



The Union News

February: February 2015 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.

Gov. Andrew Cuomo's proposed budget for 2015-2016 lays out a punishing anti-public education agenda that attacks teachers and hurts students.

- ☐ hold school aid increases hostage;
- ☐ woefully underfund the state's K-12 and higher education systems;
- ☐ more than double the weight of standardized tests;
- ☐ make permanent an undemocratic tax cap that has wreaked financial havoc on school communities;
- ☐ eliminate funding for teacher training;
- ☐ launch a back-door voucher plan that would siphon funding away from schools most in need;
- ☐ underfund public higher education by tying funding to campus "performance" rather than enrollment;
- ☐ smooth the way for the privatization of SUNY's five hospitals;
- ☐ destroy prep programs for future teachers;
- ☐ and fail to fully address the student debt crisis.



New York State must stop neglecting its higher education system.

The governor's anti-public education agenda isn't limited to K-12. Gov. Cuomo also continues the long track record of neglect of New York state's higher education system. Not only would his proposed budget woefully underfund the state's SUNY, CUNY and community college campuses, he would mandate a skewed corporate style competition for funds, endangering student access and campus autonomy.

The governor's budget would decimate teacher-prep programs at SUNY and CUNY. And, in keeping with his desire to keep his billionaire supporters happy, he would allow private equity firms to own and operate hospitals, setting the stage for privatization of SUNY hospitals.

Credits: <http://www.nysut.org/resources/special-resources-sites/all-kids-need/where-we-stand>



Announcements

Teacher Education Taskforce:

Over the past year teacher education has consistently been under attack by the Governor and Commissioner of Education. These attacks have included abbreviated implementation timelines for the edTPA, EAS, and ALST which have placed our programs and students at risk. In addition, the governor's budget proposals and new proposed federal legislation would place additional financial strains on our campus because of a structured funding model that could reduce our local funding significantly. We need your help as we are in the midst of advocacy season. Please reach out to our legislators to discuss the ongoing challenges facing higher education and also encourage parents and students to participate. Please help us in this contentious political season. Additional information and talking points can be found here: <http://uupinfo.org/committees/pdf/teached/UUPGovernorTeacherEdFINAL2-1.pdf>.



George Still
V.P. for Professionals



I hope the Spring 2015 semester is off to a good start to membership. We are in the process of planning the Annual Professionals Retreat at Valcour. Please complete a brief survey so we can about the date and also rank your interest based on the list from the potential topics. https://sunyplattsburghehhs.qualtrics.com/SE/?SID=SV_cAMw3lO8iStSz3v

Thanks,

George

Plattsburgh State Adjunct Action Day

Plattsburgh State Adjunct Action Day will be held on Wednesday, February 25th. The PUUP will be hosting a public forum in the Alumni Room in the Angell College Center from 11:00 AM until 1:00 PM. The forum is being organized by PUUP Contingent Officer Richard Aberle. The forum will feature different adjunct faculty who have volunteered to tell their stories—both their love of teaching and commitment to students and their love of the profession and their struggles to survive in an era that continues to devalue academic labor. We will discuss the various issues related to contingency and the future of university teaching.

Out of the 485 faculty members teaching in the fall semester here at Plattsburgh, 194 were adjuncts. That's 40% of our faculty. Adjuncts teach hundreds of courses and the lion's share of introductory and general education courses, yet they labor almost invisibly. Nationally the numbers are more jarring. Adjunct faculty members are a majority of the nation's higher education faculty and teach a majority of undergraduate courses—and the numbers are growing. The "adjunctification" of college faculty is part of a larger crisis of public higher education funding—a crisis that has shifted the cost of higher education to students in the form of massive student loan debt and to faculty as full-time positions are replaced by low-paid "part-time" adjunct positions.

Though many adjuncts hold doctorates, and all hold at least a Master's degree, most of our adjuncts at Plattsburgh earn \$840 per credit—\$2520 per course. An adjunct teaching six courses on campus, three courses per semester, will earn an annual income of \$15,120. We have adjuncts who have taught for years with outstanding evaluations, yet every semester they are faced with the loss of employment, the loss of healthcare benefits, and the loss of the profession they love. The life of an adjunct is indeed precarious.

The forum will feature different adjunct faculty who have volunteered to tell their stories—both their love of teaching and commitment to students and their love of the profession and their struggles to survive in an era that continues to devalue academic labor. We will discuss the various issues related to contingency and the future of university teaching.

Last year, an anonymous adjunct professor at San Jose State University in California advocated on social media that adjunct faculty participate in a nationwide one-day walkout on February 25, 2015. A groundswell of support developed very quickly for some sort of action calling attention to contingency and the part-timing of faculty. The UUP and UUP President Fred Kowall have stated emphatically that we do not support a walkout and a walkout is a violation of New York's Taylor laws and is illegal. At the same time, we recognize the need to highlight the issues and express solidarity with adjunct faculty throughout the SUNY system and thus are holding the public forum. Members are urged to attend and encourage all members of the Plattsburgh community to hear what our adjuncts have to say. Anyone interested in participating as a speaker is encouraged to contact Richard Aberle at rhetoric@mac.com.



Candidates

Presidential Candidate:

I'm Karen Volkman and I'm running for my second 2-year term for Plattsburgh UUP Chapter President. I'm looking forward to working with you as we confront our most significant challenge that SUNY Plattsburgh and the SUNY system has faced since I started at SUNY Plattsburgh in 1992. I hope you will join the local chapter as we work with our brothers and sisters statewide to fight the assault by Governor Cuomo on public education. I hope you will support me to continue leading our chapter through this difficult time. Contact me with questions or comments at karen.volkman@gmail.com

Professionals Vice President Candidate:

I am exciting to run for a second term as the Vice President for Professionals. It has been a quick two years. I have worked to increase the awareness of professionals across campus with campus administrators. I have started the work to get all professionals access to flex scheduling and consistent access to a healthy work/home life balance. I am still actively working on a campus plan for oncall/recall. Over the next two years, I hope to further the work on flex scheduling, realistic professional obligations for membership, and also a fully implemented recall system. I look forward to working closely with you over the next two years.

Thanks,

George Still

Academic Vice President Candidate:

I am asking your support for my third term as Academic Vice President for our local chapter of UUP. I have found this position rich and rewarding during my previous two terms and wish to continue into my third term to serve the academic members of our institution. I believe that the most important issue we face as a Union and as employees of the State of New York is the lack of participation and involvement in matters over which we have some control. Our ability to influence change as individuals is small, yet the essential concept of the Union is that the power to influence change comes from the unity of its membership. Although I am running unopposed, in many ways a contested election would indicate a greater degree of involvement and a stronger desire to influence change among our members. If elected to this third term I wish to work to increase the level of involvement and participation by our members in the various areas of organization and governance available to them. The future of Education in general and Higher Education specifically is in the balance and this is not the time to stand still and let the changes happen without your participation.

Thank you for your past and future support,

Kim Hartshorn.

Secretary Candidate:

Although my "legal" name is Gerianne Downs, most of you know me by my professional name and byline, Gerianne Wright. I'm the assistant director for communications in the Office of Institutional Advancement where I'm responsible for writing and photographing for a variety of publications and media outlets.

Prior to joining the college in 1996, I was a full-time reporter and editor at the Press-Republican. I have served for several years as my department's representative on the larger executive board. I am the mother of three daughters — a sophomore at Geneseo, a senior at Plattsburgh High School, and a third-grader at Oak Street Elementary. My husband, Jack Downs, is a full-time lecturer in the Department of Journalism and Public Relations.



Candidates

Officer for Contingents Candidate :

I am running for the position of Contingent Officer for the Plattsburgh chapter of the UUP, a position I currently hold. I have worked hard on the issues involving contingent academic labor, particularly the conditions for adjunct faculty. I serve on the Contingent Concerns Committee for the statewide UUP and I chair the sub-committee that is developing a survey that will profile adjunct faculty across the SUNY system. I have brought our issues before the labor/management committee, I have communicated our concerns to our state assembly, our state senate, our governor's office, and our US Congresswoman. I was a delegate to COCAL and presented a paper on contingent concerns at the COCAL conference in Mexico City. When I was at UNLV, I appeared before the Board of Regents for the University of Nevada system to advocate for higher pay and the extension of health care benefits to holiday periods and vacation (a position the university adopted the following semester). I am currently organizing the Plattsburgh State Adjunct Action Day held on February 25, 2015.

This is my fourth year teaching in the English Department at Plattsburgh State. I graduated from Hobart College with honors in history and then studied history in the doctoral program at the University of Chicago, rhetoric at the University of California, Berkeley (where I have an MA), and English Literature at McGill University in Montreal (where I am ABD). I have thirty years of teaching and coaching experience at a variety of schools in a variety of setting: I taught for six years at two inner city high schools in South Central Los Angeles, I've taught at several boarding prep schools including Phillips Exeter, and I've taught at a variety of colleges including Berkeley, McGill, New Hampshire College, UNLV, College of Southern Nevada, and Plattsburgh State. I have also been a high school head coach in South Central LA, a prep school head coach, a full-time Division I assistant basketball coach, and a Division III head men's lacrosse coach. I have worked with all kinds of students, all kinds of institutions, from many different vantage points.

I will continue to work so that education policy makers take steps to address the precarious nature of academic employment for the majority of higher education faculty and staff who are contingent. I will continue to work to make our voices heard so that adjunct faculty and contingent academic labor are not invisible.



Academic Delegate Candidate:

"I am running to serve as an academic delegate to UUP. I have been active with UUP in the past serving as a delegate and campus treasurer. As a delegate in the past I learned a great deal about the union and support (or lack thereof) for SUNY at the state level. It is also valuable to network with members from our fellow SUNY institutions to share and discuss issues that cross campuses. My goal as a delegate is to participate in the delegate assemblies and serve as a means to share and disseminate information to the local chapter membership."

Thanks,
- Michelle Toth
Feinberg Library



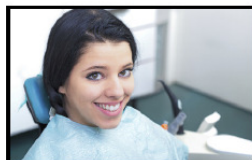
Professional Delegate Candidate:

Hi, I am Stephen Guenzi and I would like your support as a professional delegate. You will notice my name will not be on the ballot because I was unable to get my nomination in on time. I do however have interest in representing your issues as a professional in statewide discussions. As a former teacher, I understand the challenges faced by public education and would work to make suggestions in statewide conversations and be your voice at the delegate assemblies. I appreciate your support.

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



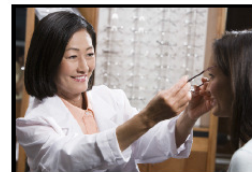
The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care



The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.

The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, 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.

Jan./Feb. '15

When Should I talk to My Union?

Here is the short answer:

- when your salary, benefits, or other terms and conditions of employment change: e.g. increase in duties, change in length of workday, work-for-hire request, change in duties, variation in compensation/paychecks, request or pressure to perform work without compensation, or any other deviation from your understanding of your professional obligations and rights;
- when your work life is impacted by changes which are not salary, benefits, leave, or terms and conditions covered by the Agreement;
- any time you have a question or concern about your work situation.

A bit more explanation offers clarification. Your elected UUP officers are here to answer your questions about your specific work concerns and to offer resources for you on many other matters of importance in your professional and outside-the-job lives. Do not hesitate to contact them when you have a question about anything to do with your employment. The officers have training about, and experience with the Agreement. They are your colleagues so they know the SUNY Plattsburgh culture and procedures. As the Labor Relations Specialist I am here to work with the officers and members to advocate for members and to see that the Agreement and related labor laws are properly implemented.

It is critical that each member be proactive in protecting your contractual rights. Keep copies of appointment letters and communications pertaining to your professional obligation and changes to it. If you have a question about your professional obligation, your rights, or the processes for evaluation and reappointment, please contact either the Vice-President for Academics Kim Hartshorn or the Vice-President for Professionals George Still. Do not accept explanation about terms and conditions of your employment from anyone other than a person who is duly authorized to speak with authority on your legal and contractual rights and responsibilities. Your Union recommends that you review your official personnel file in Human Resources annually. Please do not make decisions about your contractual rights on the basis of information offered to you by someone who is not fully trained or authorized to officially speak to terms and conditions of employment. For UUP members the best resources are your elected Chapter Officers. I will work with your officers to address and remedy your work matter. We will work with Human Resources and others to address your concern or situation.

You may wish to contact Human Resources with employment questions as well as contacting your Chapter officers. The interpretation of contractual rights and responsibilities for UUP members has been shaped by several contracts as well as grievances, arbitrations, and litigation in various venues. Human Resources will offer their best answer to your question. Please contact your Union for clarification of your specific issue as well. It is important to ask the right questions so that you get resolution to your situation. Your Union can help you identify which, if any, contractual terms apply to your situation.

Many supervisors of UUP members are also UUP members. A supervisor or department chair does not have official authority to interpret the Agreement or to commit the college to any variation from the negotiated terms and conditions or applicable labor laws. It is the same Agreement for all UUP members; members cannot agree to violate (or ignore) the Agreement nor should any member be asked to do so.

Be a proactive UUP member. Reach out to your elected officers with questions and concerns. Let your leaders know what is happening in your work. Attend Chapter meetings and events whenever you are able. Access the many resources UUP and its affiliate Unions have available to you.

Kathy Briggs, NYSUT/UUP Labor Relations Specialist



Effective February 1, 2015

UUP's Active and Retiree vision benefit offers NEW enhancements to choose from with an additional copayment. Our members can upgrade their eyeglasses for a fraction of the retail cost.

Premium AR Coating: \$15 copay

Premium AR offers reduced internal and external reflections. Plus, these lenses are easy to clean, safer and more impact resistant than standard AR lenses.

Ultra AR Coating: \$27 copay

Ultra AR offers the best in anti-reflective lenses, including exceptional visual clarity and the virtual elimination of reflections and glare. They are easy to clean; they repel water, dirt and fingerprints better; and they provide improved scratch resistance and enhanced UV Protection.

Ultra/Digital Progressive: \$50 copay

Ultra/Digital progressives offer exceptional comfort with highly accurate lenses, custom designed to the wearer's prescription. They provide enhanced visual clarity with high definition material and premium anti-reflective properties.

High-Index Lenses: \$55 copay

Is there an alternative to plastic lenses? High-index lenses are comprised of a dense material, resulting in thinner and lighter lenses than those produced from plastic. High-index lenses are especially useful to those with strong prescriptions, creating eyeglasses that are comfortable to wear without the awkward look of thick lenses.

Polarized Lenses: \$60 copay

Polarized lenses are used in sunglasses and provide wearers with a filter to eliminate the horizontal glare experienced from reflective surfaces, such as water or the road's surface. Polarized lenses can also be worn indoors to protect light-sensitive individuals from light exposure. These lenses are recommended for patients with eye conditions such as cataracts and age-related macular degeneration.

Plastic Photochromic Lenses: \$70 copay

Plastic Photochromic lenses are light-sensitive and darken when they are exposed to ultraviolet rays. The most common brand is called Transitions® adaptive™ lenses. Generic versions are called "photochromic" or "photosensitive" lenses. These lenses provide the wearer protection from the harmful effects of the sun.

Please see other side for pricing details.

UNITED UNIVERSITY PROFESSIONS		
IN-NETWORK BENEFITS	PREMIER PLUS VISION PLAN	
Eye Examination (inclusive of dilation, when professionally indicated)	Once every 12 Months	
Spectacle Lenses	Once every 12 Months	
Frames	Once every 12 Months	
Contact Lenses Evaluation (in lieu of eyeglasses)	Once every 12 Months	
COPAYMENTS		
Contact Lenses	Formulary A: \$25 Formulary B: \$45	
EYEGLASS BENEFIT - FRAME	AVERAGE RETAIL VALUE	
Non-Collection Frame Allowance (Retail):	Up to \$14	Up to \$14
Davis Vision Frame Collection ¹ (in lieu of allowance)		
Fashion Level	Up to \$100	Included
Designer Level	Up to \$160	Included
Premier Level	Up to \$195	Included
EYEGLASS BENEFIT - SPECTACLE LENSES		MEMBER CHARGES
All ranges of prescriptions and sizes	\$60-\$120	Included
Choice of glass or plastic lenses	\$30-\$35	Included
Oversize Lenses	\$20	Included
Fashion and Gradient Tinting	\$20	Included
Glass-Grey #3 prescription sunglass lenses	\$20	Included
Polycarbonate Lenses	\$60-\$75	Included
Scratch Protection	\$30-\$60	Included
Ultraviolet Coating	\$25-\$30	Included
Standard Anti-Reflective (AR) Coating	\$50-\$70	Included
Premium Anti-Reflective (AR) Coating	\$80-\$125	\$15
Ultra Anti-Reflective (AR) Coating	\$80-\$125	\$27
Standard Progressive Lenses	\$150-\$195	Included
Premium Progressive Lenses (Varilux®, etc)	\$195-\$300	Included
Ultra Digital Progressives	\$369	\$50
Blended-Segment Lenses	\$40-\$50	Included
High-Index Lenses	\$90-\$150	\$55
Polarized Lenses	\$95-\$110	\$60
Photochromic Glass Lenses	\$95-\$150	Single Vision: \$13 Multifocal: \$22
Photochromic Lenses (Transitions® lenses, etc.)	\$95-\$150	\$70
Non-Plan		MEMBER CHARGES
Single Vision Lenses	Up to \$14 Allowance	
Bifocal Lenses	Up to \$23 Allowance	
Trifocal Lenses	Up to \$32 Allowance	
CONTACT LENS BENEFIT		
Formulary Contact Lenses ¹ (In lieu of Allowance) Materials (up to 4 boxes depending on wearer), Evaluation, Fitting Fees and Follow-up Care	Included	
Non-Formulary Elective Contact Lenses Allowance	Non-Toric: \$25 Toric: \$150	
Medically Necessary Contact Lenses (with prior approval) Materials, Evaluation, Fitting & Follow-Up Care	Included	
LASIK BENEFIT		
25% off the providers usual and customry fees, or a 5% discount on any advertised specials; \$200 Reimbursement per eye²		
OUT-OF-NETWORK REIMBURSEMENT SCHEDULE		
Eye Examination (up to \$10)	Materials (up to \$35)	LASIK per eye (up to \$200)

One-Year Eyeglass Breakage Warranty Included

¹ Exclusive Collection is available at most participating independent provider offices. Collection is subject to change. All Davis Vision Collection contact lenses are single vision spherical lenses.
² Reimbursement will be applied after discount.

1.15MWDVFL



Press Release

Empire BlueCross BlueShield Alerts Consumers to Protect Themselves from Scam Email Campaigns

Media Contact: Sally Kweskin, 212-476-1421, sally.kweskin@empireblue.com, @empirebcbs

NEW YORK, NY, February 6, 2015 — New York residents who may have been impacted by the cyber attack against Anthem, should be aware of scam email campaigns targeting current and former Empire BlueCross BlueShield and Empire BlueCross members. These scams, designed to capture personal information (known as “phishing”) are designed to appear as if they are from Anthem, (Empire’s parent company), and the emails include a “click here” link for credit monitoring. These emails are NOT from Anthem or Empire.

- DO NOT click on any links in email.
- DO NOT reply to the email or reach out to the senders in any way.
- DO NOT supply any information on the website that may open, if you have clicked on a link in email.
- DO NOT open any attachments that arrive with email.

Empire also is NOT calling members regarding the cyber attack and is not asking for credit card information or social security numbers over the phone.

This outreach is from scam artists who are trying to trick consumers into sharing personal data. There is no indication that the scam email campaigns are being conducted by those that committed the cyber attack, or that the information accessed in the attack is being used by the scammers.

Empire will contact current and former members via mail delivered by the U.S. Postal Service about the cyber attack with specific information on how to enroll in credit monitoring. Affected members will receive free credit monitoring and ID protection services.

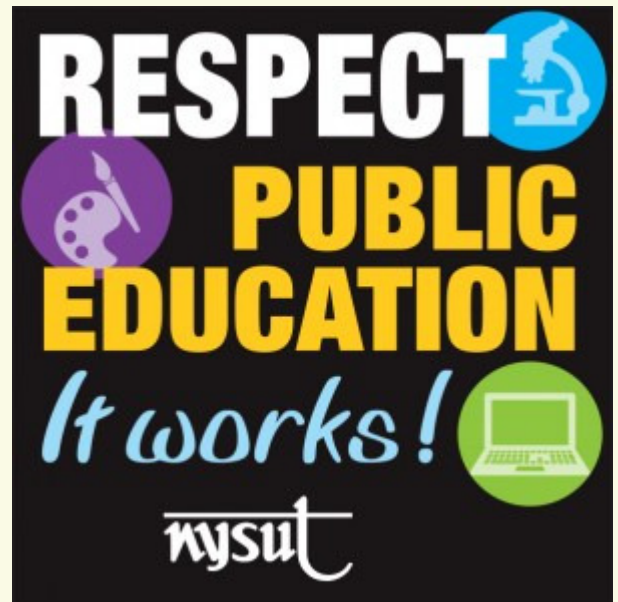
For more guidance on recognizing scam email, please visit the FTC Website: <http://www.consumer.ftc.gov/articles/0003-phishing>. Additional information about the cyber attack against Anthem is available at www.AnthemFacts.com.

About Empire BlueCross BlueShield

Serving New Yorkers for 80 years, Empire BlueCross BlueShield is the largest health insurer in New York supporting nearly five million members and more than 38,000 business, union and small employers in New York. Empire BlueCross BlueShield (Empire) is the trade name of Empire HealthChoice Assurance, Inc., and Empire Blue Cross Blue Shield HMO is the trade name of Empire HealthChoice HMO, Inc., independent licensees of the Blue Cross Blue Shield Association, serving residents and businesses in the 28 eastern and southeastern counties of New York State. Additional information about Empire is available at www.empireblue.com. Also, follow us on Twitter at [www.twitter.com/healthjoinin](https://twitter.com/healthjoinin) or @empirebcbs, on Facebook at www.facebook.com/HealthJoinIn, or visit our YouTube channel at www.youtube.com/healthjoinin

EOP Advocacy Day

18 students and UUP members attend EOP Advocacy Day at the LOB (Legislative Office Building). UUP members EOP Director Kyla Relafor, EOP Counselor Amy Daniels, EOP Counselor Cassie Christman, and past PUUP President David Curry accompanied the students to Albany.



Photos provided by: UUP Communications Department



Reading the Fine Print

Once new faculty members have settled into their positions within their departments, or once senior faculty members start questioning the laws that govern their universe it is time to add a few texts to their personal library. In fact, if they looked carefully they might actually find these texts, often in old editions, gathering dust on the bottom of the shelf hidden behind the chair against the wall. I am referring, of course, to four in particular; The contract between UUP and the State of New York, *The Policies of the Board of Trustees for the State University of New York*, The SUNY Plattsburgh College Handbook, and the Performance Review Agreement for Academics and Professionals at SUNY Plattsburgh.

Often as VP for Academics I am asked to field questions regarding policy and practice, between terms and conditions of employment and managerial province. The answers to almost all of these questions can be found in these four documents. Negotiating these documents, however, is not an easy task...even for lawyers, but knowledge of these documents and their essential content can help any faculty member understand their role as educator, scholar, and especially employee working for the State University of New York at Plattsburgh.

As individuals working within this system we have a varying degree of ability to influence the universe in which we work. The shortest of these four documents, *The Policies of the Board of Trustees*, is the backbone of the SUNY system. <http://www.suny.edu/media/suny/content-assets/documents/boardoftrustees/SUNY-BOT-Policies-June2014.pdf> It provides a broad outline of how the various campuses should function while still allowing for individual differences. For instance, the document specifies that each campus should establish a method of periodic review for reappointment and promotion and spells out the conditions that can result in permanent appointment. Furthermore it specifies that the first step of this process must be a peer review. The document defines appointment types, administrative structures, copyright policy and academic freedom.

The UUP contract, it must be remembered, is with the State of New York, not with the SUNY system. As a negotiated agreement of employment it supersedes the SUNY Policies where they are in disagreement. <http://uupinfo.org/negotiations/Contract2011to2016webSECUREv6.pdf> The contract is more detailed within the scope of 'terms and conditions of employment', it is, however, less broad in describing the overall shape of the SUNY system. As members of UUP the contract gives us enormous protections regarding our rights as workers, but areas not covered under the contract become the 'province of management'. A good example of the difference between 'terms and conditions' and the 'province of management' is the question of class size. Multiple labor cases have made it clear that the contract can protect the concept of 'work load' under the broad category of 'full-time obligation' but not specifically the size of the class. The implication is that if management arbitrarily raises the size of a class section then the employee may adjust the pedagogy in that class to maintain an equivalent workload. Management must then bear the burden of an inferior quality of course instruction if it is the result of a management decision to increase class size. (This becomes an important aspect of our periodic departmental and college wide studies such as the Middle States review.) Many questions that are fielded by the officers of UUP do not fall under the scope of the contract. Although UUP can function as bully pulpit to advocate on behalf of individual members many of the issues actually revolve around matters of SUNY Plattsburgh policy or practice.

The document that describes and defines the various specific policies of the campus is the Campus Handbook. <http://www.plattsburgh.edu/intranet/handbook/>

The Campus Handbook is actually the largest of these documents. It is disappointing in organization but is a trove of information. Additionally, the Campus Handbook is the easiest of the four documents to adjust or change. The Faculty Senate is charged in the governance structure of the college with creating policy, along with the Provost, regarding the academic mission of the college. These Senate policies, once they are confirmed by the President become part of the Campus Handbook. The Senate can also suggest additional policy changes regarding many aspects of the operation of the campus. These suggested policy changes, again if confirmed by the President, also reside in the Campus Handbook. It is for this reason that active participation in the faculty governance system of the college is of prime importance to individual members. It is the most direct method of effecting meaningful change to the campus community.

Lastly, but certainly of great importance, are the two agreements between the local chapter of UUP and SUNY Plattsburgh regarding the performance reviews of academics and professionals. <http://uupinfo.org/negotiations/Contract2011to2016webSECUREv6.pdf> <http://www.uuphost.org/plattsburgh/wp-content/uploads/2012/02/Professional-Performance-Review-Doc.pdf>

These two agreements are in complete accord with the *Policies of the Board of Trustees*, as well as the statewide UUP contract with the State of New York. However our agreements describe a much more detailed process that is designed to specifically define the allowable procedures at each step. They describe a process that is designed to be formative over a period of years. In my opinion, the process described in these two agreements constitute perhaps the fairest and most straight-forward approach to performance review in the nation.

Copies of the contract and the performance review agreements can be obtained from the UUP office in Hawkins Hall. The SUNY Policies and the Campus Handbook can be downloaded or referenced online from the links above. I encourage all members to at least look at these documents. I guarantee that you will find at least one or two interesting reads that will catch your eye in each one.

Kim Hartshorn

Salute To Labor Scholarship

Co-sponsored by Organized Labor
And
Clinton County Democrat Committee

A \$500 scholarship will be awarded to a student who is a union member or the child of parents or guardians who are union members. The recipient must also be pursuing a post secondary education and will be enrolling as a freshman this fall. The award will be paid to the recipient in two installments. Partial payment will be made directly to the winner of the scholarship at the **Salute To Labor** Dinner and the remaining balance will be paid as soon as a college transcript showing a first semester 2.0 GPA (or higher) is provided plus evidence the winner voted in the November election.

A completed application, references, a copy of the applicant's high school transcript, and an essay must be post-marked or delivered to the scholarship coordinator by **April 11, 2015**.

The following are requirements for an applicant for the scholarships:

1. Resident of Clinton, Essex, or Franklin County
2. Accepted at trade school or college
3. Union member or child of parent or guardian who is a union member
4. High School Diploma or GED to be awarded by June 30, 2015
5. Be a registered voter by application due date. **(Applicants who will be 18 on November 3rd may register at age 17 to vote and must do so by April 11, 2015.)**

Applicants must provide three (3) letters of character reference:

1. One from a teacher
2. One from a successful community member
3. One of the applicant's choice

All applicants are required to submit an essay of 250 words or less on one of the following topics:

1. The benefits union membership has had on you or your family
2. Why it is important to take part in the election process
3. Why it is important to the American economy to buy domestic products.

Labor Scholarship Application

Applicant's Name _____ Phone Number _____

Address _____
(Street) (City) (Zip Code)

Name of Town in which you are registered to vote _____

Name of Parent(s) or Guardians _____

Parent(s) or Guardian's Union affiliation or your union affiliation _____

Name and address of work site of Union job _____

Name of High School _____

Name of Guidance Counselor _____

Date of High School Graduation or issue date of GED _____
(Enclose a copy of either if you already possess them)

School you are planning on attending this fall _____

Program you will be enrolling in _____

*Deadline for submission of or post-mark on application is **APRIL 11, 2015.**
Return application, three letters of reference, transcript, and essay to committee
member listed on following page. Additionally, you must register to vote by April
11, 2014.*

To all issuers of applications:

Please post and distribute the announcement of this scholarship at your facility.

All applications must be post-marked or delivered by **APRIL 11, 2015**.

Mail or Deliver Applications to Scholarship Chair:

Judith Paquette
7256 RT 22
West Chazy, NY 12992
518-493-2925
j53paquette@westelcom.com



The North Country
FIGHTS BACK!



#AllKidsNeed

"Call out Cuomo Bus Tour" 3 Rally Stops-One Day!

**FEBRUARY 28, 2015
Save the Date!**

Attend a Rally in Your Region:

- | | |
|----------|--|
| 10:00 AM | Plattsburgh High School
1 Clifford Drive, Plattsburgh |
| 1:00 PM | Massena High School
84 Nightengale Avenue, Massena |
| 4:00 PM | General Brown High School
17643 Cemetery Road, Dexter |

Look for Details on Your Regional Rally!

- Fight Back Against Governor Cuomo's Budget Proposal: The Billionaires' Agenda
- Fight Back Against Under Funded Schools
- Fight Back Against More Testing
- Fight Back Against Unfair Attacks on Teachers

