



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

We are already 3 weeks in to the Spring semester. The days are getting longer and there is some hope in the air. The hope comes in the form of our Chancellor asking the legislature for more funding than the Governor proposed in his budget!

In testimony before budget hearings this week, the Chancellor requested \$19.9 million above the \$969 million proposed in the governor's budget. While she did not mention that SUNY's allocation from the state had been cut by over \$1 billion in the last 5 years, she did note that enrollment has increased by over 9%. The education of these additional students has been financed solely out of tuition dollars with no contribution from the state.

In addition, she requested \$99 million to help stabilize Downstate Medical Center. For those of you who have followed this, the comptroller, Mr. DiNapoli, recently issued a report outlining the years of mismanagement that has led to financial ruin at Downstate. Downstate Medical Center meets the needs of a largely, medically underserved Brooklyn population. Loss of that facility would devastate the community. Should New York not provide the financial means to keep Downstate open, it is likely a public-private facility will be created instead. This would be for-profit and unlikely to meet the healthcare needs of the community.

Think of falling dominoes. Should Downstate topple, Upstate Medical Center is likely to follow. Thus, the Chancellor has asked for \$35 million to stabilize Upstate as well. This strikes closer to home, as Upstate provides the burn center that serves the entire North Country and our poison control center. These two services do not make a profit. Should Upstate Medical Center be privatized as well, we might lose these services.

Finally, we are hopeful because the Chancellor has heard our plea not to divert funding from the comprehensive colleges to the University Centers. She has abandoned—for now—her proposal to institute a new Resource Allocation Model. Under the new model, our neighboring comprehensive college, Potsdam, stood to lose 20% of their state funding over the next 3 years. This would have been devastating. And we might have been next...

But while we are hopeful, this is just the beginning of the budget struggle. I will be reaching out to everyone over the next month to send e-mails and faxes to our legislators asking that they support the Chancellor's requests. These are still tough budget times as the NYC area still fights to recover from last year's storms. We must make it clear to our legislators that education, and particularly higher education, is an investment in the future of New York State.

So as the days get longer, be hopeful for our future. But join me in being vigilant and active on behalf of the State University of New York. Thanks in advance for your assistance!

David Curry, President





UUP Scholarship Development Committee & Scholarships

The Winter Delgate Assembly (DA) is right around the corner and the UUP Scholarship Development Committee needs your help with its Silent Auction and cookbook fundraiser!



The Scholarship Development Committee will be gathering new or collectable item(s) for its annual Silent Auction. Any donated items can be dropped off in the hotel office at the Hotel Albany on Sunday, February 24th between 1:00 PM—4:00 PM or on Monday, February 25th between 8:00 AM—10:00 AM.

We also welcome donations from UUP members who are not attending the DA. Please make arrangements to give your item to your Chapter President or a delegate attending the DA. You will receive a tax receipt for your donated item(s), please email Cindie Bayly (cbayly@uupmail.org) to notify her of your donation.

As you may know, we have been collecting recipes from members and compiling them into a cookbook. If you would like to submit a recipe, contact Cindie Bayly. Recipes can be submitted via email (cbayly@uupmail.org), via fax (518-640-6698) or via mail (United University Professions, PO Box 15143, Albany NY 12212-5143).



Let's support the UUP Scholarship award winners by putting together an amazing cookbook!

UUP Scholarship Development Committee
Co-Chairs Pat Ghee and Debbie Zinser



\$3000 UUP Scholarships are open to Undergraduate and Graduate Students. Let's make sure that SUNY Plattsburgh Students get some of those dollars. For information and application forms go to: www.uupinfo.org/scholarships/scholarship.php

The deadline is March 1, 2013



2013 UUP Chapter, Retiree, and Affiliate Convention Election Calendar*

**Dates may be modified*



Activity	2013 Elections
Chapter Requests to E&C Committee Due	12/03/12
Election Certification Date	12/26/12
Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/04/13
Chapter, Retiree & Affiliate Convention Nominations Close	02/06/13
Chapter Nomination Lists Posted to Web	02/06/13
Mail Retiree Election Ballots	02/15/13
Retiree Election Ballots Due	03/13/13
E&C Committee: Count Retiree Ballots	03/13/13 - 03/15/13
Mail Chapter Elections Ballots	02/20/13 – 02/22/13
Chapter Elections Ballots Due	03/20/13
E&C Committee: Count Chapter Elections Ballots	03/20/13 – 03/23/13
Mail Run-off Elections Ballots no later than	06/14/13
Run-off Elections Ballots Due	07/17/13
E&C Committee: Count Run-off Elections Ballots (Affiliate Convention if necessary)	07/17/13- 07/19/13

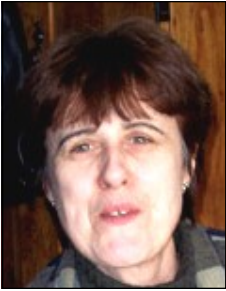
Approved by the UUP Executive Board
on September 14, 2012





Debbie's Bulletin

by Debbie Zinser
Interim VP for Professionals
Zinserda@Plattsburgh.edu
564-4227



Welcome back to another semester. I will be serving as the VP until new terms begin in June. Until then, if you have any issues or concerns please contact me for assistance.

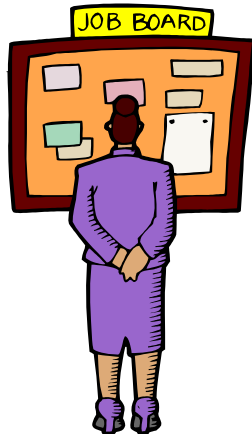
The schedule for the Professional Issues meetings this semester:

- March 4th** (Monday) 1:00-2:00 pm, ACC Room 8.
April 9th (Tuesday) 12:00-1:00 pm, ACC Room 1.
 Wooden nickels for lunch so come early.
May 7th (Tuesday) 4:00-5:00 pm. ACC Room 1.
 Note time!
June 19th 3rd Annual Retreat for UUP Professionals,
 Valcour Conference Center 8 am-2 pm.
 Lunch will be provided.

I've varied the days and time to help more people attend.

UUP Job Board: See job postings for every SUNY Campus

A new feature is now available on the UUP Web site <http://uupinfo.org>. It's called the "UUP Job Board" and is accessible from the NavBar at the top of the page under "Links." And...it's linked from the bottom of the page in our Site Map (also under Links, and named "UUP Job Board." The direct link is: <http://www.uuphost.org/sunyjobs/choice.php>



The "UUP Job Board" is a result of negotiations with SUNY on how they transmit to us postings about position openings. Previously, SUNY collected postings from the campuses, then sent them along to UUP Headquarters for our distribution out to the campuses. As you well know, many times these paper versions were w-a-y out-of-date and, therefore, of little use to members searching for a job within SUNY.

Now, the campuses send electronic postings directly to us using an address we've provided, and we post the listings as they come in. No doubt, this will result in a "fresher" supply of information for UUP members.



Negotiations Team Update: January 23rd

Last week was an intense one for UUP's negotiators.

At meetings with officials from the governor's office, important steps were taken to address critical monetary items. Later in the week, UUP's Negotiations Team met to assess the current status of all contract items and to analyze their impact on all segments of the UUP membership.

Additional discussions with state officials are scheduled over the next few weeks and efforts to resolve contract details will proceed.

As this work continues, UUP will determine the appropriate time to convene the Negotiations Committee for review of a tentative agreement. Members will be informed when a committee meeting date is set. The Negotiations Committee—which consists of one member from each chapter, plus a part-time professional and part-time academic—must approve a tentative agreement before it can be presented to the membership for a ratification vote.

GREAT Civility College Website

Gina Doty, UUP Secretary, found a great college website on civility at the University of Missouri. Here's the link if you want to check it out: <http://civility.missouri.edu/toolbox.php>

SUNY Plattsburgh is in the process of building its own website. If you have ideas, be sure to share them with one of the members of the Promote Community Building Committee:

- ❑ **Gina Doty:** 564-5011
dotygl@plattsburgh.edu
- ❑ **Bethanne DelGaudio:** 564-2124
delgaubg@plattsburgh.edu
- ❑ **Michael Thompson:** 564-5062
thompsma@plattsburgh.edu
- ❑ **Marguerite Adelman:** 564-4725
adelmaml@plattsburgh.edu





Calendar of Upcoming Meetings



Feb. 27th **General Membership Meeting to approve**

Chapter Budget and more; Noon to 1:30 PM; ACC Cardinal Lounge. *Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The program will begin at noon.*

March 4th: Small Executive Board Meeting; 3:30 to 4:30 PM; ACC Mtg. Rm. 5.

March 11th: Small Labor Management Meeting; 1 to 2 PM; Kehoe 6th Floor Conference Room.

April 2nd: Small Executive Board Meeting; 10 to 11 AM; ACC Mtg. Rm. 5.

April 10th: Labor Management Meeting—Ward Hall, Rm. 101 from 1 to 2 PM.

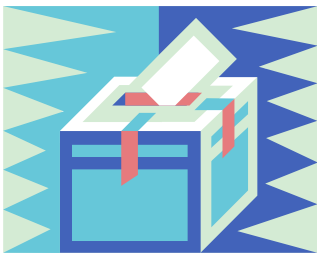
April 24th: Large Executive Board Meeting; Noon to 1:30 PM; ACC Cardinal Lounge. *Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The program will begin at noon.*

May 1st: Labor Management Meeting; 1 to 2 PM; Kehoe 6th Floor Conference Room.

May 23rd: Small Executive Board Meeting; 9 to 10:30 AM; ACC Mtg. Rm. 5.

Make a Commitment to Maintain a Respectful and Civil Workplace

Friday, November 9, 2012
"Memphis Business Journal"
 by **Barbara Richman**



"Weber Shandwick and Powell Tate, in partnership with KRC Research, conducted their third annual poll on "Civility in America: A Nationwide Survey" (www.webershandwick.com/civility)

to assess attitudes related to civility in politics and other aspects of American life in 2012.

"According to a June press release, the survey found that a rancorous political environment is primarily

responsible for driving a "national civility disorder" and that politics is increasingly uncivil. It also noted that two-thirds of Americans believe that incivility is a major problem and even more that civility has declined in recent years. From a workplace perspective, approximately one-third claim that they experienced incivility at work and almost one-fourth state that they quit their jobs when confronted with this behavior.

"While a number of the statistics from the survey may not reflect the degree of civility that most would desire, some findings provide reasons for optimism. The number of participants reporting incivility at work dropped from 43 percent in 2011 to 34 percent in 2012. Also, fewer reported personal experiences with incivility on the road, while shopping, and in their neighborhoods.

The survey's executive summary highlights additional sources of optimism and points out, "The good news is that the topic of civility is being hotly discussed, debated, researched and dealt with." Americans are taking greater responsibility for controlling incivility in their daily lives. Civility training is being offered in workplaces, online and at universities.

"Findings from surveys of this nature can serve as a catalyst for employers to take stock of civility and respect in their organizations. If a need to strengthen a respectful workplace environment is indicated, the commitment of employers and employees will be required.



Employers can have a positive influence by ensuring that individuals in leadership positions understand their responsibilities for serving as role models, communicating expectations for employee conduct, and providing training. The ability to maintain a respectful environment will require ongoing attentiveness to reinforcing behaviors, such as listening, inclusiveness, integrity and courteousness. It also will require attentiveness to preventing behaviors, such as



rudeness, gossiping, bullying and harassment.

Employees can make a difference by adopting the concept “each one influence one.” Each employee can take responsibility for acting in a manner that demonstrates respect for others.

The following are a number of considerations for individuals in making a commitment to a respectful and civil workplace:

1. Choose to act respectfully in all workplace interactions. Make this choice on a consistent basis, even at times when you disagree with others’ opinions or do not believe that their actions merit your respect.
2. Be proactive in identifying personal triggers that can result in anger or frustration. Examine ways to control negative emotions and respond appropriately when your “hot buttons” are pushed. Be mindful of the quote by Stephen Covey, “You can’t talk your way out of problems you behave yourself into.”
3. Demonstrate respect in all areas of your communications, including words, tone of voice, body language, and listening. Assess your effectiveness when communicating face-to-face, by e-mail and on the phone.
4. Create an inclusive environment that values individual perspectives and differences. Be receptive to listening to diverse points of view. Keep diversity in mind when forming project teams and committees. Promote team cohesiveness and be wary of involvement in cliques or similar groups that treat others as outsiders.

5. Be mindful that gossip can damage workplace relationships. Before participating in discussions of this nature, pause and consider whether you



would make the same types of comments if the person being talked about could hear what you are saying.

6. Apply a solution-driven approach to preventing and resolving conflicts. Accomplish overall objectives by focusing on problem-solving measures, such as practicing positive self-talk, communicating in a constructive manner, acting intentionally and with self-restraint, and developing alternatives for resolution.
7. Avoid using humor to point out others’ deficiencies. Be aware that sarcastic or similar remarks can be embarrassing and lead to defensive reactions.
8. Respect others’ time. Stay focused when attending meetings, communicating by e-mail and engaging in other workplace activities. Take others’ time constraints and priorities into account when requesting their assistance. Meet deadlines or provide advance notice when unanticipated situations arise.
9. Look at difficult situations from a broader and more realistic perspective by considering what they will mean in the overall scheme of things. Reflect on how you will view these circumstances from a future vantage point, such as a week, month, or year.
10. Focus on others’ needs as well as your own. Even in stressful situations, guard against acting as if you are “the center of the universe” and your needs are the only ones that matter.
11. Become a role model for influencing respectful and civil interactions in your workplace. Monitor your communications and actions on a regular basis to ensure that you consistently demonstrate respect for others, the organization and yourself.”

BARBARA RICHMAN

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Legal & financial plans available to NYSUT members!

NYSUT members can get quality legal and financial assistance for themselves and their families by purchasing the Member Benefits Trust-endorsed Legal Service Plan or Member Benefits Corporation-endorsed Financial Counseling Program.

Legal assistance when you need it!

For an annual fee, the Legal Service Plan -- provided by Feldman, Kramer & Monaco, P.C. -- offers legal expertise on a variety of personal legal matters such as dealing with a speeding ticket or handling estate planning.

With the base plan, you'll get access to unlimited, toll-free legal advice from plan attorneys. In addition, when you enroll in the plan, you'll receive two, free, hour-long consultations with a plan attorney.

The plan also provides for one Simple Will or update at no charge each year, along with a Durable Power of Attorney, Living Will and Health Care Proxy -- important documents to have in place before the need for them arises.

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.

Participating locals can also take advantage of further savings through payroll or pension deduction.

***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.*

Financial expertise customized for your situation

The Financial Counseling Program -- provided by Stacey Braun Associates, Inc. -- offers unbiased, objective advice customized to your specific financial situation.

Through the program, you'll learn how to properly invest your assets to build a college savings or retirement fund; what to look for when purchasing or financing a home; and tips for getting your credit under control.



This full-service program provides you with up to six hours of objective toll-free telephone consultations with a certified financial planner or registered investment advisor.

In-person consultations are available at least once

per calendar year at each NYSUT Regional Office as well as at Stacey Braun's New York City office. The program also includes access to Stacey Braun's password-protected website and a 24-hour email helpdesk for basic financial questions.

NYSUT members can purchase the Financial Counseling Program for an annual fee of \$260. A 403(b) Limited Plan is also available for an annual fee of \$185.

Participating locals can also take advantage of further savings through payroll or pension deduction.

Learn more about either of these endorsed programs by contacting Member Benefits at **800-626-8101** or visiting 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.

