



# The Union News

Spring Issue: February 2012 Vol. 43—No. 4

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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 have an auspicious start to the spring semester this year. The winter has been mild, and the governor's budget proposal does not include any new cuts to SUNY. But that does not mean that everything is rosy. As President Ettling said at the faculty Senate this month, for every dollar we were getting from New York State in 2008, we are presently getting only \$.60.



Our current mission is to rebuild the University. Over the past several years, we have seen many of our senior colleagues retire and, more often than not, they were not replaced. While the budget situation in New York still remains tenuous, there is hope at least that we can begin replacing faculty and staff.

The Chancellor has called upon the campuses to transfer funds from administrative functions to classroom instruction. This is a process that has been going on already of necessity but one that will continue per her direction. At the same time, UUP president Phil Smith has called upon the legislature to add \$25 million to the budget dedicated to the hiring of new faculty statewide.

But financial challenges are not the only ones we face. We are at the beginning of the potentially acrimonious presidential campaign with huge amounts of super PAC money to be spent in negative ads. All this negativity will undoubtedly have an impact on our psyches.

To that end, our campus is in the midst of a campaign to promote civility in the workplace. This is a very important initiative, and one I hope all members of the community will take to heart. We are all in this together. When at work, "this" is the education business and we must remember that the students are our reason for being here. And we also must remember that we are a team and must find a way to work together in good times and in bad.

I believe we have turned the corner and the worst of the bad times are over. We still have challenges ahead, but we have the strength of our campus community to help us all move forward.

UUP, as a foundation of the strength of our faculty and staff, is here to help. We are open to all suggestions and will provide any resources at our disposal. We are all in "this" together!

**David Curry, President**





## Bethanne's Bulletin

by Bethanne DelGaudio  
Vice President for Professionals  
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Our Professional Issues Meetings for the Spring Semester will be held from 9 to 10 AM in the Angell College Center, Meeting Room 8, on March 7th, April 5th, and May 1st. All professionals are encouraged to attend.

Two special UUP Professional Trainings are scheduled for this Spring. The co-presenters are Kathy Falcetta, NYSUT Labor Relations Specialist, and me. The first workshop on "*How to Write a SMART Performance Program*" is on Wednesday, February 15th from noon to 1 PM in the Angell College Center's Meeting Room 1. This workshop is geared to new professionals, but continuing professionals may also want to attend in order to tune up their performance program. The second workshop on "*Bring Your Concerns and Leave with Quality Answers*" is on Wednesday, February 22nd from noon to 1 PM in the Angell College Center's Meeting Room 1. This workshop is open to any UUP member who supervises a UUP professional.

Lunch will be provided by the UUP. Please plan on arriving by 11:45 am to pick up a wooden nickel to purchase lunch in the Sundowner Cafeteria. Space is limited for both workshops to the first 15 callers. Call extension 7887 to reserve a seat. Please leave your name, phone number, and specify which workshop(s) you would like to attend.



## Part-Time Concerns

by Kay Branagan  
Part-time Concerns Representative  
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564-4249



At the Winter Delegate Assembly in Albany last weekend, the Contingent Labor Committee continued a discussion around the updating of the *Contingent Handbook*. The handbook would be available to all contingent faculty. At the same time, the committee is developing a more detailed guide for Contingent Officers that would give information specific to the various categories of contingents.

The committee is also looking into the feasibility of developing a form of sustaining membership for contingent faculty who have been terminated. Presently only those with Continuing Appointments are eligible. This membership category would be for a specified time period and would have limited privileges.

Due to time constraints, the committee was unable to address the New Faculty Majority Petition.



## Calendar of Upcoming Meetings

- February 15** *How to Write a SMART Performance Program*—noon-1 PM; ACC, Mtg. Rm. 1.
- February 21** *General Membership Meeting*  
Noon-1:30 PM, ACC, Alumni Conference Rm. Lunch provided. Arrive at 11:45 AM for your wooden nickel to purchase lunch in the Sundowner.
- February 22** *Bring Your Concerns and Leave with Quality Answers*—noon-1 PM; ACC, Mtg. Rm. 1.
- February 28** *Small Executive Board Meeting*—noon-1 PM; ACC, Mtg. Rm. 5.
- March 7** *UUP Professional's Meeting*  
9-10 AM; ACC, Mtg. Rm. 8
- March 22** *Creating a Culture of Civility and Respect* featuring Tedra Cobb. 8:30 AM to 4 PM, Alumni Conference Rm., ACC. Registration required. See p.3 story.
- March 23** *Communication—The Foundation to Respect in the Workplace*, featuring Tedra Cobb. Noon to 4 PM, Alumni Conference Rm., ACC. Registration required. See p.3 story.
- March 27** *Small Executive Board Meeting*—noon-1 PM; ACC, Mtg. Rm. 5.
- April 5** *UUP Professional's Meeting*  
9-10 AM; ACC, Mtg. Rm. 8.
- April 17** *Large Executive Board Meeting*—noon-1:30 PM; ACC, Alumni Conference Rm.
- April 20-21** *Delegates Assembly*—Desmond Hotel in Albany.
- April 24** *Small Executive Board Meeting*—noon-1 PM; ACC, Mtg. Rm. 5.
- May 1** *UUP Professional's Meeting*  
9-10 AM; ACC, Mtg. Rm. 8



## UUP Participates in the Literacy Challenge

This year is the 20<sup>th</sup> Annual Literacy Challenge—co-sponsored by Plattsburgh Sunrise Rotary and the Press-Republican—to benefit Literacy Volunteers of Clinton County. As an institution of higher learning (SUNY Plattsburgh) and a union of university professionals (UUP), we strongly support the work of Literacy Volunteers, whose office is on our campus (Hawkins Hall). Tim Hartnett (Library), Elin O'Hara-Gonya (Library), Tracie Guzzio (English), and Gary Kroll (History) will be representing us at the Literacy Challenge on Saturday, March 3, 2012, beginning at 12:00 noon at the Champlain Centre Mall. Let's go and cheer on our team!





**Save the Dates of  
March 22nd for  
*Communication—The Foundation of  
Respect in the Workplace*  
and March 23rd for  
*Creating a Culture of Civility and  
Respect Workshop***

*Take advantage of this professional development workshop and add it to your annual activity report!*



The Civility in the Workplace Steering Committee has invited a dynamic instructor/speaker, Tedra Cobb, to present our spring workshops on “*Communication—The Foundation of Respect in the Workplace*” and “*Creating a Culture of Civility and Respect*.” This hands-on workshop—scheduled for the afternoon of Thursday, March 22nd and all day on Friday, March 23rd—will en-

gage people in learning activities while working in small groups.

Ms. Cobb is the president and owner of Tedra L. Cobb and Associates, a consulting firm focusing on employee and management training, including effective hiring practices, performance management and supervisory leadership, sexual harassment prevention, time management, customer service and professionalism, problem solving and decision making, and communications.

Ms. Cobb's specific areas of expertise are program and organizational development and the presentation of highly effective, interactive educational workshops. Her clients are diverse and include manufacturing companies, universities, government, casinos, libraries, and not-for-profit health and human services organizations. Ms. Cobb holds an M.S. Ed. in Instructional Technology, specializing in Training and Development and a B.A. in Spanish and Sociology from SUNY Potsdam.

Ms. Cobb's two days of workshops will contain the following content:

☐ **Thursday, March 22 (noon – 4:00 pm):** *Communication—The Foundation of Respect in the Workplace*. In this highly interactive and fun training, participants will learn more about themselves and others. They will explore how to communicate effectively, supportively, and respectfully. And, they will learn how to resolve conflict and manage difficult conversations.

Participants will:

- Examine four communication styles and recognize personal and organizational opportunities for more effective communication in supporting civility and respect.
- Identify your personal style under stress and common communication behaviors that arise when having a difficult conversation.
- Be aware of the importance of assertiveness and integrity in day-to-day communication, and in creating a culture of respect.

☐ **March 23 (8:30 am – 3:30 pm):** *Creating a Culture of Civility and Respect*. In this full day training and work session, participants will collectively dig deeper into the issues of civility and respect and will create a plan to bring the organization forward.

Participants will:

- Analyze data collected from the fall faculty/staff Zoomerang survey on Civility and identify key areas of concern and opportunity.
- Set priorities and identify activities that support civility initiatives by conducting a situation appraisal and participating in action planning.
- Problem-solve and engage together in order to ensure full participation and safety. Everyone contributes!

Both workshops will be held in the Alumni Conference Room in the Angell College Center. Please arrive at 11:45am on March 22nd to receive a UUP wooden nickel (good for an \$8.00 lunch from the Sundowner Cafeteria). On March 23rd, lunch will again be provided with a UUP wooden nickel to the Sundowner.

Please contact Gina Doty by phone or email—564-5011 or [dotygl@plattsburgh.edu](mailto:dotygl@plattsburgh.edu)—to reserve a seat or ask questions. A reservation is necessary to help us plan refreshments, workshop handouts, and room set-up. Please reserve no later than Friday, March 16th.

The Civility in the Workplace Steering Committee members want this workshop to be the start of many great and continuing discussions about why our work environment should be civil and respectful, ways we can improve the environment at SUNY Plattsburgh, and how we can establish a work place where disrespect, uncivil behaviors, and bullying are not tolerated.

Currently Bethanne DelGaudio, Marguerite Adelman, Gina Doty, Kirsten Isgro, and Mike Thompson comprise this small committee. It is hoped that a campus policy will be developed on civility and respect in the workplace for all employees. We welcome new members who are interested in this topic and in planning future activities and workshops.







## Tense Times: Overcoming Workplace Incivility

by Robert Half International  
Career Builder

[http://msn.careerbuilder.com/Article/MSN-2871-Workplace-Issues-Tense-times-Overcoming-workplace-incivility/?](http://msn.careerbuilder.com/Article/MSN-2871-Workplace-Issues-Tense-times-Overcoming-workplace-incivility/?sc_extcmp=JS_2871_advice&SiteId=cbmsn42871)

[sc\\_extcmp=JS\\_2871\\_advice&SiteId=cbmsn42871](http://msn.careerbuilder.com/Article/MSN-2871-Workplace-Issues-Tense-times-Overcoming-workplace-incivility/?sc_extcmp=JS_2871_advice&SiteId=cbmsn42871)

Feeling the pressure? You've got plenty of company. Many employees today feel maxed out, on edge and ticked off, and it's eroding workplace civility.



Consider these telling statistics from a handful of recent studies and surveys:

- ❑ Managers said they spend, on average, 18 percent of their time dealing with staff conflict, according to an Accountemps survey.
- ❑ Forty-three percent of employees said they've experienced incivility at work, according to the "Civility in America 2011" poll conducted by Weber Shandwick, its Powell Tate division and KRC Research.
- ❑ A Baylor University study found office incivility not only stresses people out during their working hours, but also serves as a significant source of strain and strife at home.

Now more than ever, it's critical to find ways to effectively deal with stress and conflict at work. Following are some tips:

**Take rudeness for what it's worth:** Being on the receiving end of an unnecessarily sharp barb or inconsiderate brush-off can ruin your day. Why let it? Constructive criticism merits reflection; rudeness does not. So, don't over think the situation. While you can't control how someone else treats you, you can limit how much it affects you. A person's poor manners or behavior says less about you than it does about him or her.

**Don't go it alone:** What do you say at the end of a hard day when you're asked about work? "I don't want to talk about it" is a common response. But in many cases, bottling your feelings only exacerbates the problem.

Opening up to supportive friends or family can be cathartic. Likewise, seeking the wisdom of a mentor or sharing work-related war stories with a trusted member of your network often yields valuable insights and new coping strategies.

**Rise above the fray:** Pessimism is contagious, and it's all too easy for chronic complainers to bring others down. Don't get caught up in the negativity. It's possible to keep tabs on office undercurrents without feeding the

grapevine with additional gripes, groans or gossip. Displaying a toxic attitude doesn't solve anything, but it will likely make you look bad -- and feel worse.

**Give yourself a break:** You might believe you can't afford to take time off. But can you afford not to? Whether you jet off to a tropical island or do a "staycation," stepping away to recharge your batteries is healthy. Getting some distance and decompressing has a way of putting even your biggest workplace woes in perspective.

Similarly, it's smart to take mini-breaks during the day. When tensions are running high, go for a quick stroll to collect your thoughts and cool off.

Finally, take an honest look at yourself. It's very easy to point fingers and identify others' annoying personality flaws. But what about your own? Try to be more mindful of how your bad habits, moods and behaviors might negatively impact co-workers.

We all have days when stress gets the best of us. If you've been unfairly gruff, critical or impatient with a colleague, be willing to say, "I'm sorry." Those two simple words will go a long way toward mending fences.

## UUP Scholarship Program for Undergraduate and Graduate Students

Several scholarship programs are available through the UUP and other unions. All you have to do is go to the UUP website—[www.uupinfo.org/scholarships/scholarship.php](http://www.uupinfo.org/scholarships/scholarship.php)—and you can find detailed program requirements and download application forms.

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

- ❑ **Benefit Trust Fund Scholarships** provide funding aid to the dependents of UUP bargaining unit members. The deadline is 60 days after the semester ends.



- ❑ **UUP College Scholarship Fund** provides funding aid to both undergraduate and post baccalaureate students attending SUNY campuses. The deadline is March 1st.
- ❑ **The Robert G. Porter Scholars Program** is funded through The American Federation of Teachers (AFT). Programs are available for both UUP bargaining unit members and their dependents. The deadline is March 31st.



# **Support Higher Education!**



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## **SAVE THE DATE**

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### **WEDNESDAY, MARCH 14 • ALBANY, NY**

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## **UUP/PSC/NYPIRG/USS**

### **Student/Faculty**

# **Higher Education Action Day**

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To cosponsor or pre-register, contact NYPIRG at [fabdallah@nypirg.org](mailto:fabdallah@nypirg.org), USS at [ussoffice@gmail.com](mailto:ussoffice@gmail.com), PSC at [amagalhaes@pscmail.org](mailto:amagalhaes@pscmail.org), or UUP at [rtrimarc@uupmail.org](mailto:rtrimarc@uupmail.org)

The New York Public Interest Research Group (NYPIRG) is the state's largest college student-directed non-partisan advocacy organization. The University Student Senate (USS) is the official governance organization charged with representing the interests of the students of the City University of New York (CUNY). The Professional Staff Congress (PSC) is the union that represents more than 20,000 faculty and staff at the City University of New York (CUNY). United University Professions (UUP) is the union representing more than 34,000 academic and professional faculty on 29 State University of New York (SUNY) campuses, plus System Administration, Empire State College, and the New York Theatre Institute.







## UUP 2012 Political Action Calendar\*

As of January 2012

*UUP events in italics*

Register for 2012 Advocacy Days at <http://bit.ly/nrZFAI>

<b>JANUARY 2012</b>		
Wed. 4th	State of the State Address	ESP Convention Center
Tues. 17th	Executive Budget Proposal Due	
Tues. 24th	<i>UUP Advocacy Day</i>	<i>LOB, Albany</i>
<b>FEBRUARY</b>		
Fri. 3 <sup>rd</sup> – Sat. 4 <sup>th</sup>	<i>UUP Winter DA 2012</i>	<i>Desmond Hotel, Albany</i>
Tues. 7th	<i>UUP Advocacy Day</i>	<i>LOB, Albany</i>
Tues. 14th	<i>UUP HSC Day</i>	<i>LOB, Albany</i>
Fri. 17th – Sun. 19th	Black and Puerto Rican Caucus	Albany
Mon. 20th – Fri. 24th	<b>No Session</b>	
Tues. 28th	<b>No Session</b>	
Wed. 29th	<i>UUP Advocacy Day</i>	<i>LOB, Albany</i>
<b>MARCH</b>		
Mon. 5th – Tues. 6th	NYSUT HE Lobby Day	Desmond Hotel, Albany
Wed. 14th	<i>Higher Education Action Day</i>	<i>LOB, Albany</i>
Mon. 19th – Tues. 20th	NYSUT Committee of 100	Desmond Hotel, Albany
Fri. 23 <sup>rd</sup> – Sun. 25th	Somos el Futuro Conference	Albany, NY
Tues. 27th	<i>EOP/EOC Advocacy Day</i>	<i>Meeting Rm. 1, LOB, Albany</i>
<b>APRIL</b>		
Sun. 1st	NYS Budget Due	
Mon. 2nd – Fri. 6th	<b>No Session</b>	
Mon. 9th – Fri. 13th	<b>No Session</b>	
Tues. 17th	<i>UUP Advocacy Day</i>	<i>LOB, Albany</i>
Fri. 20th – Sat. 21st	<i>UUP Spring DA 2012</i>	<i>Desmond Hotel, Albany</i>
Thurs. 26th – Sat. 28th	NYSUT RA	Buffalo, NY
<b>MAY</b>		
Tues. 8th	<i>UUP Advocacy Day</i>	<i>LOB, Albany</i>
Tues. 15th	School District Voting Day	Statewide
Mon. 21st – Tues. 22nd	NYSUT Committee of 100	Desmond Hotel, Albany
<b>AUGUST</b>		
Mon. 13th – Tues. 14th	NYSUT Endorsement Conference	Desmond Hotel, Albany

\*Please note that all dates are subject to change.



## From Your NYSUT Labor Relations Specialist: **Kathy Falcetta**

Plattsburgh has begun a campus wide initiative to promote more civility within the campus community. Dr. Joel Neuman, SUNY New Paltz, visited the main campus and the branch campus at SUNY Adirondack during the Fall semester. His presentation was well attended at both sites. The initiative is funded by a Joint Labor-Management Grant. The Joint Labor-Management Grant Program is a negotiated term of the UUP Agreement.

The detrimental effects of uncivil behavior on employees' emotional and physical health are well documented as is the devastating impact on productivity and creativity. Employers are responding to the tangible costs of tolerating incivility in a number of ways which include Codes of Conduct, anti-bullying policies, training, and establishing reporting procedures.

Legislation has been introduced in New York and other states. Last year the Healthy Workplace Legislation was introduced but did not achieve passage. Just this month, Article 20-D Abusive Work Environment to amend the labor law was introduced in the New York State Assembly. Bill 4528 is available at the Assembly



website, <http://assembly.state.ny.us/leg>.

The core solution to eliminating uncivil behavior in the workplace resides within each individual. Incivility and bullying are 100% curable as each person chooses his or her conduct.

If you are being treated uncivilly please reach out to friends, trusted co-workers, your area supervisors or chairs, EAP, or your Union leaders. Your Union leaders are well versed on the matter and can assist you in addressing the situation.

If you are being uncivil or misusing your personal or professional power, then stop the behavior. Every person has the right to a safe and healthy work environment. There is no entitlement to treat others poorly. The negative energy of incivility is better applied to positive action that will improve the world, one person at a time.



## FEBRUARY: DO YOU HEAR ME?

Keeping the Lines of Communication Open

### MONTHLY WEBINAR

#### The Art of Listening and Giving Feedback

Thursday, February 16, 2012  
12:00 p.m. - 1:00 p.m.

Enhance communication through the art of active listening and learn guidelines for healthy and successful interaction.

#### BE SURE TO REGISTER IN ADVANCE

Register for the webinar on the NYS-Balance website. To participate, you will need an Internet-connected PC and a phone. If the webinar is not scheduled during your break or lunch time, you can view it later online.

### RESOURCES: CONSULTANTS AND WEBSITE

Good communication is the foundation for healthy relationships, both at home and at work. Whether it's talking to your teen, asking your boss for a raise, or negotiating with a salesperson for the best deal, getting your ideas across is the key to success. We can help with a library of articles on good communication, training modules, self-assessments, and more.

Call or visit us online to get answers to your communication questions.

Additional resources are available through your NYS Employee Assistance Program (EAP). For more information about EAP and other Work-Life Services benefits, please visit [www.worklifeny.gov](http://www.worklifeny.gov).

Andrew M. Cuomo, Governor,  
State of New York

Gary Johnson, Director,  
Governor's Office of Employee Relations

NYS-Balance is a resource and referral program offered by Work-Life Services with funding provided by the negotiated agreements between the State and CSEA, PSE, UUR, DC-37, NYSCOPBA, GSEU and Council 82 and by the Governor's Office of Employee Relations for employees designated NYC.

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