



The Union News

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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

Save the date! January 26th.... *London Broil* is performing in the Giltz Auditorium in Hawkins Hall at 6:30 pm and YOU are invited!! If you haven't already picked up free tickets for you and your family, get them soon! This will be a family event for union members to watch some superior jugglers remind us about balance – work/life balance to be specific.



Balancing the demands of work and family can be a real challenge – especially in stressful times that New York and the UUP are experiencing at the present time. While the fiscal situation on campus has stabilized this year as a result of the tuition plan for the next four years, the Governor is still supporting a tax cut for NY millionaires that could unbalance the State budget for next year.

While there is relative job security for this year, the Governor is still demanding concessions in UUP's contract negotiations. Negotiations are still in progress, but if the CSEA and PEF contracts are the model, we must be prepared for the possibility of no raises and higher insurance co-payments in our next contract. Balancing these realities with the needs of our families will be challenging for many of us. Neither children nor our bills stop growing just because our paychecks suddenly becomes fixed.

When stress is high, its effects can be felt both at home and at work. In the workplace, tempers can flair. Both active and passive aggressive behaviors may be seen. Relationships between co-workers can break down as individuals project a self-protective attitude and teamwork suffers.

For all these reasons, our chapter is sponsoring both the *London Broil* jugglers and our Workplace Civility educational campaign. You'll be receiving the results of our Workplace Civility Zoomerang survey shortly, along with a "SUNY Plattsburgh Promotes Civility" pin that you can wear at work. We want to promote a peaceful, friendly workplace to help our members through these challenging times.

So please join us January 26th for juggling and wear your Civility button at work! And if you have any other ideas for us to promote, please let us know. Happy holidays!!

David Curry, President





Bethanne's Bulletin

by Bethanne DelGaudio
Vice President for
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The holidays are here. Let me take this opportunity to wish everyone a joyous season! I also want to encourage everyone to participate in the Civility Poster contest (see the back page of this newsletter). The deadline is December 30th so you have plenty of time to show the campus your creative side. What a wonderful way to show others that you respect not only where you work, but also your colleagues and yourself as well.

You soon will be receiving updates on the Civility Zoomerang survey results along with a beautiful Civility pin. I hope that each of you will wear your pin every day and show your support for this campus wide initiative.

To echo what Dave said in the President's Message, I want to remind you to save the date of January 18th for the *London Broil* juggler's performance. I have seen their video and they are really awesome. It is definitely a family event for all to attend and enjoy. What a wonderful way to break the monotony of the January doldrums after the December highs of the holidays.

We have had excellent Professional Issues meetings this year. The last meeting of the Fall semester will be held on December 21 at 9 am in ACC meeting room one. I thank everyone who has attended and contributed to our rich conversations. Bring whatever you like to drink for your morning beverage on December 21st, and I will bring some treats to end our semester on a high note of engaged conversation.



Calendar of Upcoming Meetings

- | | |
|----------------|--|
| Dec. 6 | Small Executive Committee Mtg.
1 to 2 PM
Mtg. Room 1
Angell College Center |
| Dec. 14 | Labor Management Meeting
1 to 2 PM
Ward Hall, Room 101 |
| Dec. 21 | UUP Professional's Meeting
9 to 10 AM
Mtg. Room 1
Angell College Center |
| Jan. 26 | The London Broil Show
6:30 PM
Giltz Auditorium
Hawkins Hall
Free |



Part-Time Concerns

by
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Part-time Concerns
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We all want to thank the administration for their quick response to the Union's enquiry concerning a return to renewable multi-year contracts for contingent faculty. Renewable multiyear contracts provide greater stability of employment for contingents, one of the on-going goals of our Union.

Every two years faculty and allies across the US and Canada take a week to focus on the working conditions of contingent faculty. Country-wide the majority of US faculty are presently in non-tenure-track jobs. Typically these positions have lower pay, less job security, and fewer rights than tenure-track positions. UUP has been increasingly prioritizing the needs of contingent faculty. Over the years, this has resulted in a higher level of awareness among our colleagues as well as improved working conditions and benefits. But we need to continue to advocate for improvements both state-wide and at the local level.



UUP Negotiations Team Update: November 15, 2011



The UUP's Negotiations Team met with the state's negotiators on November 10th and 11th. The two day session began with clarifications of information related to health bene-

fits. The rest of the discussion focused on some of the UUP's non-monetary proposals under specific contract articles and appendices.

The UUP's negotiations began in late August. The Negotiations Team has had more than a dozen meetings with the state to date. UUP's next meetings with the state are scheduled for December 1st and 2nd.





How Class Works — 2012 Call for Presentations

The Center for Study of Working Class Life is pleased to announce the *How Class Works – 2012 Conference*, to be held at the State University of New York at Stony Brook, June 7-9, 2012. Proposals for papers, presentations, and sessions are welcome until December 12, 2011 according to the guidelines below. For more information, visit our Web site at www.workingclass.sunysb.edu.

Purpose and orientation: The conference seeks to explore ways in which an explicit recognition of class helps to understand the social world in which we live, and ways in which analysis of society can deepen our understanding of class as a social relationship. Presentations should take as their point of reference the lived experience of class; proposed theoretical contributions should be rooted in and illuminate social realities. Presentations are welcome from people outside academic life when they sum up social experience in a way that contributes to the themes of the conference. Formal papers will be welcome but are not required. All presentations should be accessible to an interdisciplinary audience.

Conference themes: The conference welcomes proposals for presentations that advance our understanding of any of the following themes.

- ❑ **The mosaic of class, race, and gender.** To explore how class shapes racial, gender, and ethnic experience and how different racial, gender, and ethnic experiences within various classes shape the meaning of class.
- ❑ **Class, power, and social structure.** To explore the social content of working, middle, and capitalist classes in terms of various aspects of power; to explore ways in which class and structures of power interact, at the workplace and in the broader society.
- ❑ **Class and community.** To explore ways in which class operates outside the workplace in the communities where people of various classes live.
- ❑ **Class in a global economy.** To explore how class identity and class dynamics are influenced by globalization, including experience of cross-border organizing, capitalist class dynamics, international labor standards.
- ❑ **Middle class? Working class? What's the difference and why does it matter?** To explore the claim that the U.S. is a middle class society and contrast it with the notion that the working class is the majority; to explore the relationships between the middle class and the working class, and between the middle class and the capitalist class.
- ❑ **Class, public policy, and electoral politics.** To explore how class affects public policy, with special attention to health care, the criminal justice system, labor law, poverty, tax and other economic policy, housing, and education; to explore

the place of electoral politics in the arrangement of class forces on policy matters.

- ❑ **Class and culture:** To explore ways in which culture transmits and transforms class dynamics.
- ❑ **Pedagogy of class:** To explore techniques and materials useful for teaching about class, at K-12 levels, in college and university courses, and in labor studies and adult education courses.



Proposals for presentations must include the following information: a) title; b) which of the eight conference themes will be addressed; c) a maximum 250 word summary of the main points, methodology, and slice of experience that will be summed up; d) relevant personal information indicating institutional affiliation (if any) and what training or experience the presenter brings to the proposal; e) presenter's name, address, telephone, fax, and e-mail address. A person may present in at most two conference sessions. To allow time for discussion, sessions will be limited to three twenty-minute or four fifteen-minute principal presentations.

Sessions will not include official discussants. Proposals for poster sessions are welcome. Presentations may be assigned to a poster session. Proposals for sessions are welcome. A single session proposal must include proposal information for all presentations expected to be part of it, as detailed above, with some indication of willingness to participate from each proposed session member. Submit proposals as an e-mail attachment to michael.zweig@stonybrook.edu or as hard copy by mail to the *How Class Works — 2012 Conference*, Center for Study of Working Class Life, Department of Economics, SUNY, Stony Brook, NY 11794-4384.

Timetable: Proposals must be received by December 12, 2012. After review by the program committee, notifications will be mailed on January 17, 2012. The conference will be at SUNY Stony Brook from June 7-9, 2012. Conference registration and housing reservations will be possible after February 20, 2012. Details and updates will be posted at <http://www.workingclass.sunysb.edu>.

Conference coordinator:

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Ten Actions You Can Focus On To Influence a Culture of Respect and Civility in Your Workplace

by Barbara Richman
Memphis Business Journal
March 10, 2008

<http://memphis.bizjournals.com/memphis/stories/2008/03/10/smallb4.html>

Imagine a work environment where all communications and interactions were conducted in a civil and respectful manner. Co-workers and customers would be treated respectfully on a consistent basis. There would be no place for harassment, discrimination, bullying, workplace violence, unethical actions, or other disrespectful and potentially illegal behaviors.

Instead of this idealized picture, studies and polls indicate that workplaces are a reflection of society at-large and that incivility is a serious problem that is getting worse. Web sites such as www.rude-busters.com and www.bullybusters.com reflect these trends.

One study on workplace research found that 80% of those polled responded that lack of respect is a serious problem and 60% believed that the problem was getting worse. The study estimated that the average Fortune 1000 executive spent 13% of his or her time mediating employee disputes. Another found that nine out of 10 Americans thought that incivility increases opportunities for violence. Findings from these and other studies further point out that disrespectful and uncivil behaviors decrease morale, drain productivity, increase turnover, and negatively impact an organization's bottom line as well as the overall economy.

If we take a snapshot of today's workplaces, they generally will fall somewhere in between the two extremes on a continuum ranging from disrespectful to highly respectful. This measure is not expected to be static over time. Moving an organizational culture on a continuum toward an imagined environment, as described above, will require that respect become a core value, one that is understood, articulated, internalized and acted upon by employees at all levels of the organization.

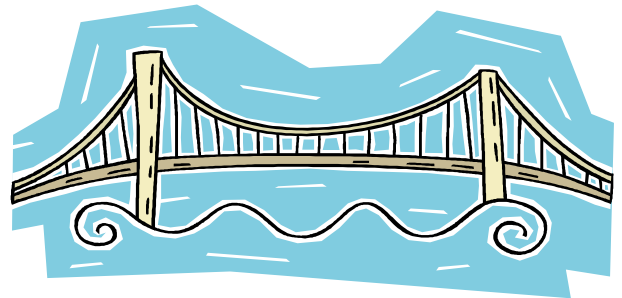


In organizations that have not identified this value as part of an overall focus, individual employees can still make a difference by adopting the concept "each one

influence one" and taking responsibility for acting in a manner that demonstrates self-respect and respect for others.

The following are tips to assist each employee in being proactive in promoting respect and civility:

1. Focus on others' needs and consider how your words and actions will impact others before you speak or act. Approach each interaction with respect, regardless of whether you believe that the other person's behaviors "earn" or even elicit that respect.
2. Be intentional in your communications. Plan to listen to the other person without interruption and practice effective listening skills. Develop an awareness of the respect that you display in all areas of your communications, including what you say, how you say it, your voice tone, and the body language that you demonstrate.



3. Become a bridge builder and act in a manner that creates an inclusive work environment. Look for various ways to have diversity in work teams and committees as well as in individual associations. Be aware of the downsides caused by labeling and stereotyping others. Replace these behaviors with respect for individual differences.
4. Appreciate the value of diverse opinions in developing approaches to varying situations. Recognize that it does not equate to agreement if you listen, clarify what was said, and ask questions to gain an understanding of others' opinions. In situations where disagreement results, learn to "agree to disagree" respectfully.
5. Understand that conflicts will occur in the workplace and take responsibility for your actions, regardless of the situation. Take time to understand your triggers or "hot buttons." Knowing what makes you angry and frustrated will enable you to manage your reactions and respond in a more appropriate manner. Practice self-restraint and focus on your overall objectives in responding to potential conflicts. A positive and solution-driven approach will facilitate your ability to reach resolution.
6. Guard against acting impulsively based on negative assumptions about another's intent, as that can lead to damaged relationships. Take time to analyze relevant facts and to reconsider your assumptions.





Labor Quotes: Be Inspired!

With all their faults, trade unions have done more for humanity than any other organization of men (and women) that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men (and women) than any other association.

Clarence Darrow, lawyer

Silence never won rights. They are not handed down from above; they are forced by pressures from below.

Roger Baldwin, protector of civil liberties

The labor movement is people. Our unions have brought millions of men and women together, made them members one of another, and given them common tools for common goals. Their goals are goals for all America - and their enemies are the enemies for progress. The two cannot be separated. The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.

John F. Kennedy, president

The Labor Movement was the principal force that transformed misery and despair into hope and progress.

Martin Luther King Jr., reverend

If capitalism is fair then unionism must be. If men and women have a right to capitalize their ideas and the resources of their country, then that implies the right of men and women to capitalize their labor.

Frank Lloyd Wright, architect

Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.

Molly Ivins, newspaper columnist

It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.

Barack Obama, president

7. Avoid tendencies to become caught up in gossip, complaining, or other forms of negativity in day-to-day interactions. Be mindful of the following quote by Ruth Anne Crouse, "What Peter tells me about Paul tells me more about Peter than it tells me about Paul." Recognize that your actions will influence how others perceive you.
8. View today's difficult situations from a broader and more realistic perspective by considering what they mean relative to the overall scheme of things. Ask yourself questions such as, "How will I look back on these circumstances in a week, month, or year?"
9. Be supportive of your organization in your communications both inside and outside of the workplace. Ensure that any comments that you make place the organization (including departments and individuals) in a positive yet realistic light.
10. Pay attention to how respectful you are in your communications and other actions on an ongoing basis. Rate yourself (for instance, on a scale of 1-10) periodically after interactions to measure your success and to identify opportunities for improvement.

UUP Scholarship Program for Undergraduate and Graduate Students

Several scholarship programs are available through the UUP and other unions. All you have to do is go to the UUP website—www.uupinfo.org—and you can find details under "Scholarships" in the left hand link bar.

The UUP College Scholarship Fund will open on December 1st for qualified students. Last time around two SUNY Plattsburgh students received scholarships!

- ☐ **Benefit Trust Fund Scholarships** provide funding aid to the dependents of UUP bargaining unit members.
- ☐ **UUP College Scholarship Fund** provides funding aid to both undergraduate and post baccalaureate students attending SUNY campuses.
- ☐ **The Robert G. Porter Scholars Program** is funded through The American Federation of Teachers (AFT). Programs are available for both UUP bargaining unit members and their dependents.



Are you keeping your family's best interests in mind?

The importance of having a will cannot be overstated – this crucial legal document protects your family during their time of grief and ensures that your wishes are honored. Drafting a will can help provide peace of mind for you today and prevent unnecessary stress for your family in the future. It also allows you to name a legal guardian if you have children under the age of 18. In addition, a will ensures that your estate will be distributed according to your desires.

A power-packed legal punch

The NYSUT Member Benefits Trust-endorsed Legal Service Plan – provided by Feldman, Kramer & Monaco, P.C. – provides access to legal advice and assistance that is crucial when looking to create or update a will.

Each year, the plan provides for one simple will or update at no charge. A simple will provides for the proceeds of one's estate to be distributed to a specifically named beneficiary(ies), with an alternate distribution plan in the event that the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are distributed outright with no conditions attached.

In addition to the simple will, you will receive a durable power of attorney, living will and health care proxy – all important documents to have in place before the need for them arises.

Discounted rates

NYSUT members can purchase the Legal Service Plan at the special cost of \$85 per year or \$55 per year for retirees; an Elder Law Rider and/or Business Protection Rider are available for an additional fee. Members eligible for payroll or pension deduction can take advantage of further savings.

Do you have other legal issues that you need assistance with, such as dealing with a speeding ticket or selling your home? The plan offers NYSUT members legal assistance for a variety of personal legal matters.

You will have access to unlimited, toll-free legal advice from plan attorneys; these attorneys will make phone calls and write third-party correspondence at no charge to resolve personal legal situations on your behalf before they become major problems. In

addition, when you enroll in this plan, you will receive two coupons for free, hour-long consultations with a plan attorney.

How to get started

You can enroll in the voluntary plan online by visiting memberbenefits.nysut.org or printing a descriptive brochure and enrollment form. Feel free to also contact NYSUT Member Benefits at 800-626-8101 with any questions about the plan.



Please note: 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.

The Legal Service Plan provided through Feldman, Kramer & Monaco, P.C. is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 33.33% of annual participation fees received for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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Working to Benefit You

Nov./Dec. '11





Civility in the Workplace

POSTER CONTEST

As part of SUNY Plattsburgh's educational program on *Civility in the Workplace*, all state employees are being invited to participate in a poster contest to promote workplace civility, using these four themes: *Positive, Polite, Productive, and Professional*.

One winner will be chosen by a committee (President John Ettling, Provost Jake Liszka, Shery Liberty, Dr. David Powell, and Dr. Kim Hartshorn) from all entries submitted by December 30, 2011 to Mike Thompson, Human Resource Services Office, 912 Kehoe. The winning poster will be duplicated and posted in work-places at both of our Main and Branch Campuses. The winner will receive a \$50 gift certificate to the Campus Bookstore and his/her name will be added to the front of the poster.

General Rules:

- Please use 8 1/2 x 11 inch paper/card stock. We must receive a hard copy...even if you choose to design the poster using a desktop publishing program.
- You must use original or public domain artwork/clip art.
- You must use the themes Positive, Polite, Productive, and Professional.
- No signatures on posters! A completed entry form (see below) must be attached to the back upper right corner of your poster entry.
- You may use any medium (ink, pencil, crayon, paint, etc.) and as many colors as you wish.
- Reproducibility of the poster will be a factor in the judges' decisions.
- Entries must be received by December 30, 2011. Please send or deliver to Mike Thompson, Human Resource Services Office, 912 Kehoe.

Judging: *The posters are judged on...*

- Quality of design
- Creativity and originality of the artwork
- Clarity of the theme
- Reproducibility

Entry Form: *Complete this form and attach it to the back upper right corner of your poster entry.*

NAME: _____ Campus Phone: _____

I understand that artwork will not be returned. Non-winning artwork may be used in newsletters, on websites, and in other ways to promote the Civility in the Workplace educational program. Individuals will be given credit for their work.

Signature: _____ Date: _____

