among many others.

Learn more about these endorsed programs and many others by calling **800-626-8101** or visiting **[memberbenefits.nysut.org](http://memberbenefits.nysut.org)**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

**MEMBER  
BENEFITS**  
**nysut**  
Working to Benefit You