



The Union News

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

Message from the President

By the time you read this, the elections should be decided. While that will set the tone for conversations at the national and state level, there will be still be upcoming elections at the campus level—this is the year your UUP leadership comes up for election.

The entire election calendar is included later in this newsletter, and will be posted on our website as well, but the short version starts with a call for nominations in early January. I bring this up now because the most important part of the election—nominations—occurs mostly during Winter session.

Our chapter bylaws set a limit of three consecutive terms in a given office—this is my third term as chapter president. Thus, that will be the first office for which we will be seeking nominations as I can't run again.

Your Vice-president for Professionals, Bethanne Delgaudio, is resigning at the end of this semester due to increased responsibilities in her job in Education. Given the changes coming down from NY State regarding the education of our future teachers, this is completely understandable. Meanwhile, she will continue to participate as a SUNY Plattsburgh representative on a UUP Committee on Teacher Education that is being coordinated the NYSUT. This will be the second office in need of one or more nominees.

Our incumbent Vice-president for Academics, Kim Hartshorn; chapter Secretary, Gina Doty; Treasurer, Al Mihalek; and Contingent Concerns representative, Kay Branagan, have expressed the desire to continue in chapter leadership. Whether they may run for a different office or not remains to be seen.

In addition, we need members to run for chapter delegate positions. These are the folks that elect our statewide officers at the Delegate Assembly (DA). DA's are held three times a year, usually on Friday and Saturday and usually in Albany. Our campus is allocated 10 delegates—7 academic and 3 professional. That is roughly one for every 70 members in each category of employment. Delegates are encouraged to join statewide committees in areas of interest to them. I have been co-chair of the Nursing Professions Work Group for almost 10 years. Other committees deal with Affirmative Action, Women's Rights and Concerns, Technology, Globalization, Veterans Affairs—visit <http://uupinfo.org/committees/committee.php> for a complete list. These committees give members a chance to network with like-minded folks from other campuses.

So, one election down and one to go. I hope you'll consider how you might be able to contribute to our chapter. Please contact me or any other officer to discuss these chapter leadership opportunities. Become part of the solution for UUP and the future of SUNY. And thanks for your support over the past 5 ½ years. I couldn't have done this job without you all.



David Curry, *President*





When Should I Talk to My Union?

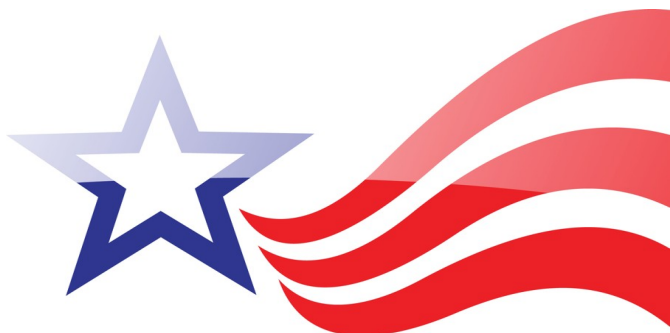
by Kathy Falcetta
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The short answer to that question is simple. You should talk to your Union any time you have a question about your employment rights or obligations. If you have a question about the contract please contact your local Union leaders. Your elected representatives can answer your questions, help you assess the situation, and act to protect your rights. Many situations have implications that reach beyond the immediate circumstances or have occurred elsewhere on campus so the resolution has already been determined.



UUP encompasses a wide range of positions and functions so while there is perhaps a general pattern, the specific details of the position or event may not follow the general pattern. This is why it is important to speak with your Union leaders about your particular situation. No question is too simple or too complex to speak with Union leaders.

Human Resources will assist in answering questions but if your questions are related to your terms and conditions of employment you should speak to your Union leaders. The Union leaders are experienced with the contract, it's interpretation, and its application and can refer matters where appropriate if needed.



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

**Dates may be modified*



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

Approved by the UUP Executive Board
on September 14, 2012





Bethanne's Bulletin

by Bethanne DelGaudio
Vice President for Professionals
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564-2124



Don't miss our final meetings for this year. Here are the dates:

- Nov. 7 Professional Issues Committee Mtg. — discussion of a sample performance program and sample supervisor issues;** 9 – 10 AM; ACC Mtg. Rm.8.
- Nov. 7 Effective Performance Programs - Training for supervisors of UUP Professional Employees;** (*Lunch will be provided); 11:45 – 1 PM; ACC Mtg. Rm. 2.
- Dec. 4 My Professional Obligation – Training for Supervisors of UUP Professional Employees;** (*Lunch provided); 11:45 – 1 PM; ACC Mtg. Rm. 2.
- Dec. 5 General Professional Issues Committee Mtg. — discussion on our Professional Obligation – The definition according to our contract;** 9 – 10 AM; ACC Mtg. Rm. 8.

* Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The Program will begin at noon.



Promote Community Building on our Campus

by Gina Doty
UUP Secretary
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564-5011



Early in the year, I had lunch with a colleague on campus who asked me why I got involved in the grant initiative *Civility in the Workplace*. I told him as a union officer I have experienced my own sisters and brothers and other non-UUP members on our campus telling me their personal experiences of disrespect and bullying where they work. With this information and my own experience with disrespect and bullying on campus, I felt action was needed for a positive change.

So last spring I met with a couple of other UUP members who had the same opinion that a culture change is needed within our higher educational organization. A culture change usually takes five to six years to occur according to my research and later from the pres-

entation on civility by Dr Joel Neuman of SUNY New Paltz. Improving how people communicate and treat one another in a respectful manner would not happen overnight. Some people do not think there is a problem, but I differ, and some people "live with" the long standing problem.

During lunch with my colleague, whom I will call Joe, we discussed our experiences on campus. Joe handles uncivil behavior in his workplace by ignoring it, because it has been the "norm" for over a decade, so why bother to "rock the boat"? I found his passivity alarming, but true. This same sentiment is what I sometimes hear from other campus employees.

Working in higher education is a new career for me, and for the past twelve years I keep saying to myself "a change is long overdue." This is the most pervasive problem I have experienced more than any other place I have worked. It seems that uncivil behavior is alright and approved because of academic freedom, favoritism, or some other reason.

Some parts of the campus may not have these problems, but I want all areas of the campus to have the culture norm that respecting one another and behaving in a civil way towards one another is the way our college operates.

The cultural change in an organization is necessary from top management to the lowest level in our hierarchy. All employees should have the right to perform their work where bullying and uncivil actions are not condoned. Our campus strategic plan talks about the community building spirit for our entire campus; so with the grant funding ending in March, a new committee has formed. The *Promote Community Building Committee* has met twice since the fall semester started and is open to all employees and students on campus to join. We are discussing two or three initiatives we all want to accomplish for this academic year that would promote "community". If you are interested in joining this group, please contact me at 564-5011 or email her at dotygl@plattsburgh.edu.

Our campus incorporates many different bargaining unit employees and the most important reason we work here is our students. A culture change will shift with the participation of many people that care about this initiative, so that everyone will be working and learning in an environment that is respectful of one another.





Calendar of Upcoming Meetings



- Nov. 6th **DON'T FORGET TO VOTE!**
- Nov. 6th **Labor Management Mtg.**—Ward Hall, Rm. 101 from 1 to 2 PM.
- Nov. 7th **Professional Issues Committee Mtg.**—*discussion of a sample performance program and sample supervisor issues*; 9–10 AM; ACC Mtg. Rm. 8.
- Nov. 7th **Effective Performance Programs - Training for supervisors of UUP Professional Employees**; (*Lunch will be provided); 11:45–1 PM; ACC Mtg. Rm. 2.
- Nov. 14th **Large Exec. Committee Mtg.**—Cardinal Lounge from Noon to 1:30 PM.
- Dec. 4th **My Professional Obligation – Training for Supervisors of UUP Professional Employees**; (*Lunch provided); 11:45–1 PM; ACC Mtg. Rm. 2.
- Dec. 5th **General Professional Issues Committee Mtg.** — *discussion on our Professional Obligation – The definition according to our contract*; 9–10 AM; ACC Mtg. Rm. 8.
- Dec. 5th **Small Exec Committee Mtg.**—ACC Mtg. Rm. 5 from noon to 1 PM.
- Dec. 11th **Labor Management Mtg.**—Ward Hall, Rm. 101 from 1 to 2 PM.

* Please arrive at 11:45 AM to pick up a token for lunch at the Sundowner. The program will begin at noon.



Safety Update



Catherine Schwenker was hired as the new Environmental Health & Safety Associate in the EH&S Department and started at SUNY Plattsburgh on October 22nd.



Catherine has over three years of Environmental Health and Safety experience in manufacturing and a master's degree in Environmental Health specializing in Industrial Hygiene. She attended the Fall SUNY Environmental Health and Safety Association (SEHSA) conference in Lake Placid with Associate Director Cathy Eldridge her first few days.

Initial projects planned for Catherine will involve establishing a hearing conservation program and working with Fire Protection Specialist Chris Taylor as he completes this year's fire inspection, which will also help her become familiar with the campus.

NYSUT is helping out via training offerings by John VanRaalte, MS, CIH. Mr. VanRaalte is an Industrial Hygienist with the Occupational & Environmental Health Center of Eastern New York and presented at the Lake Placid SEHSA conference this week. He will be on campus on Thursday, Nov. 8th in Sibley Hall, Rm. 200, giving two classes on Indoor Environmental Hazards to all interested campus constituents.

Participants will gain basic information on the nature and causes of indoor environmental hazards, including mold and ventilation problems. They will be able to recognize signs of indoor environmental hazards and recommend basic remediation strategies, based on the knowledge they gain about the relevance of OSHA standards to indoor environmental situations. The classes will be offered from 8:00 AM – 10:00 AM and 10:00 AM to 12:00 PM. Please call 564-5009 to reserve a seat.

Mr. VanRaalte will also be offering an eight-hour Indoor Environment Quality (IEQ) and Construction class. The class will focus on minimizing the impact of construction activities on building occupants, and will also be open to the campus community. The emphasis is on how to plan jobs to avoid problems. Date to be announced.



A Binder Full of Bad Ideas

Randi Weingarten, President
American Federation of Teachers

Earlier this year at a roundtable discussion in Colorado, Mitt Romney was talking about education—extolling the virtues of private schools and vouchers, and criticizing public schools and teachers unions. When a teacher participating in the discussion tried to offer her perspective, Romney shot back: “I didn’t ask you a question.”

But teachers, like many other Americans, have questions about Romney’s policies and proposals. They worry about their impact on the education that kids receive, because he advocates slashing education funding and privatizing public education. They question his taking credit for educational success in Massachusetts that was spurred by reforms instituted a decade before he became governor, and wonder why as a presidential candidate he is proposing entirely different, discredited education policies. They are incredulous that he says he would preserve the U.S. Department of Education only so he’d have a club to go after teachers unions, when most teachers in Massachusetts and other high-performing states are unionized. They doubt his pledges to middle-income voters because, according to numerous independent analyses, the math doesn’t add up for his tax and job creation proposals.

This presidential election presents a choice between starkly different visions for the future of our country. Americans will choose between the candidate of a party that has obstructed, denied and even rooted against economic recovery during the Obama administration, and a president who pulled the country back from the brink of economic depression. One candidate has steadfastly fought to strengthen the middle class and ensure there is a safety net for those in need. The other has shown disdain for 47 percent of our population—a group that includes veterans, students, the working poor and people who receive Social Security benefits after a lifetime of work.

And it is a choice between a president who has shown constancy in his values and goals, and a man engaged in the perpetual repack-

aging of his candidacy. The prediction by a Romney campaign strategist that the candidate would reset like an “Etch A Sketch” has proved all too accurate; indeed, the man who described himself as a “severe conservative” while seeking the Republican nomination underwent an extreme makeover that was complete by the first presidential debate. But all this mishegas can’t hide the fact that Mitt Romney’s policies would move the country in the wrong direction.

Romney’s economic proposals are neither fair nor sound. His tax plan would give millionaires an average annual tax cut of \$187,000—paid for by raising taxes on middle-class families by \$2,000. And his job creation plan has been roundly discredited. (The Washington Post’s Fact Checker gave the plan four dreaded

vouchers for students to attend private or religious schools). He has opposed efforts to invest in teachers and lower class sizes. He supports a budget plan that would take away Pell Grants from 1 million college students over the next 10 years, and advises students who can’t afford college to borrow more money from their parents.

These policies would hurt kids, communities and economic growth, and they reflect a cavalier dismissiveness toward the opportunities that help Americans build better lives. The president of the United States should promote opportunity for all, not just some, Americans.

A president for all enacts policies that help people trying to get back on their feet after the devastation wrought by reckless economic strategies. A president for all supports public schools so they can provide a great education to all children, no matter their circumstances or where they live, not an opt-out approach to education that weakens public schools in favor of ineffective privatization programs. A president for all fights to extend access to affordable healthcare to all people, including those with pre-existing conditions. A president for all rejects discriminatory economic policies that seek to lock in advantages that benefit elites and lock out those who seek a fair shot at a better life.

As Election Day approaches, we hope Americans will choose a president for all—a president for broadly shared prosperity, for stronger communities, for educational opportunity and for a bright future for all who call America home.

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Pinocchios, ignominiously awarded only to “whoppers.”)

Romney’s education proposals are a combination of cuts (of up to 40 percent of federal education spending) and discredited privatization schemes (such as publicly financed



Weingarten at a Cleveland Teachers Union phone bank.

FOLLOW AFT PRESIDENT RANDI WEINGARTEN: twitter.com/rweingarten

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Janet Century

