



The Union News

Fall Issue: September 2011 Vol. 43—No. 1

Chapter Executive Board

David Curry, *President & Legislation Officer*
(518) 564-4245

Bethanne Delgaudio, *VP Professionals*
(518) 564-2124

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

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

Al Mihalek, *Treasurer*
(518) 564-3150

Gary Kroll, *Grievance Officer*
(518) 564-2738

Kay Branagan, *Part-Time Concerns Representative*
(518) 564-4249

Karen Volkman, *Affirmative Action Officer*
(518) 564-5305

Becky Kasper

Thomas Morrissey

Peter Friesen

Wendy Gordon

Raymond Guydosh

Robert Harsh

David Hensarling

Bryan Higgins

Deborah Zinser

NYSUT Labor Relations Specialist
Kathleen Falcetta
(800) 356-0306

Newsletter Editor
Marguerite Adelman

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

Chapter Secretaries
Sue Bechard 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

Four months ago, as the Spring semester ended, I wrote about the suffering within our communities as neighbors were losing their jobs and disasters played out across the globe. Here we are now starting a new academic year and we all face new challenges.

We began the semester with Tropical Storm Irene blowing up the Champlain Valley. I was very lucky and only lost a couple of trees that missed the house and cars – 2 houses up the street my neighbor wasn't so lucky. A tree fell on his house.



And then there are our neighbors with serious flooding from Irene. And there are many who still don't have electricity! So I begin the new academic year reminding you to remember those around us less fortunate than ourselves. There are many ways you can help. Start with your local church or civic group. But if you like, UUP recommends donating to NYSUT's disaster fund at http://www.nysut.org/members_5201.htm. A brand new one I want to offer can be found on Governor Cuomo's website - *Labor for your Neighbor* - it is aimed at connecting volunteers with areas of need. Visit www.governor.ny.gov/laborforyourneighbor to learn more.

Speaking of UUP, our contract has expired and we have begun negotiations with the State. It's early in the process, but we know what the State offered CSEA and PEF – a five-year contract with no raises in the first 3 years, but no significant changes in health insurance. It's likely their offer to UUP will be similar. While I will work to keep you informed, you can find updates at UUPinfo.org at your convenience as well.

While no raises are likely, SUNY and the State are pushing forward with several initiatives that will increase the impact of SUNY Plattsburgh in the region. The Governor has outlined his Regional Economic Development Councils, and SUNY Plattsburgh, represented by President Ettling, figures prominently in the North Country Council.

At the same time, SUNY is encouraging Shared Services within the system. This initiative is less clear, since SUNY Plattsburgh lies at the northern end of a north-south group of campuses with Purchase 300 miles away holding down the southern tip. It's far from clear how this alliance can share services, but we'll carefully monitor the effort.

So as we begin this new semester let us all remember that we depend on each other in times of adversity. United we stand, as they say. Let us work to build the strongest academic community we can while helping our neighbors and friends in these very challenging times.

David Curry, President





Bethanne's Bulletin

by Bethanne DelGaudio
Vice President for
Professionals
bdelgaud@uupmail.org
564-2124



Welcome back! The first meeting of the Professional Concerns Committee was held on August 23rd. We had a wonderful turn out. All professionals are invited to attend the remaining scheduled meetings for the fall semester at 9:00 AM in the ACC, Rm. # 1 on Sept. 21, Oct. 20, Nov. 22, and Dec. 21.

We have in-depth discussions on the role of professionals on campus, how our roles are seen by supervisors and administrators, and how we can better protect ourselves during these trying economic times. We will be having brown bag lunches and professional workshops during the fall and spring semester. Stay tuned for announcements. And please feel free to drop me an email with suggestions and ideas.

We have a great UUP Executive Team at Plattsburgh with Dave Curry as your President, Gina Doty as your Secretary, Al Mihalek as your Treasurer, and Kim Hartshorn as the VP for Academics. Kathy Falcetta is your Labor Relations NYSUT Specialist, and we rely on her heavily to keep us on the straight and narrow. I see my role as VP for Professionals as one of a resource person. Please feel free to ask me questions. If I do not readily know the answers, I will find them for you.

I encourage each of you to read the current UUP contract in order to understand your rights as a SUNY professional. This will assist you in understanding the negotiations for our next contract so that you can make informed decisions when the time comes to vote. Our former statewide VP for Professionals, John Marino, developed an excellent Guide for Professional Employees. If you do not have a copy, stop by my office (located in Sibley 302A) to obtain one.



From Your NYSUT Labor Relations Specialist: Kathy Falcetta

Welcome to the new academic year. This year begins with many changes across campus and across SUNY. Negotiations on a successor Agreement have started with the State. Please see your Union website, www.uupinfo.org, for updates on the negotiation process, and contact your local leaders with any questions or concerns about the contract or the negotiations.

With the reduced staffing levels, continued economic challenges, and the announcement of SUNY's Shared Services initiative; members are asked to be attentive to their workload demands and to contact your local leaders with questions and concerns. Professionals should have a current performance program. Keep your performance program, evaluations, and employment related documents filed for quick reference in the event of questions about

your job duties. Academics should be attentive to the balance of the professional mix.

Several trainings are planned for members over the year. Please take advantage of these opportunities to learn more about your rights and obligations and participate in your Union.

One topic that is being highlighted this year is civility in the workplace. The negative impact of incivility has been reported to be four times as damaging as the impact of sexual harassment. Please join your Union in building a more civil workplace by participating in these workshops. Each of us can support the campus-wide initiative by committing to treat one another professionally and respectfully. A kind word will make the day better for you and your colleagues.



Partnering with NYSUT in Fall 2011: "Making Strides Against Breast Cancer" Campaign by Gina Doty



Last year our chapter donated a log cabin handmade quilt that I made, and this year the chapter is donating baskets for this North Country fundraiser involving the American Cancer Society. Our two donated raffle baskets have themes: "Picnic in the Fall" and "Everything Chocolate". Many North Country UUP and NYSUT organizations are donating baskets for the raffle tickets being sold. So there are lots of great prizes to win. The drawings will be on October 16th.

Please contribute to this worthy event by buying tickets, donating money and/or an item for the baskets being put together now. Tickets are \$5.00 each or 6 for \$20.00. Cash is being taken or checks can be made payable to the American Cancer Society.

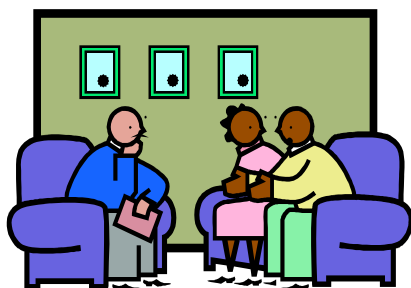
Last year the North Country's efforts in this campaign resulted in \$37,000 being raised for breast cancer research and other medical care for women and men who are receiving breast cancer medical care. Proceeds from the sale of the *We are One* t-shirt on page 6 will also benefit this campaign. Email me at dotygl@plattsburgh.edu or phone me at 564-5011 for more details. And thanks in advance for supporting the war against breast cancer.

Gerianne
Wright, John
Downs, and
their daughter
enjoy the
end of the
year mixer at
Merons.



Services on Campus: Counseling Services Clinic

The Counseling Services Clinic is operated through the Department of Counselor Education at SUNY Plattsburgh, with the purposes of education, service, and research. The



Clinic serves as a training facility for graduate students in the following graduate programs: Mental Health Counseling, Student Affairs Counseling, and School Counselor. The graduate students are supervised by qualified faculty members.

The Clinic's goal is to provide high quality individual and group counseling, prevention outreach, and consultation to individuals and agencies. Services include:

- Individual and group counseling for children, adolescents, and adults;
- General assessment and testing;
- Play therapy for children;
- Referral assistance in finding appropriate services for identified problems;
- Consultation with community agencies and schools; and
- Psycho-educational and support groups.

The Counseling Services Clinic Office is open on a variable schedule, Monday through Friday, when the college is in session. Inquiries and appointments can be made at these times. A 24-hour recorded answering system allows persons to leave messages. Prospective clients should note that the services are not available during college vacation periods.

Recently remodeled, the Clinic is located in Ward Hall. The Clinic Office is on the first floor in Room 104. The Clinic phone number is 564-4180.

If you are a physician, school counselor, psychologist, or a professional in some other community agency, you may refer a client by phone or letter. Self-referrals are also welcome. Once an appointment has been arranged, an initial interview will take place. This interview will provide the opportunity for the client to discuss his or her concerns and allow the Clinic staff members to determine how they might best be of help.

All Clinic staff follow the American Counseling Association Code of Ethics and Standards of Practice. Copies of this document are available from Clinic staff. The Counseling Service Clinic is a non-profit unit of SUNY Plattsburgh. Currently, there is no fee.

For more information about the Counseling Services

Clinic, please contact:

Dr. Susan Williams, Director

Office: Ward Hall 104A

Phone: (518) 564-4178

E-mail:

swill020@plattsburgh.edu

or

Counseling Services Clinic

Ward Hall 104

Phone: (518) 564-4180



Calendar of Upcoming Meetings



Sept. 14	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Sept. 15	<i>Large Executive Committee Meeting</i> Noon to 1:30 PM Alumni Room, Angell College Center
Sept. 21	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1, Angell College Center
Sept. 23-24	<i>Fall Delegate's Assembly</i> Desmond Hotel, Albany
Oct. 4	<i>Small Executive Committee Meeting</i> 1 to 2 PM Mtg. Room 1, Angell College Center
Oct. 12	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Oct. 20	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1, Angell College Center
Nov. 1	<i>Small Executive Committee Meeting</i> 1 to 2 PM Mtg. Room 1, Angell College Center
Nov. 3	<i>Large Executive Committee Meeting</i> Noon to 1:30 PM Alumni Room, Angell College Center
Nov. 9	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Nov. 22	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1, Angell College Center
Dec. 6	<i>Small Executive Committee Mtg.</i> 1 to 2 PM Mtg. Room 1, Angell College Center
Dec. 14	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Dec. 21	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1, Angell College Center





10 Keys to Civility

www.becauseitmatters.net/10keys.cfm



A special focus will be on civility in the workplace during the coming academic year. We hope to provide you with a wealth of information on the topic. Here are 10 keys to civility from Because It Matters.

- ☐ **Respect Others.** The ability to see the actual individual is part of acknowledging each other, and the first step to positive regard. Respect for the whole person entails listening to others' opinions and their feelings and respecting their time and even their physical space.
- ☐ **Think Positively.** Countless studies have demonstrated that those who think positively live longer and happier lives. In the context of Because It Matters, a positive attitude is an emotional contagion we want to spread.
- ☐ **Pay Attention.** How often do we go through our daily routines as human robots with little awareness of others surrounding us? The root of "attention" is "to attend to." That means that every act of acknowledgement or kindness begins with "attending to" the other person.
- ☐ **Make A Difference.** Our culture makes self-gratification a must-do, reducing the moral energy we have for others. Self-centered behaviors can put altruism in the back seat. It doesn't have to be that way. There are opportunities to make a difference in every encounter.
- ☐ **Speak Kindly.** The flip side of speak kindly is, Why be rude? Words of kindness can inspire others and lift their spirits. And isn't that a great way to make a difference?
- ☐ **Say Thank You.** Such a simple deed, the acknowledging of an act of service or kindness by saying "thank you."
- ☐ **Accept Others.** George Bernard Shaw, in his play "Pygmalion," speaks of "having the same manner for all human souls: in short, behaving as if you were in heaven...where one soul is as good as another." That is the crux of accepting others: welcoming all with the same enthusiasm as we experience in the feeling of belonging.
- ☐ **Rediscover Silence.** Noise can take us away from ourselves; silence can be the bridge to our innermost thoughts and tranquility. Ralph Waldo Emerson said, "Let us be silent—so we may hear the whisper of the gods."
- ☐ **Listen.** The act of listening takes work. Instead of focusing on what we want to say and our own needs, good listening requires that our attention go to others. How refreshing to demonstrate that we value others before ourselves. How civil.
- ☐ **Keep Your Cool.** Medical science tells us that nonassertive behavior is a health risk. On the other hand, being a bully is just as unhealthy as being a doormat. The key is to find that happy medium where you express your needs without intruding on others' needs and do it in a calm and kindly way.



News You Can Use



Online Self-Study Courses:

A series of online self-study courses are available to employees who would like to further their professional development. Some of the topics for online study are:

- ☐ **EAP for Supervisors**
- ☐ **Fundamental Team and Meeting Skills**
- ☐ **Hazard Communication**
- ☐ **Health Insurance Portability and Accountability Act (HIPAA)**
- ☐ **Integrity Outreach**
- ☐ **Labor-Management Committee Basics**
- ☐ **Make New York State a Drug and Alcohol Free Workplace**
- ☐ **New York State Executive Budget Process**
- ☐ **Sexual Harassment Prevention**
- ☐ **Using Effective Counseling to Improve Employee Productivity**
- ☐ **Working with the Contract**

These courses may be of particular interest to those who are supervisors or those interested in becoming supervisors. The self-study courses may be accessed at: http://goer.state.ny.us/Training_Development/Online_Learning/index.cfm



Second Education Nation

Summit: Randy Weingarten, AFT President, encourages all to tune in for the Second Education Nation Summit and a Teacher Town Hall in September on NBC. Teachers' voices need to be heard and first-

hand classroom experiences shared. The AFT has had many conversations with NBC and have made the network aware that last year there were not enough teachers included and that the focus was too much on pitting charter schools against traditional public schools.

The Teacher Town Hall will be broadcast live on Sunday, Sept. 25, on MSNBC from noon-2 PM EDT, as well as streamed on: www.educationnation.com//

Click on the following link to download a flier from NBC News; it includes details on the Teacher Town Hall and registration information:

www.aft.org/pdfs/press/fl_teachertownhall.pdf

Please tune in to the Teacher Town Hall and participate in the online discussions before, during and after the event. You can register now at www.educationnation.com





Labor History Corner:

Dr. Alice Hamilton,

Founder of Occupational Medicine

(<http://www.distinguishedwomen.com/biographies/hamilton-a.html>)



Alice Hamilton, the founder of occupational medicine, first woman professor at Harvard Medical School, and the first woman to receive the Lasker Award in public health, was born in 1869 in New York and raised in Indiana.

She was educated at home and at Miss Porter's School, a finishing school in Farmington, Connecticut.

She then attended Fort Wayne College of Medicine in Fort Wayne, Indiana and continued at the medical department of the University of Michigan from which she received her medical degree in 1893. Following internships in Minneapolis and Boston, she traveled to Germany with her sister, Edith Hamilton, and together they attended the universities of Munich and Leipzig for a year. Neither university had allowed female students before, so Hamilton was permitted to attend lectures in bacteriology and pathology on the condition that she make herself inconspicuous to male students and professors.

Following her return to the United States, she did research at Johns Hopkins University in Baltimore, Maryland. In 1897 she was appointed professor of pathology at the Women's Medical School of Northwestern University in Evanston, Illinois, and in 1902 she accepted a position of a bacteriologist at the Memorial Institute for Infectious Diseases in Chicago, Illinois.

Dr. Hamilton moved into Jane Addams's Hull House, where she was exposed to progressive thinkers who often gravitated there, and to the needs of the poor for whom Hull House provided services. During her stay at Hull House, she established medical education classes and a well-baby clinic.

In the typhoid fever epidemic in Chicago in 1902, she made a connection between improper sewage disposal and the role of flies in transmitting the disease and her findings led to reorganization of the Chicago Health Department. She then noted that the health problems of many of the immigrant poor were due to unsafe work conditions and noxious chemicals, especially lead dust, to which they were being exposed in the course of their employment. At the time there were no laws regulating safety at work and employers routinely fired sick workers and replaced them with new ones looking for jobs.

Dr. Hamilton became director of the Occupational Disease Commission when it was created by the governor of Illinois in 1910. It was the first such commission in the world. As a result of its findings, several worker's compensation laws were passed in Illinois. They introduced a new notion that workers were entitled to compensation for health impairment and injuries sustained on the job. Following the report on workers' compensation she gave to an international meeting in Brussels, Hamilton was asked by the U.S. commissioner of labor to replicate her research on a national level but was not offered a salary. She looked at the hazards posed by exposure to lead, arsenic, mercury, organic solvents, as well as radium, which was used in the manufacturing of watch dials. She remained in this unsalaried position from 1911 to 1921 when her program was cancelled after pro-business Republicans regained control of the White House.

In 1919, Dr. Hamilton was offered a position of assistant professor of industrial medicine at Harvard Medical School in Boston, Massachusetts. The medical school made three requirements: Dr. Hamilton would not be allowed to use the Faculty Club, she would not have access to football tickets, and she would not be allowed to march in commencement processions. She accepted and became the first woman on the staff. All her students were male, because Harvard did not admit women students until World War II. After 1925, she was on the faculty of Harvard's School of Public Health. Hamilton continued doing industrial research at Harvard and she also served on the League of Nations Health Committee between 1924-1930. This allowed her to investigate industrial health conditions in several other countries as well. She published *Industrial Poisons in the United States* in 1925 and *Industrial Toxicology* in 1934.

Following her retirement from Harvard in 1935, she became a consultant for the Division Of Labor Standards of the U.S. Labor Department. In 1943, she published her autobiography *Exploring the Dangerous Trades*. From 1944 to 1949, she served as president of the National Consumers League. Dr. Hamilton received many honorary degrees, distinctions and awards, including a listing in *Men of Science* in 1944 and the Lasker Award of the U.S. Public Health Association in 1947.

It is noteworthy that her final faculty rank was only that of an Assistant Professor Emeritus of Industrial Medicine, which means that she never received a promotion. She spent her last years gardening and painting and died in 1970 in Hadlyme, Connecticut, a few months after her one hundredth birthday.

In 1995, her extensive contributions to public health were commemorated by a U.S. Postal Service's commemorative stamp.





Stand Up for Union Workers

Gina Doty (extension 5011) is coordinating the purchase of these union T-shirts on campus which support the North Country American Cancer Society. When you send in your form and check to John C. Harvey, John will return the t-shirt and form to Gina who will then distribute them.

Please provide the following information to help Gina out when the t-shirts arrive on campus:

EMPLOYEE NAME: _____

DEPT: _____

CAMPUS PHONE: _____

WE ARE ONE

Shirt Order Form



All proceeds will be donated to the American Cancer Society towards the North Country "Making Strides Against Breast Cancer" 2011 Campaign.

The "USA UNION" made shirts will be distributed at the North Country Leadership Conference during registration on October 14.

Local Name: SUNY Plattsburgh UUP

Quantity	Description	Unit Price	Line Total
	Size Small	\$15.00	
	Size Medium	\$15.00	
	Size Large	\$15.00	
	Size Extra-Large	\$15.00	
	Size 2XL	\$17.00	
	Size 3XL	\$17.00	
	Total (enclosed)		

DEADLINE FOR ORDERS IS SEPTEMBER 16, 2011.

Make all checks payable to "John C. Harvey".

Please return your order form to:

NYSUT, 12 Elm Street, Suite 103, Potsdam, NY 13676

Phone: 315.265.2160 or 800.564.2007

FAX: 315.265.7107

jharvey@nysutmail.org





United University Professions Message From The UUP President

What Happens Now That UUP's Contract Expired July 1?

The 2007-2011 collective bargaining agreement between the State of New York and UUP expired July 1, 2011. Under the Triborough Amendment to the Public Employees Fair Employment Act (the "Taylor Law"), all contract articles in the expired agreement continue until a new agreement is negotiated, except for provisions that end ("sunset") upon the expiration of the contract. Here is some information on currently asked questions.

What will be my salary?

Members will continue to receive their current salaries. There will be no across-the-board salary increases until there is a new contract, but another round of Discretionary Salary Increases (DSI) will be distributed by Dec. 31, 2011.

What happens to my benefits?

Existing health, vision, and dental benefits will continue at their current levels.

Will there be changes in terms and conditions of employment?

There are no changes in the terms and conditions of employment included in the expired contract unless and until they are negotiated as part of a new collective bargaining agreement.

When will UUP begin contract talks with the state?

Aug. 25, 2011, was set as UUP's first negotiations meeting with the state.

Are UUP's contract proposals available for members to see?

Once UUP officially exchanges proposals with the state, those proposals are posted on the UUP website and published in *The Voice*.

What is the relationship between UUP's contract negotiations and contract negotiations for CSEA, PEF, and other state employee unions?

Each state employee union negotiates its contract with the state separately.

How can UUP members keep informed about contract negotiations?

In addition to providing chapter leaders with information for distribution to members, updates will be regularly posted on the UUP website (www.uupinfo.org) from our "2011 Negotiations Information" link under Latest Information on the right hand side of the home page. Feel free to contact UUP Chief Negotiator Jamie Dangler at contract@uupmail.org for further information or to submit questions or comments.

Office of the President

United University Professions
800 Troy-Schenectady Road
Latham, NY 12110
1-800-342-4206, ext. 616

