



# The Union News

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## Message from the President

Are you a member of the “new privileged elite class?” Billionaire Mortimer Zuckerman says you are in his September 10, 2010 posting to US News.com. Do you feel your pay and benefits “dwarf those of the private sector?” Again, the words of billionaire Mortimer Zuckerman.

These are the big lies being told about us – the public service employees of New York and our brothers and sisters across the United States. We are the bad people who must be made to pay for New York’s budget deficit through pay freezes and givebacks. Our retirement benefits are “unaffordable” and will result in “future generations being stuck with higher taxes, unsustainable debt loads, and reduced public services.” (Zuckerman again)

Now you may think these sentiments aren’t aimed at you and me. You know SUNY faculty don’t make that much money. It is true that faculty at private universities generally have higher incomes at comparable ranks. But big lies aren’t based on facts or truth. They are based on repetition and guilt by association. And the big lies are aimed at all teachers and all public employees.

The result for us is \$100 million in additional cuts to SUNY this year without a tuition increase to ease the pain. This brings the total cuts in the last three years to \$685 million! That is the total budget of 14 comprehensive colleges combined! Since we are part of the problem (or so the big lie says), there is no regret in the Governor’s tone. We must share the pain, though the millionaires need not – they will have their taxes cut this year.

So what are we to do? I will be visiting our local legislators frequently. And I will be joined by my local NYSUT colleagues when I do. And I welcome you to join us – Tuesdays are the days this semester for trips to Albany. But you needn’t go to Albany. Our legislators have local offices you can visit. Call me and I’ll help you set it up.

And what’s the message? First, we are not a “special interest” or the “new privileged elite” but rather we are stakeholders in the success of our state’s and nation’s economic recovery. Education is the foundation needed by our future workers. Whether teaching in pre-K or college, without a strong educational system, our nation will stumble and fall.

Second, SUNY cannot tolerate any further budget cuts. I’m told Plattsburgh will exhaust its reserves this year and we still face a \$4 million deficit for next year. The easy savings item have been harvested – early retirements and the change in General Education. The painful cuts come next.

So join me in fighting the big lies – we are not the problem – we are the solution! And the job you save may be your own.... *David Curry*





## Gina's Corner News

by Gina Doty, *VP for Professionals*  
[dotygl@plattsburgh.edu](mailto:dotygl@plattsburgh.edu)

We are all aware of Governor Cuomo's recent announcement of the ongoing severe budget cuts to SUNY. Now, more than ever, we must stick together during these troubled times in unity.

At February 4th's UUP Delegates Assembly, our statewide VP for Professionals, John Marino, discussed our "professional obligation" and how it correlates to the Fair Labor Standards Act. Our UUP contract with the state was not intended for us to work on a regular basis long hours without extra pay or compensation. If you are experiencing a higher workload obligation that has you working during your time off on a regular basis, let me know. I realize some professionals have cyclical work time obligations, but you should not feel taken advantage of.

If you want to know what other professional members are experiencing and hear any budget news first hand, please come to the Professional Issues Committee meetings which are once a month. Here is what we've been discussing since December 2010 to present:

- **Budget Issues:** Discussed the December meetings that Dave Curry had for our membership about the budget and how it affects us and other SUNY campuses, and also President Ettling's open forum the end of the month.
- **Manners Please. Bullying in the Workplace:** This workshop was given November 30 by Kathy Falcetta, our Labor Relations Specialist, and also Susan Bloom Jones. This workshop will be given at a later time this year. Civility in the workplace is breaking down and should not be tolerated. If you are aware of inappropriate behaviors in your workplace, let Dave Curry or I know about it.
- **Adirondack Community College and Hudson Valley Community College:** Our campus has our faculty teaching at these campuses. We are currently working with the faculty at these campuses on a variety of issues and staying informed.
- **Teacher Education and credentials:** We are discussing some of the forthcoming new issues from Commissioner Steiner and his group in regards to NY State Teacher Education and the changes he would like to instill. Bethanne DelGaudio is on a statewide committee discussing the issues and keeping us informed.
- **Voluntary Work Reduction program:** We are learning more details about this voluntary program which has a specific start and end date for the member. The program preserves the right for the member to return to permanent/full time work. The member must have term



appointment. Having this program in use is not the tipping point, but will help the campus in the budget sense.

- **Chancellor Zimpher State of the Union:** We discussed her January speech in Albany and we have questions about her analogy about SUNY's future and how our campus fits into her plan. This topic will be discussed at the next Labor Management meeting to find clarity.
- **UUP Scholarships Available:** There are undergraduate and graduate scholarships available that are funded by UUP members. Our UUP web site, <http://uupinfo.org> has the information Debbie Zinser has been reaching out to departments on campus to advertise these scholarships. In past recent years, our students have not been applying for some reason. Details are posted on the UUP bulletin board near Academic Advising department in the Angell Center.



- **John Marino (pictured presenting above), Statewide VP for Professionals and Rob Trimarchi (Legislative Action Coordinator) on campus:** They came to the campus December 7<sup>th</sup> to discuss professional member issues. If you are experiencing workload creep (more work being piled onto your already overflowing responsibilities in your performance program) let Gina know so that she can assist you in what action to take. With more budget cuts looming and people doing more and more due to some positions on campus not being filled, this topic is coming up more often.
- **CSEA Secretaries, not enough:** We are discussing the impact of not having enough secretarial staff in all departments that had one before the retirements. The early retirement incentives have left some areas without a secretary and some departments are working to learn to share one secretary between two departments. Everyone realizes we have budget cuts on campus, but providing the same services in the same time using the same campus policies needs to be reviewed. The 'same' results will not happen when we have staffing shortages.

In closing, this is a brief overview of what we discuss at our meetings, and I encourage you to join us at future meetings.



Our next meeting is scheduled to take place on:

**Tuesday, March 9th**  
**9:00 AM**  
**Angell College Center**  
**Meeting Room 1**





## Services on Campus: The Literacy Education Center

The LEC is a bright, pleasant facility. There are numerous books in several categories. The Children's Literature collection is housed with furniture that is specially designed so that the books are accessible to younger children and individuals with physical disabilities. There are adult size rectangular tables with padded chairs and round wooden tables and chairs that are sized for younger children. In addition to book collections, there are shelves with educational games, including computer games, and several large cabinets that hold materials and supplies. There are also three laptops, a color printer, a small copy machine, and other types of technology. The LEC is a self-supporting facility. All the books, materials, and games are provided through tutoring fees collected for Clinic tutoring, which takes place in the summer.



Graduate students engage in assessment and provide individualized instruction based on assessment results. One-to-one tutoring is provided during one hour sessions for seven weeks in the Spring Practicum. There is no charge for these Practicum sessions. During the Summer Clinic, children are tutored for 90 minutes, four days a week, for four weeks. The fee for summer tutoring is \$150.00. Full scholarships are available on a limited basis and only for demonstrated need. There is also a sliding fee scale, ranging from \$150.00 to scholarship (no fee). If more than one child is enrolled, parents/guardians pay full price for one child and are asked to pay a minimum of \$50.00 for each additional child if they are able to do so. The maximum for any family would be \$250.00. No one is denied services due to an inability to pay.

During early December, information about the Spring Practicum and Summer Clinic is posted on the Literacy Education Center website (<<http://www.plattsburgh.edu/academics/education/literacycenter/service.php>>). In addition, a flyer with information about the upcoming Spring Practicum and Summer Clinic is sent to all the local schools. Information packets with Enrollment Request forms and all other necessary information are mailed to parents upon request. Forms are returned, and at the appropriate time, parents/guardians are contacted to inform them if their child has been enrolled. Places are limited, and the number of children who are enrolled corresponds to the number of gradu-

ate students enrolled in the Practicum and Clinic classes. The tutoring program has been in place for over 20 years; many parents/guardians know about the tutoring from previous semesters, hear about it from friends, and/or see the flyers.

For more information about LEC and the Practicums and Clinics, please contact **Dr. Peggy L. Snowden** (pictured right), Director of the Literacy Education Center; (518) 564-5150 or (518) 564-5145; [peggy.snowden@plattsburgh.edu](mailto:peggy.snowden@plattsburgh.edu)



## Calendar of Upcoming Events and Meetings



- Feb. 25** Noon-1:30 PM in ACC Amnesty Rm.  
**General Membership Meeting**
- Feb. 26** Noon-1 PM at the McDonough Monument  
across from City Hall in Plattsburgh.  
**Show solidarity with our brothers and sisters in Wisconsin.** Make your own sign! Just 1 hour to show solidarity with our local CSEA, NYSUT, IBEW, NYSCOPBA and other union neighbors!
- March 1** Noon-1:30 PM in ACC Amnesty Rm.  
**Professional Evaluation Process and Calendar**  
(Gina Doty and Kathy Falcetta, presenters)
- March 2** 1:30-2:30 PM in Ward Rm. 101  
**Labor Mgt. Mtg.**
- March 9** 9-10 AM in ACC Mtg. Rm. 1  
**Professional Issues Mtg.**
- April 4** 10-11 AM in ACC Mtg. Rm. 5  
**Small Exec. Brd. Mtg.**
- April 6** Noon-1:30 PM in ACC Amnesty Rm.  
**Empowering the Supervisor with Knowledge**  
(Gina Doty and Kathy Falcetta, presenters)
- April 7-9** NYC Hilton Hotel  
**NYSUT RA**
- April 13** 1:30-2:30 PM in Ward Rm. 101  
**Labor Mgt. Mtg.**
- April 14** 9-10 AM in ACC Mtg. Rm. 1  
**Professional issues Mtg.**
- April 26** Noon-1 PM in ACC Mtg. Rm. 5  
**Small Exec. Brd. Mtg.**
- April 29** Noon-1:30 PM in ACC Amnesty Rm.  
**Large Exec. Mtg. with Lunch**
- May 4** 1:30-2:30 PM in Ward Rm. 101  
**Labor Mgt. Mtg.**
- May 6-7** Albany Desmond Hotel  
**Spring Delegates Assembly**







## Upcoming Elections

The following individuals have submitted information about their candidacies:



My name is **Bethanne DelGaudio**, and I'm running for Vice President for Professionals. I have been employed at SUNY Plattsburgh since 2004 and serve as the Director of Teacher Certification & Graduate Advising. Currently, I am the UUP campus Treasurer and delegate. Previously, I was employed at SUNY New Paltz for 18 years and served as campus treasurer for 2 years and Grievance Chair for 16

years. As a long standing professional in the SUNY system, I feel qualified to fill this position with my history of strong and varied union experience. Professionals are the backbone of our institution, and I will be there for you when needed.



My name is **Gina Doty**, and I am running for the UUP chapter office as Secretary and seek reelection as a professional delegate too. For the past 3 ½ years, I have been active as your Professional VP and delegate and want to perform in another capacity. I am an organized and detailed individual and the meeting minutes will be written and available to read in a timely manner. Please cast your vote for me as

your Secretary and as your delegate to represent the campus. If you have any questions, please contact me at <gdoty@uupmail.org> or 564-5011.



I'm **David Curry** and I'm running for my third 2-year term as Chapter President. This is an extremely challenging time for SUNY and Plattsburgh State. As a member of UUP's statewide Executive Board and Outreach committee, I am able to keep the interests of our campus high on the agenda in Albany. I hope you will support me to continue leading our chapter through this difficult time. Con-

tact me with questions or comments.

My name is **Al Mihalek**, and I'm running for Treasurer. Until about 3-4 years ago, I was very involved in UUP for more than a decade and a half. For most of that time, I was Chapter VP for Professionals and worked closely with campus grievances. I've been President of the chapter and have served on several statewide committees: labor/management committees on health benefits and professional development, professional issues, membership committee, among others. Also, I was a member of the statewide negotiations team that negotiated the contract previous to our current one. I work in a very busy Dean's Office, which is why I took a short vacation from union work, but it's time to get back into it, and time for all of us to do everything we can to keep the union strong and SUNY vital.



**Kim Hartshorn** is running for Vice President of Academics. Kim is Chair of the Theatre Department.



## News You Can Use

- Just to let you know the PUUP website (temporary tho' it is) has been updated with information on upcoming chapter elections and a link to the 2010 DSI awards. <http://faculty.plattsburgh.edu/uup>.

- A new UUP publication—*The Family Leave/Work-Life Services Guide*—is now available on the UUP website at <[www.uupinfo.org](http://www.uupinfo.org)>. The guide is a compilation of information that outlines options to address family-needs, and identifies programs and services that can assist UUP members as they attempt to balance work and family life.



- February 15, 2011, nearly two dozen UUPers participated in our Outreach Day in Albany, in conjunction with hundreds of NYSUT members who participated in the "Extraordinary Lobby Day."

Along with our NYSUT lobbyist, Chris Black, we visited the leaders of both the Senate and Assembly Higher Ed., Finance, and Health Committees....and we joined our UUP and NYSUT colleagues in visiting several "rank and file" legislators.



You can help, too....Please click on <<http://uupinfo.org>> and send electronic messages to your Legislator that are listed under "Call To Action." It's easy to do, even from the comfort of your office or home! If you'd like to join us in Albany,

please visit <<http://bit.ly/gfT6tx>> to register for UUP Advocacy Days.

The NYSUT Higher Ed. Lobby Day is coming up in early March...please join in! Without your help we can't **Save SUNY!**

*UUP advocates visited the Albany offices of 23 state lawmakers on Jan. 25, giving them the opportunity to express their concerns prior to the release of the Executive Budget. The UUPers strongly urged against further reductions to SUNY's operating budget.*



*UUP Chief Negotiator Jamie Dangler, standing, goes over the results of the Negotiation's Survey. Helping her with the Powerpoint is Associate Chief Negotiator Mike Smiles of Farmingdale.*





**Labor History Corner:  
Remembering the  
March 25, 1911  
Triangle Shirtwaist Factory Fire**  
(<http://trianglememorial.org/>)

In 1911, the Triangle Shirtwaist Factory was the largest shirtwaist manufacturer in New York City, and possibly in the country. The factory thrived on the cheap labor of immigrants flocking to New York City from Europe. In many cases these immigrants fled oppressive nations, carrying with them their tailoring skills which they passed down to the younger generations of their families. These immigrants were exploited and forced to work long hours with little pay in the textile factories in New York City. According to one survey taken in the 1890's the average workweek in textile shops was eighty-four hours, twelve hours for every day of the week.

Entrepreneurs Max Blanck and Issac Harris who also happened to be in-laws, watched as the booming textile industry made its mark on New York City. They knew that there was money to be made so they embarked upon a plan to open the Triangle Shirtwaist Factory. The shirtwaist or ladies blouse was one of America's first fashion trends to transcend the class divide. "The waist-and-skirt combination both symbolized and enabled a wave of women's liberation." The shirtwaist was appropriate for working in a factory or attending temperance or ladies auxiliary meeting, a versatility which was a hot commodity in a time when women's clothing was layered and bulky.

In 1900 Blanck and Harris named their business the Triangle Shirtwaist Factory, moving into an ideal location just a year later, a building named for the developer Joseph Asch. The owners leased the ninth floor of the building which was a little more than nine thousand square feet. They outfitted the space with machines and set to manufacturing their products. By 1909, the business leased the eighth and tenth floors of the Ashe building, employing hundreds of workers. As the factory expanded, Blanck and Harris felt vulnerable to union organizers who felt that the workers were treated poorly. The owners felt that the best defense against union infiltration was to lock the workers in. This proved to be a devastating decision when the fire broke out in 1911



**The Fire**

As eyewitness to the horrific ordeal William G. Shepherd, explained "I learned a new sound--a more horrible sound than description can picture. It was the thud of a speeding, living body on a stone sidewalk. Thud—dead, thud—dead, thud—dead, thud—dead. Sixty-two thud—deads. I call them

that, because the sound and the thought of death came to me each time, at the same instant. There was plenty of chance to watch them as they came down. The height was eighty feet."

This tragedy is noted as the worst factory fire in the history of New York City. It occurred on March 25th, 1911 in the Asch building located at the northwest corner of Washington and Greene streets, where the Triangle Shirtwaist Company occupied the top three of ten floors. The company employed five hundred, mostly Italian and Jewish immigrants between the ages of thirteen and twenty-three. In an effort to keep the workers at their sewing machines and to keep out union organizers, the proprietors had locked the doors leading to the exits.



The fire began shortly after 4:30 p.m. in the cutting room on the eighth floor, and fed by thousands of pounds of fabric, it spread rapidly. Panicked workers rushed to the stairs, the freight elevator, and the fire escape in an effort to evacuate. Most on the eighth and tenth floors escaped, however, dozens trapped on the ninth floor died, unable to force open the locked door that would have led to their escape. The rear fire escape had collapsed killing many and eliminating an escape route for others still trapped. Some tried to slide down elevator cables but lost their grip while others jumped to their death from open windows. Pump Engine Company 20 and Ladder Company 20 arrived quickly but were hindered by the bodies of victims who had jumped. Witnesses thought the owners were tossing their best fabric out the windows to save it, then realized workers were jumping, sometimes after sharing a kiss. The ladders of Company 20 extended only to the sixth floor, and life nets broke when workers jumped in groups of three and four. Additional companies were summoned by four more alarms transmitted in rapid succession. "Onlookers by the hundreds hurried toward the action the fastest among them in time to see tangles of bodies some trailing flames, tumbling from the ninth-floor windows of the Triangle Shirtwaist Company."

A total of 146 workers died in less than fifteen minutes. Although there was widespread revulsion and rage over the working conditions that had contributed to the fire, many defended the right of shop owners to resist government safety regulation, and some in government insisted that they were at any rate powerless to impose it. The owners of the company were charged with manslaughter and later acquitted. In 1914, the owners were ordered to pay damages in the amount of \$75 to each of the families of twenty-three victims who had sued. The Factory Investigating Commission of 1911 gathered testimony, and later that year the city established the Bureau of Fire Investigation under the direction of Robert F. Wagner, which gave the fire department additional powers to improve factory safety. The event crystallized support for efforts to organize workers in the garment district and in particular for the International Ladies' Garment Workers' Union. It remains one of the most vivid symbols for the American labor movement and a constant reminder that government must ensure a safe workplace.





## Are you up to the challenge?

If you're like most people, you make New Year's resolutions only to break them soon after. NYSUT Member Benefits challenges all NYSUT members to make and keep this one resolution: I resolve to draw up (or update) my will.

The importance of having a will to protect your loved ones and your wishes cannot be stressed enough. This is especially true if you have children under the age of 18. A will allows you to name a legal guardian(s) for your children. It also ensures that your estate will be distributed according to your desires. Without a valid will, these very important, personal decisions are made by the state.

The Legal Service Plan endorsed by NYSUT Member Benefits Trust is a convenient vehicle to help you meet this challenge. It provides one simple will or update, free. A simple will provides for the proceeds of one's estate to be distributed to specifically named beneficiary(ies), with an alternate distribution plan in the event the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are to be distributed outright with no conditions attached. Placing a condition on a bequest requires a trust, which can be obtained from the Legal Plan for a fee.

In addition to the simple will, you'll 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.

The plan also gives you 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 receive two coupons for free, hour-long consultations with a plan attorney.

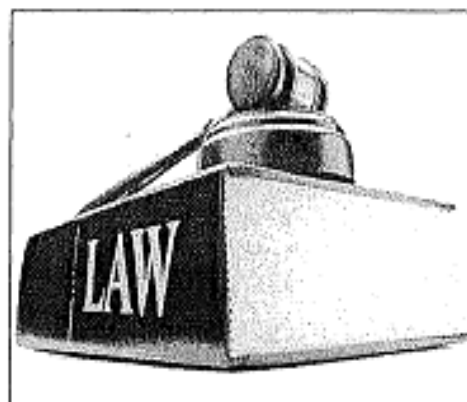
Is there a real estate transaction coming up in your near future? Do you have any traffic violations? You can receive legal assistance on a variety of personal legal matters when you enroll in the Legal Service Plan. If the matter can't be resolved over the phone or with a letter, you will be referred to a plan attorney in your area, who will charge you \$200 an hour or 40 percent off the usual hourly rate, whichever is lower. Optional riders for Elder Law services and for business protection can be added to your legal plan coverage.

Don't put it off any longer! Draw up your will. Enroll in the Legal Service Plan and use its service to help you, or do it

another way, but just do it! The peace of mind you'll have once you know you have taken care of your loved ones far outweighs any unpleasantness associated with making up your will.

If you happen to belong to a local association that provides a group legal service plan to you through the local or its benefit fund, remember to take advantage of the plan's benefits.

If not, you can enroll in the voluntary plan online at [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), or view and print a descriptive brochure and enrollment form online. You can also call NYSUT Member Benefits at 800-626-8101.



*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.*

Jan./Feb. '11

