



September Issue: December 2014 Vol. 46—No. 2

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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

Colleagues,

I hope to see many of you at our PUUP Holiday Membership Mixer next week on December 11th from 4:30 to 6:30pm at the Plattsburgh Brewing Company! PBC offers locally brewed beer and wine or soda will also be available. We continue our work with the Interfaith Food Shelf. Contributions will be split between the PUUP Good & Welfare fund and the Food Shelf. We will also have a brief presentation on UUP statewide initiatives and other national union trends in higher education.

PUUP has been busy this semester organizing evaluation file preparation workshops for both academic and professional members. 99 PUUP members received Individual Development Awards for professional development or research as part of the Joint Labor Management (JLM) programs. More information on the upcoming Drescher Leave program is included in this newsletter. Earlier this month you received the announcement for the SUNY Plattsburgh Leadership Academy which is also funded by JLM programs. Kudos to VP for Professionals George Still for working with Assistant Vice-President Human Resources Sue Welch to write this grant! The SUNY Plattsburgh Leadership Academy has received UUP statewide recognition as a model to emulate from UUP Statewide Vice-President J. Philippe Abraham.

UUP's own election cycle will also be starting soon. Nominations for Plattsburgh chapter academic and professional delegates and officers will be mailed January 9th, 2015. Nominations need to be received by February 4th, 2015 by the statewide Elections & Credentials Committee at UUP in Albany. The official ballots will be mailed mid-February and are due March 18th again to the statewide Elections & Credentials Committee at UUP in Albany. The details of the Election Calendar are published in this newsletter and also available at <http://uupinfo.org/elections/pdf/2015-2017ChapterElectionCalendar.pdf>

Running for Delegate for the statewide UUP Delegate Assembly is a great way to learn more about UUP and get involved! PUUP will publish candidate statements in the February 2015 chapter newsletter.

Karen Volkman, President



UUP MEETINGS and EVENTS

Calendar of Upcoming Meetings



☐ **December 10th: PUUP Executive Board meeting**

11:00 - 12:30pm; ACC mtg room #8

☐ **December 16th: Labor Management**

3:30 - 4:30 Ward Hall Conf room

PUUP Holiday Gathering

You are invited to the PUUP Holiday Gathering on **December 11, 4:30 - 6:30 p.m. at the Plattsburgh Brewing Company** (upstairs at Comfort Inn). In exchange for your contribution (\$3/one, \$5/two) you will be offered a selection of appetizers and locally-brewed beers (or wine, or soda). Contributions will be divided between the Good and Welfare fund and the Interfaith Food Shelf.

We are excited to try out this locally-owned business for our gathering - I hope that you will join us!

Announcements

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.

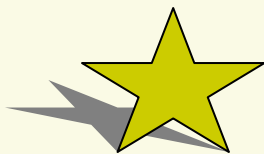
(<http://uupinfo.org/negotiations/pdf/NegQandA.pdf>)

An economic impact calculator has also been posted on the UUP website (www.uupinfo.org).

Members can continue to email UUP at contract@uupmail.org if they have additional questions.



George Still
V.P. for Professionals



Professionals,

A reminder that the promotion and salary increase request schedule is in January. I am available via email to review evaluation and salary request documentation. My email is gstil001@plattsburgh.edu

Salary increases and/or promotion are a part of your career advancement while a SUNY Plattsburgh. As permanent and significant increases are added to your performance program, it is your contractual right to request compensation.

Sincerely,

George

Making Strides against Breast Cancer Campaign Fall 2014

UUP and NYSUT working Together

Making Strides against Breast Cancer Fund Raiser made \$1295.00

Gina Doty

Thank you for your support for the "Making Strides against Breast Cancer" annual NYSUT/UUP fund raiser. This year Cheryl Datkun in Computer Information Systems and I made a twin size Adirondack themed quilt. The last day of collecting the tickets and money I received \$40 in the mail from a friend, which brought our total to \$1,295.00 which is the highest amount this fund raiser on campus has ever made. A school teacher in Adams, NY near Watertown won the quilt, but our campus also won seven raffle baskets packed full of themed goodies. Thank you to all the sellers and buyers of the tickets, for I could not have sold this many tickets without your dedication.

If you are interested to help me with this fund raiser in 2015, contact me to discuss your ideas.

Thanks!

Gina Doty

UUP Chapter Secretary

#5011

Fire Prevention Awareness

Remember, as it gets colder, if you have a portable heater to plug it directly into the wall and not to have it near combustibles. This is a common fire code violation. For information on other fire code violations on campus and how to keep your office area violation free look at the brochure on the Environmental Health and Safety website:

<http://www.plattsburgh.edu/offices/admin/businessaffairs/ehs/>



Plattsburgh Interfaith Food Self

An emergency food pantry, Plattsburgh Interfaith Food Shelf provides assistance with no financial eligibility restrictions to those in need residing in Clinton County. Individuals requesting assistance may do so as often as seven times a year and be provided four days' worth of food at each visit.

Dorothy Latta, the coordinator of the Plattsburgh Interfaith Food Shelf, is quick to point out "for those that are concerned about efficiency" that approximately 98% of money donated to the organization goes directly toward purchasing food. In order to further efficiency and sustainably promote less use of plastic, the Food Shelf is now requesting donations of reusable shopping and tote bags. The organization currently reuses plastic shopping bags and packaging boxes for families taking food assistance home.

While housed by the Plattsburgh United Methodist Church, the food shelf is a cooperative ministry of the Interfaith Council of Plattsburgh and Clinton County. The organization is nondenominational. Approximately 600 families are assisted and \$11,000 worth of food given out each month.

The Food Shelf is open Monday through Friday from 9am to 12noon and Friday from 4pm to 6pm. Donations may be dropped off at the Interfaith Food Shelf during operational hours. Alternately, donations will be collected during the UUP Holiday get together on December 11th, at Plattsburgh Brewing Company from 4:30pm to 6:30pm.

Suggested Non-Perishable Food Items for Plattsburgh Interfaith Food Shelf include:

- Tuna
- Cereal or Oatmeal
- Canned Juice (100% fruit juice)
- Powdered Milk
- Macaroni and Cheese (box)
- Dry Pasta (spaghetti, ziti, noodles, etc)
- Canned pasta (spaghetti rings, beefaroni, etc)
- Soups
- Canned fruits
- Canned vegetables
- Canned stews and meats
- Instant mashed potatoes
- Boxed stuffing
- Spaghetti sauce
- Pork and beans
- Peanut butter
- Jelly
- Rice
- Baking mixes (muffins, pie fillings, etc)
- Crackers
- Pancake mix & syrup

Please keep in mind that monetary donations and reusable shopping and tote bags are also welcome.

Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit memberbenefits.nysut.org.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

These offers will continue into February 2015, which has been designated as Member Appreciation Month!

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



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.

Nov./Dec. '14

Drescher Affirmative Action/Diversity Leave Program:

A Grant Program of the NYS/UUP Joint Labor-Management Committees

Full details: <http://nysuup.lmc.ny.gov/diversity/drescher.html>

The Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program enhances employment opportunities for people who are preparing for permanent or continuing appointments with preference given to minorities, women, employees with disabilities, or an employee with military status. The Affirmative Action/Diversity Committee seeks to promote a broad diversity of award recipients.

The types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification.

Eligibility

Full-time, term employees who are in a position eligible for permanent appointment (professional employees) or continuing appointment (academic employees) and have at least a one-term renewal, or prior service credit.

A campus endorsement for a full-time leave.

A campus financial contribution of a minimum of 40% of the cost of salary for a replacement for the duration of the leave and a minimum of 40% of the total project or activity expenses. Joint Labor-Management Committees' funds that have been awarded to the campus should not be included as a part of the campus's contribution.

An acknowledgement from the applicant of an obligation to return to the campus for a minimum of one year at the conclusion of the leave unless this obligation is waived by the campus president or designee.

A proposed project or activity that:

Assists in meeting one or more criteria established in Article XII, Evaluation and Promotion of Academic and Professional Employees, of the Policies of the [Board of Trustees](#).

Requires full-time leave from professional obligations for at least one semester and a maximum of one year, including but not limited to a summer.

Can be completed prior to being reviewed for permanent or continuing appointment.

Includes a detailed timeline with dates for completing various phases of the project or activity.

Plattsburgh Drescher Timeline for Fall 2015 Leave

November 18, 2014 – December 1, 2014 – Information meeting by appointment

Please call the Sponsored Research Office (SRO) Ext. 2155 to arrange for the appointment and obtain an application if you intend to apply.

December 8, 2014 – First Drescher drafts due SRO

December 19, 2014 – Final (internal) Drescher drafts due SRO

December 22, 2014 – Jan 22, 2015 – Institutional review of proposals

Jan. 26 – 28, 2015 – Final revisions completed, based on feedback from reviewers

February 17, 2015 – Proposals mailed by SRO

UNITED UNIVERSITY PROFESSIONS

2015 CHAPTER, RETIREE, AND AFFILIATE CONVENTION ELECTION CALENDAR*

*Dates may be modified.

Activity	2015 Elections
Chapter Requests to E&C Committee Due	12/01/14
Election Certification Date	12/31/14
Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/09/15
Chapter, Retiree & Affiliate Convention Nominations Close	02/04/15
Nomination Lists Posted to Web	02/06/15
Mail Retiree Election Ballots	02/13/15
Retiree Election Ballots Due	03/11/15
E&C Committee: Count Retiree Ballots	03/11/15 — 03/13/15
Mail Chapter Elections Ballots	02/18/15 — 02/20/15
Chapter Elections Ballots Due	03/18/15
E&C Committee: Count Chapter Elections Ballots	03/18/15 — 03/21/15
Mail Run-off Elections Ballots no later than	06/19/15
Run-off Elections Ballots Due	07/15/15
E&C Committee: Count Run-off Elections Ballots	07/15/15 — 07/17/15
E&C Committee: Count Run-off Affiliate Convention (if necessary)	07/15/15 — 07/17/15

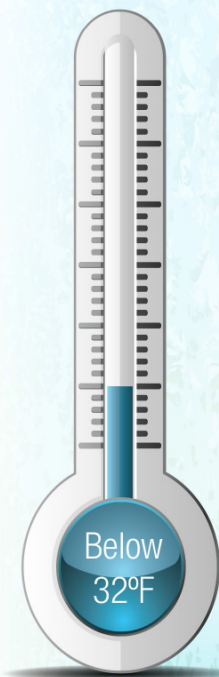
Approved by the UUP Executive Board on:

August 9, 2014

COLD HARD FACTS

FROSTBITE

is the freezing or near-freezing of skin or deeper tissues. It occurs when the temperature is 32 degrees F (0 degrees C) or colder.



EARLY (SUPERFICIAL) FROSTBITE

- ▶ Skin blanching: color does not return after palpation
- ▶ Skin remains soft
- ▶ The area is numb or feels tingly or aching when rewarmed



SEVERE FROSTBITE

- ▶ Skin looks waxy and white, gray, yellow or bluish
- ▶ The area feels firm or frozen hard on palpation
- ▶ Swelling or blisters may be present
- ▶ The affected area may become painless
- ▶ After warming, the area becomes swollen and may blister and appear flushed with areas of purple and blanching or it may be mottled and cyanotic



LOOK FOR FROSTBITE

- Usually in the nose, ears, cheeks, chin, fingers or toes
- Stiffness, pale skin, and pain which is sometimes severe when rewarmed
- Blisters and swelling in more severe cases



DRESS FOR IT

- Wear layers of loose clothing
- Thermal long underwear
- Wool socks and waterproof, insulated boots
- Wind and moisture resistance outerwear
- Insulated leather work gloves
- Hat that covers the ears

HYPOTHERMIA

is a generalized cold emergency in which the body temperature drops below 95 degrees F (35 degrees C).

THE SIGNS OF HYPOTHERMIA

- ▶ Persistent shivering
- ▶ Difficulty walking
- ▶ Mild confusion



It does not have to be freezing cold for hypothermia to occur. It can occur at almost any cool temperature if the body is unprotected, especially if the person is wet, exposed a long time, or unable to restore body heat because of a medical condition.



Proud Member

WATCH OUT!

See & Fix Workplace Hazards



SPOT IT

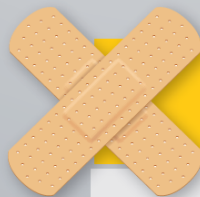


- Know the meaning of a near miss
- Report incidents to supervisors
- Don't worry about who's to blame



REPORT IT

- Act quickly - Do not delay reporting
- Submit written reports of each near miss
- Be specific about exactly what happened
- Distribute information to the people involved



FIX IT



- Analyze the causes of the problem
- Identify solutions to the problem
- Disseminate the solutions to everyone impacted
- Resolve all actions and check any changes

3,929

The number of **fatal work injuries** that occurred in private industry in 2013. That's the lowest total since BLS began collecting this data more than 20 years ago.



WEATHER ALERT!

Tips for safe winter driving

WHAT TO TAKE

Keep these items in your car in case you get stranded:

- Flashlight and flares
- Tire chains
- Jumper cables
- Blanket, warm clothes, hat and gloves
- Bag of salt and shovel
- Extra washer fluid

WHAT TO DO

Know these winter driving hazards and avoid incidents or injuries:

- Don't warm up your car in enclosed areas
- Inflate tires properly so they handle slippery conditions better
- Keep your gas tank more than half full so gas lines don't freeze up
- Avoid using your parking break in cold or snowy weather



Proud Member



UUP introduces initiatives to SUNY

UUP President Fred Kowal discusses a series of new UUP initiatives at a SUNY Board of Trustees public hearing. The proposals are designed to ensure SUNY continues to provide an accessible, affordable quality education for all New Yorkers.

"I encourage SUNY to stand with the union, as we advocate for a fully funded SUNY system," Kowal said during the Nov. 6 hearing in New York City. "I am interested in developing a joint advocacy agenda, so that our public higher education system is more than just maintained. It should be, can be and must be a hallmark institution serving the best interests of New York's students."

Among the initiatives Kowal advanced:

- Increasing the amount of state funding for SUNY to cover at least 50 percent of SUNY's operating costs; students cover 65 percent of SUNY's operating expenses via tuition and fees;

- A "genuine" Maintenance of Effort, which would accurately reflect SUNY's needs. The MOE would include funding for SUNY's hospitals and cover the basic expenses of its state-operated campuses, as well as the cost of collective bargaining agreements;

- The creation of a public endowment to hire more full-time faculty and support staff, and allow part-time and contingent faculty the opportunity to move into full-time positions;

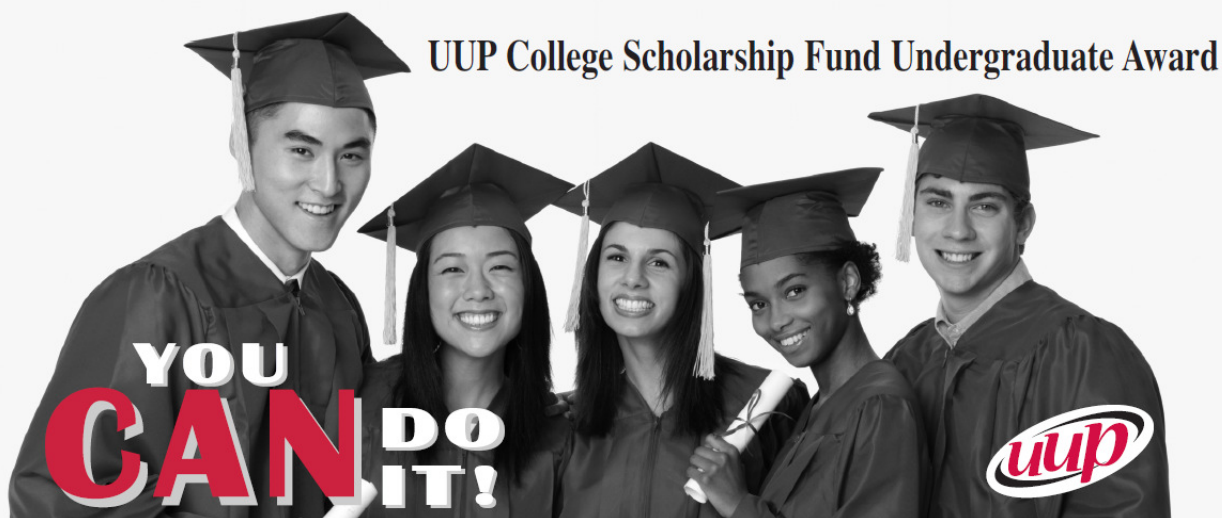
- A new program that would award additional funds to campuses that hire more full-time faculty and staff; pursue diversity among its faculty and student body; move adjuncts and contingents to full-time positions; and broaden student support programs;

- A new program called the Pre-College Entrance Development Effort. PreCEDE would provide guidance and support to underrepresented and underresourced families, helping them to identify potential career paths, complete and submit a college application, apply for financial assistance and be prepared for college challenges; and

- A new program to allow SUNY students to refinance federal and private SUNY student loan debts.

Kowal's testimony is available [here](#).

Please urge your members to share the testimony with your campus president. These initiatives promote access, affordability and quality; several campus presidents have already expressed interest and enthusiasm for our plans.



UUP College Scholarship Fund Undergraduate Award

UUP College Scholarship Fund Undergraduate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. UUP awards scholarships to recognize:

Eugene P. Link — A SUNY Plattsburgh professor emeritus of history who taught in New York's state university system for 35 years, the late Eugene Link was a highly regarded and respected professor. He dedicated his life to working families and to students who demonstrated an interest in unionism and the larger labor movement.

Robert F. Carter and Katherine K. Carter — The late Robert Carter was a SUNY Oswego associate professor of history and a UUP member for more than 25 years. His late wife, Katherine, made several generous donations to the scholarship fund in his memory.

Gertrude A. Butera — Gertrude Butera's unrelenting fundraising efforts have helped the scholarship grow since its inception in the mid-1980s to a sustained fund that rewards exemplary SUNY undergraduates. She was named an honorary trustee in 1993.

One-time scholarships of \$3,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarships in 1988.

Who's Eligible

UUP College Scholarship Fund undergraduate applicants should:

- *Be full-time undergraduate students at a state-operated campus of SUNY who have completed at least 18 credits and have a cumulative grade-point average of at least 3.75;*
- *Exhibit dedication to the goals of the trade and labor union movements. In addition, applicants must demonstrate high integrity, a tireless quest for excellence in both academic and personal endeavors, and service to the community;*
- *Submit a copy of your official transcript(s) from each college/university attended;*
- *Be in active, full-time attendance carrying a current load of at least 12 credits; and*
- *Demonstrate dedication to labor union values and social justice.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

How to Apply

A complete list of scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at **www.uupinfo.org** (click on Scholarships to get a fillable PDF application that can be emailed to kplowman@uupmail.org); or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-5143.**