



The Union News

Spring Issue: May 2013 Vol. 44—No. 6

Chapter Executive Board

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

Debbie Zinser, *Interim VP Professionals*
(518) 564-4227

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

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

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

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

Kay Branagan, *Contingent Members' Representative*
(518) 564-4249

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

Becky Kasper

Thomas Morrissey

Peter Friesen

Wendy Gordon

Patricia Bentley

Robert Harsh

David Hensarling

Bryan Higgins

Deborah Zinser

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

Newsletter Editor
Marguerite Adelman

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

Chapter Secretaries
Sue Gadway and Melanie O'Connell

The Union News is a publication of the Plattsburgh Chapter of United University Professions. The views expressed are not necessarily those of the Plattsburgh Chapter Executive Board or UUP.

Message from the President

Plattsburgh UUP members, this will be my last newsletter editorial as chapter president. Our bylaws have term limits and I've completed my 6 year limit. I will be working to ease Karen Volkman's transition into the position over the Summer and will certainly continue to be involved in the union. In fact, I was just re-elected to the statewide Executive Board for a two-year term at the Delegate Assembly this past weekend.



We also have a new statewide president. Fred Kowal of Cobleskill was elected president for his first 2-year term after Phil Smith decided now was the time to retire. Edison Bond was re-elected to Membership Development Officer and we elected a strong executive board to move the union forward. I am confident that we will become a stronger union in the next two years.

We need strength right now as we face a Governor who is intent on showing his fiscal conservatism by forcing givebacks from the public employee unions like UUP. This pressure has resulted in a less-than-ideal contract for us, but his hard line guarantees that the contract we have negotiated is the best that can be had right now. If we reject the contract, right away we lose the \$500 due us this July.

I'm hopeful you will join me in voting to support the new contract. You should have received the ballot at your home address in the last couple of days. But whether you vote for or against, please vote!! We need to show the Governor that we care about the agreement and care about our union.

On another note, we have a new community-building campaign on campus – *Cardinals Care*. This is an extension of the civility campaign started almost 2 years ago. Watch for the posters and read more about it in this newsletter. I will be nominating Marguerite Adelman as a Cardinal who Cares — her work on this newsletter earned an award for best electronic newsletter at the UUP Delegate Assembly this past week! Thanks, Marguerite!

Well, that's about it for now. Please continue to reach out to the new leadership when you have questions or need help. And thanks for giving me this great opportunity to serve you over the past 6 years. It has been an honor and a privilege.

David Curry, President





UUP Contract: Contract Documents, Calculator, and Ballots

UUP's contract mailing—which includes a detailed Q & A, contract language with new provisions highlighted in gray, and other information related to the Tentative Agreement and ratification process—should have arrived at members' home addresses last week.

An economic impact calculator has been posted on the UUP website (www.uupinfo.org).

Ratification ballots will be mailed May 1st to every member by the American Arbitration Association.

Returned ballots must be received by 5 p.m. on June 3rd. Ballots will be counted on June 4th.

Members can continue to email UUP at contract@uupmail.org if they have additional questions.

Extra Service Pay Shielded from Deficit Reduction Plan



We have a very positive new development with regard to the contract. The Q & A mailed to you by UUP indicates that the Deficit Reduction extraction will not affect extra service pay during July and August (e.g., summer school, orientation/advisement, and other activities).

This was all the state had agreed to when we went to press. Fortunately, the state finally agreed that **ALL extra service pay will be excluded** through the entire two year period of the Deficit Reduction. All overtime, clinical practice income, and extra service pay will be shielded.

Other bargaining units had extra service pay included, but UUP continued to press the state to consider the unique situation of our bargaining unit as implementation details have been developed.



New Campus Recognition Program Starts in May 2013

by Gina Doty
Chapter Secretary

Most people like to feel valued and appreciated for their work and for going beyond

the expectation of what is being requested by someone else. If you catch someone making a difference, that helped you out, made your life easier, or went the extra mile; there is a new program on campus for all faculty, staff, students, and even visitors to use that says "You Made a Difference".

The "Promote Community Building" (Cardinals Care) Committee, comprised of most of our unions on campus and also our students, has been meeting since September 2012. The committee meets monthly and welcomes new members.



Further information may be found on our website: <http://www.plattsburgh.edu/offices/admin/hr/civility/>

Our first campus-wide initiative is a Recognition Program that everyone can participate in known as "Cardinals Care: You Made a Difference".

"Cardinals Care: You Made a Difference" Recognition Program: Individuals are invited to reward exceptional service above and beyond the call of duty by completing a nomination form and mailing or emailing it to the Promote Community Building Committee.

Nominated individuals will be publicized and a copy of the nomination form will be forwarded to the recipient. All faculty, staff, and students are eligible for nomination.

Electronic: submit nomination online via our website: <http://www.plattsburgh.edu/offices/admin/hr/civility/>

Posters in Bulletin Board areas with forms: Use the intercampus mail-in forms on the posters you will be seeing throughout the campus.

For more information please contact Marguerite Adelman, Bethanne DelGaudio, Gina Doty, or Mike Thompson.

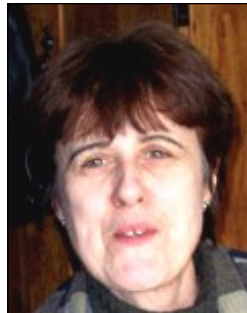




Debbie's Bulletin

Debbie Zinser
Interim Vice President for Professionals
zinsersda@plattsburgh.edu
564-4227

My brief time as Vice President for Professionals is over on June 1st. Please help me welcome our new VP for Professionals, George Still. George is an Assessment/Data Manager for Education, Health, and Human Services. He resides in Sibley Hall 0315/564-4071. E-mail is gstill001@plattsburgh.edu.



"How to Justify in Writing a Salary Increase or Promotion" presentation was well attended by LIS personnel. We will be offering two more workshops in June.

- ❑ **Tuesday, June 4: Noon—1:30 pm**; Sibley Hall Teacher Resource Center; "How to Justify in Writing a Salary Increase or Promotion" (open to the entire campus), same workshop as the one for LIS
- ❑ **Tuesday, June 25: Noon—1:30 pm**; Kehoe 6th floor conference room; "UUP Professional Evaluation Program and How it Should Work" (open to all professionals and their supervisors).
- ❑ **Wednesday, June 19: 8 am—2 pm**; 3rd Annual Retreat for UUP Professionals, Valcour Conference Center 8am-2pm.



I attended the New Leaders Workshop in Saratoga Springs on April 5-7th. The workshops covered "Professional Issues: From Appointment through Permanency to Retirement."

Trivia Quiz

1. What is required for a Salary Increase as defined in Appendix-28?

- A. A permanent and significant increase in duties and responsibilities
- B. Brown-nosing your supervisor
- C. Nothing
- D. None of the above



2. Why is a Performance Program important?

- A. Defines the expectations of your supervisor
- B. Provides a basis for evaluation
- C. Defines the supervisory relationship
- D. All of the above

Answers: 1-A,2-D



SAVE THE DATE: June 19, 2013 UUP Professional Retreat at Valcour Conference Center

by
Gina Doty
Chapter Secretary

In the near future, all professionals will receive a postcard with more details for this year's professional retreat which is scheduled for June 19th, starting at 8:30 am and ending after a barbecue lunch at 2:00 pm. So save the date NOW!

June 19th is your time to network with other professionals from our campus, as well as from SUNY Canton and Potsdam. Come learn from our professional development speaker Tedra Cobb. Some of you already met Tedra in March 2012 when she presented a workshop on respect and civility in the workplace. Here is part of her biography.



Tedra L. Cobb is the president and owner of *Tedra L. Cobb and Associates*, a consulting firm focusing on employee and management training in effective performance management and supervisory leadership, time management, customer service and professionalism, problem solving and decision making and communications.

Tedra's workshop at our professional retreat:

Too often, employees and supervisors focus on fixing what is "wrong" with people with whom they work. Using the popular book by Tom Rath, **Strengths Based Leadership**, participants will learn to focus on improving the workplace though cultivating others' strengths. Participants will explore the 3 keys to being a more effective leader: knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the 4 basic needs of those who look to you for leadership.

During this retreat you will also get to know our newly elected VP for Professionals, George Still, who also attended and spoke at last year's retreat. Statewide VP for Professionals, Philippe Abraham will be joining us as well.

Everyone is very busy and there is never a good time to leave the office, but this day is for you and planned for you in mind. We all need some time to slow down, meet others, and learn something to help us in our work. We hope to see you at Valcour on June 19th!



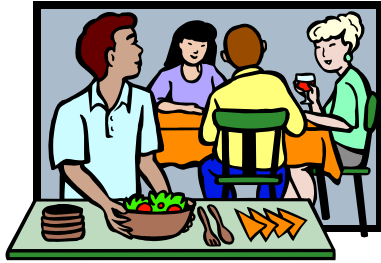


End of Semester UUP Mixer at Meron's

On Wednesday, May 15th from 4:30 to 6:30 pm, come and relax with your colleagues at Meron's for an end of the semester mixer.

Enjoy some pizza, wings, veggie trays, and beverages. Bring your family with you

too. We all enjoy having kids, spouses, and significant others help us celebrate! Cost is only a \$5 contribution to the Good and Welfare Fund OR a 2-item donation for the Interfaith Food Shelf. Meron's is located at 110 Bailey Avenue in Plattsburgh.



Calendar of Upcoming Meetings



- ❑ **May 23rd: *Small Executive Board Meeting***; 9 to 10:30 AM; ACC Mtg. Rm. 5.
- ❑ **June 4th: *How to Justify in Writing a Salary Increase or Promotion*** (open to the entire campus); Noon—1:30 pm; Sibley Hall Teacher Resource Center.
- ❑ **June 25th: *UUP Professional Evaluation Program and How it Should Work*** (open to all professionals and their supervisors); Noon—1:30 pm (start time noon); Kehoe 6th floor conference room.
- ❑ **June 19th: *3rd Annual Retreat for UUP Professionals***; 8 am—2 pm; Valcour Conference Center. Watch for your postcard to reserve your seat.

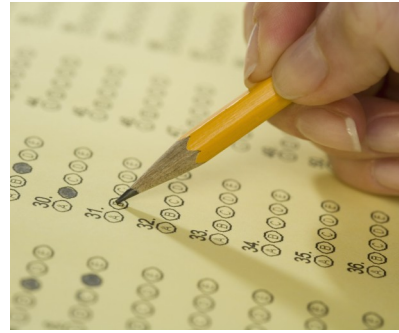
A Call for a Moratorium

by Randi Weingarten
AFT President



Dear AFT Members and Allies:

This morning I addressed a group called the Association for a Better New York and spoke about the Common Core State Standards for math and English language arts that have been adopted by 45 states and the District of Columbia. I predicted these standards will result in one of two outcomes: They will lead to a revolution in teaching and learning, or end up in the dustbin of abandoned reforms. Educators want these standards to succeed—we know; we've asked them. But, in order for that to happen, we must have a chance to implement them before someone starts assessing how they're working.



So today I called for a moratorium on the consequences of high-stakes testing associated with the Common Core standards until states and districts have worked with educators to properly

implement them. Stand with me. [go.aft.org/brakesonstakes]

We are committed to the success of getting the transition to Common Core right. To do that, we must help teachers and students master this new approach and not waste time punishing people for not doing something they haven't yet been equipped to do. Can you imagine doctors being expected to perform a new medical procedure without being trained or provided the necessary instruments? That's what is happening right now with the Common Core.

We have the ability to transform the very DNA of teaching and learning, to move away from rote memorization and endless test taking, and toward problem solving, critical thinking and teamwork—things I know we have been advocating for years. It's kind of amazing that we have to call on states and districts to implement the Common Core State Standards before making the new assessments count. But that's what we're doing.

Send a message to Secretary of Education Arne Duncan and your state education commissioner: When states and districts get the alignment right—which will require moving from standards to curriculum to field testing to revising—success will follow. But, until then, a moratorium on the stakes is the only sensible course. [go.aft.org/brakesonstakes]

Making changes without anything close to adequate preparation is a failure of leadership, a sign of a broken accountability system and, worse, an abdication of our moral responsibility to the kids we serve. The Common Core standards have the potential to be a once-in-a-generation revolution in education, but there must be a tangible commitment from leadership that says very clearly, "We support you, and the Common Core, and these are the concrete steps we are going to take to help you and them succeed."

Stand with me, because if we are able to put our foot on the accelerator of high-quality implementation, and put the brakes on the stakes, we can take advantage of this opportunity and guarantee that stronger standards lead to higher achievement for all children. Help me send that message. [go.aft.org/brakesonstakes]

