



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

While the budget situation for SUNY and the State of New York has stabilized a bit, we still face plenty of uncertainty, what with the unknowns of shared services and our ongoing contract negotiations. Uncertainty creates stress and stress impacts people both at work and at home. To help our members combat this stress, PUUP is planning several activities for this academic year.



First, we have our Civility in the Workplace campaign. Several of our chapter leaders applied for and received a grant to conduct a survey and an educational campaign across both our main and branch campus. The educational program will be held at the Branch campus on November 2 from 2-4 pm and on the main campus November 3 from 11:30 am-1:30 pm. Our speaker, Dr. Joel Neuman, is the founding director of the Center for Applied Management (C-FAM) at SUNY New Paltz, a research center devoted to the study of contemporary management practices and problems. In recognition of his seminal work in the area of workplace aggression and violence, Dr. Neuman received the 2001 Chancellor's Recognition Award for Scholarship and Research. We hope you will join us for this exciting presentation!

Throughout the year, there will be additional steps to promote Civility in the Workplace. This will include buttons to be worn as a visual reminder of the campaign.

Outside the workplace we find other stressors. Balancing work and family obligations is a challenge we all face. To help us find that balance, we are sponsoring a wonderful presentation by the juggling group, The London Broil, on January 26, 2012 in the Giltz Auditorium. Juggling is the perfect activity for entertaining you and your family while offering thoughts on how to balance your obligations to both. We hope you will plan on bringing your family to this event. While you will need to obtain tickets for you and yours, the tickets are free. Please join us!

If you have any suggestions for additional activities to relieve stress and promote campus harmony, please contact any member of the PUUP leadership or call 564-7887 and leave a message. And thanks for all you do every day for our students.

David Curry, President





Bethanne's Bulletin

by Bethanne DelGaudio
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It is hard to believe that we are almost through the month of October with the holidays fast approaching. I have hit the ground running in my new role as VP for Professionals. I am happy that people are feeling comfortable in reaching out to me with their questions and concerns. We are so fortunate to have a union with people who truly care about their colleagues and are willing to "go to bat" for them when the need arises.

I attended the fall Delegate Assembly in Albany. Several important issues were discussed such as the SUNY Shared Services Plan and contract negotiations. Please know that UUP is actively engaged every day with your best interest as a top priority in all discussions at every level. As was repeated over and over again, we are in this together and we must support each other and our UUP officials to make sure that we get the best possible contract during these very trying times. Everyone must stay informed and remain active.

Our Professional Concerns Committee is meeting every month. If you have not had a chance to attend, please do so. Our October 20th meeting has been cancelled as I must be out of the office for certification/workshop training in Albany. Our November meeting will be on the 22nd at 9:00 a.m. in Angell College Center's meeting room 1.

You are going to be hearing a lot about our campus civility initiative. You soon will be receiving a survey, a beautiful brochure, and an awesome pin to proudly wear.

Please SAVE THE DATE of November 2nd (Branch Campus) or 3rd (Main Campus) to attend an excellent workshop on civility. Dr. Joel Neuman from SUNY New Paltz is our presenter. Dr. Neuman will be presenting at the Branch Campus on November 2nd from 2 to 4 PM in the Regional Higher Education Center Forum. He will be presenting on November 3rd from 11:30 AM to 1:30 PM in the Alumni Conference Room in the Angell College Center. Light refreshments will be provided at both presentations.

We've heard your concerns about civility and we've acted upon them. Now, we want to see every college employee attend this workshop and become involved in creating a stronger more unified campus community. We can only do this if we stick together and support each other in a professional and civil manner.

"Making Strides Against Breast Cancer"

by Gina Doty



Thank you to everyone that sold raffle tickets in their departments and also to those people who purchased tickets. We raised \$380 which will be added to other UUP and NYSUT agencies in the North Country. Last year this region raised \$37,000, and I am hoping we surpass that amount this year.



We donated two baskets to be raffled on October 16th with the themes: "Picnic in the Fall" and "Everything Chocolate." Many North Country UUP and NYSUT organizations are donating baskets for the raffle tickets being sold. So there are more prizes to win. I am hoping many people from our campus win a prize.

If you would like to get involved now for the 2012 campaign, let me know. I plan to make a quilt and would enjoy working with others in making it. Beginners are welcome too. Call me at #5011 if you want to help.

On a personal note, a few friends of mine in this geographical area were diagnosed with breast cancer since last year's campaign, making this fundraiser more personal for me. I hope you continue to give from the heart.

Pictured below are AJay DaleyKeyser (left) and AnneMarie McGonagle (right), SUNY Plattsburgh winners of the UUP scholarships on September 24th at the Delegate Assembly in Albany. AJay is a senior with a major in Biology and a minor in Chemistry. Annemarie is a senior in the BA/MST program with a concentration in Mathematics.



Services on Campus: Speech and Hearing Center

The Department of Communication Disorders and Sciences of SUNY Plattsburgh operates the Speech and Hearing Center. The Center serves as an academic facility for student clinicians and also provides a community service for persons with communication/hearing disorders.

The Center provides a full range of evaluation and treatment services for infants, children, and adults with:

- ☐ Speech disorders
- ☐ Voice disorders
- ☐ Stuttering
- ☐ Aphasia
- ☐ Delayed language
- ☐ English as a second language

Hearing disorders services include:

- ☐ Comprehensive hearing evaluation
- ☐ Hearing aid evaluation, fitting, and dispensing
- ☐ Aural rehabilitation

Assessment of communication disorders is performed using state-of-the-art equipment and the latest in diagnostic procedures. The Center is staffed by fully licensed and certified professionals who supervise student clinicians during the evaluation and treatment of individuals with communication disorders.

Scheduling Visits

Individuals may contact the Center themselves, or may be referred by persons such as physicians, parents, teachers, social workers, psychologists, or other community professionals.

An initial appointment may be arranged by writing or making a telephone call to the Center at (518) 564-2170, or by visiting the Center in person.

Individuals are seen by appointment only, although inquiries are welcome at any time. All inquiries are held in the strictest confidence.

What About Costs?

Payment is commensurate with financial status and no individual is ever denied services because of inability to pay. However, as a non-profit research, service, and training facility a fee schedule has been established to cover operating costs. Many insurance plans cover our services.

Location

The Center is located in Sibley Hall, room 224, on the SUNY Plattsburgh campus in the city of Plattsburgh. The Sibley building can be found on Rugar Street (between Olivetti and Prospect Avenue) and is situated between the campus dormitory towers and Plattsburgh High School.



Hours

Monday - Friday: 8:30 a.m. and 4:30 p.m. The Center does close for scheduled periods that coincide with the college calendar since it does serve as an academic training facility for the college. Summer hours are scheduled for specified periods.



Calendar of Upcoming Meetings



Nov. 1	<i>Small Executive Committee Meeting</i> 1 to 2 PM Mtg. Room 1, Angell College Center
Nov. 2	<i>Civility in the Workplace Presentation</i> Dr. Joel Neuman 2 to 4 PM at the Branch Campus RHEC Forum Light refreshments will be served.
Nov. 3	<i>Civility in the Workplace Presentation</i> Dr. Joel Neuman 11:30 to 1:30 PM at the Main Campus Alumni Conference Room in the ACC Light refreshments will be served.
Nov. 9	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Nov. 22	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1, Angell College Center
Dec. 6	<i>Small Executive Committee Mtg.</i> 1 to 2 PM Mtg. Room 1 Angell College Center
Dec. 14	<i>Labor Management Meeting</i> 1 to 2 PM Ward Hall, Room 101
Dec. 21	<i>UUP Professional's Meeting</i> 9 to 10 AM Mtg. Room 1 Angell College Center



★ The Negotiations Landscape: UUP and Other State Employee Unions

UUP's Negotiations Team completed preliminary discussions with the State's negotiators in August and September and is now focused on the details of its contract proposals. UUP's proposals cover a broad array of issues involving 25 contract articles and seven appendices. The State's proposals involve compensation, health benefits, duration of a new contract, and furloughs.

Other NYS employee unions have been engaged in contract discussions as well. CSEA (Civil Service Employees Association), which represents 66,000 state employees, recently ratified a new contract. In a ratification vote announced on September 27, the members of PEF (Public Employee Federation), which represents 56,000 state employees, rejected a contract with compensation, health benefits, and furlough provisions similar to those accepted by CSEA.

The PBA of NYS (Police Benevolent Association), which recently replaced Council 82 as the collective bargaining unit for 1,100 Forest Rangers and University, Park, and Environmental Police, has begun contract talks. A tentative agreement accepted by the former Council 82 was voted down by the membership and a decertification vote led to the replacement of Council 82 with the new PBA. NYSCOPBA (New York State Correctional Officers and Police Benevolent Association), which represents over 23,000 state employees, will also be negotiating a new contract.

It's important for UUP members to keep in mind that no group of state employees is exactly alike and each union negotiates its own contract.

As contract talks continue, please be wary of anything about the UUP contract that is presented in the press or discussed on campus. No one but UUP's Negotiations Team and President Phil Smith knows what's going on at the table. Details are not released to the public so anything you hear is purely speculation. Nothing is final until a tentative agreement on the entire contract is reached.



Periodic negotiations updates will be posted under "2011 Negotiations Information" on the home page of the UUP website: www.uupinfo.org. UUP's full package of contract

proposals is also available at that site.



★ Part-Time Concerns

by
Kay Branagan
Part-time Concerns
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The Fall Delegate Assembly saw the culmination of over a decade of discussion within the Part-Time Concerns Committee (PTCC), as well as several Retreats and numerous Task Force recommendations. The major change was the adoption of a 'contingent' category of membership. Membership would run from August 31st through September 1st in order to provide protection for contingent UUP members who may go on and off the payroll during a membership year.

This new category of membership required a constitutional and working definition of 'contingent' as follows:

- ❑ "Contingent academic members shall be those persons appointed to any position which does not prescribe eligibility for continuing appointment."
- ❑ "Contingent professional members shall be those persons appointed to any position which does not prescribe eligibility for permanent appointment."

The rationale behind this category of membership is that all employees whose job category precludes permanent or continuing appointment have fundamentally different terms and conditions of employment. Union members will continue to be designated as academic or professional.

The category of contingent will help our union prioritize issues specific to those members whose terms and conditions of employment do not include permanency. This is critical as the membership of contingents has continued to increase and now comprises approximately one-third of UUP.

In order to be consistent in terminology, the PTCC was reconstituted as the standing committee for Contingent Employment composed of the elected chapter Officers for Contingents as well as members appointed by the UUP President. In addition, the state-wide Executive Board must include no less than one contingent member. Each chapter will also have an elected Officer for Contingents.

If any members have questions concerning these constitutional changes or need further clarification, please contact me at the above email or phone number.

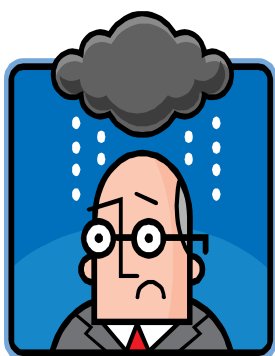


Taming Workplace Incivility

by Karen Fritscher-Porter
OfficePRO magazine, June/July 2003
http://iaap-hq.org/ResearchTrends/taming_workplace_incivility.htm

Ever been the victim of bad manners in the workplace? Perhaps you were the recipient of an insult by a peer or demeaning comment by a superior? Maybe you were just plain ignored or suffered some other discourteous treatment.

The Journal of Occupational Health Psychology cites a study by University of Michigan researcher Lilia Cortina and her colleagues from two other universities that found 71 percent workers had experienced workplace incivility in the previous five years (1,100 workers surveyed). And that spark of rudeness wasn't from customers or other members of the general public, but from coworkers and superiors. And 44 percent of workers polled for OfficeTeam said the level of professional courtesy at work had decreased over the past five years.



Incivility, rudeness, and bad manners at work hinder productive communication and destroy workplace relationships. Fortunately, you can avoid being the victim and learn how to recognize when you're the culprit. It's also possible to deflect unsavory comments and behavior in a professional manner without taking it personally.

Christine Pearson, associate professor of organizational behavior at the University of Western Ontario in Canada, has studied workplace incivility for five years. In a paper she co-authored for the journal *Organizational Dynamics*, she and two colleagues explained that "workplace civility behavior that helps to preserve the norms for mutual respect at work." Conversely, workplace incivility does just the opposite. And once incivility rears its nasty self into the workplace, the results can be devastating to the culprits as well as those around them and the organization itself.

In Cortina's study, employees who experienced uncivil treatment reported lower job satisfaction. Plus the employees withdrew from their jobs through repeated tardiness, unnecessary sick days, and simply not working very hard anymore.

The results are similar in a survey Pearson conducted with 775 respondents who answered questions about unpleasant interactions involving rudeness, insensitivity, and disrespect inflicted by a coworker while at work. Not only did 94 percent of the respondents describe their uncivil encounter to

someone else inside or outside the work environment, but 53 percent lost work time worrying about the incident or future interactions, 46 percent contemplated changing jobs to avoid the instigator, 37 percent reduced their commitment to the organization, 28 percent lost work time avoiding the instigator, 22 percent decreased their effort at work, 12 percent actually changed jobs to avoid the instigator, and 10 percent decreased the amount of time that they spent at work.

What were some of these incidents of workplace incivility that caused all these reactions? If you're thinking that to have these ramifications, it must have been something big like a workplace violence issue, forget it. "Research reveals that incivility occurs much more frequently" than workplace violence or avenging scenarios, say Pearson and her colleagues. These day-to-day workplace incivilities reported in Pearson's survey by employees who were its targets included receiving nasty and demeaning notes, child-like treatment, accusations of lack of knowledge, unreasonable requests, name calling, rebukes for actions not theirs, undermined credibility in front of others, procrastination of others for which the employee target was expected to make up lost time, exclusion from relevant meetings, and shouting and yelling.

How does all this affect you? If you're the direct victim of workplace incivility, you may experience stress from working in an environment that's uncomfortable and uninviting. And stress can lead to health problems. You may become fearful and worry about what's to come.



As a witness or bystander to workplace incivility, the low morale and absenteeism in the workplace from victims of workplace incivility can translate to you in terms of you having to pick up the productivity slack. After all, if your coworker is missing work due to a workplace incivility conflict, somebody has to pick up the load, not to mention correcting his or her mistakes if the quality of the victim's work has deteriorated. That's why whether you're the victim, culprit, or witness to workplace incivility, you may want to be concerned about its rise in the workplace. And about diminishing its emergence.

"Incivility includes both things you do and don't do," says Liz Hughes, executive director of Menlo Park, California-based OfficeTeam, a specialized temporary staffing service for administrative professionals. "For example, in regard to things you do, maybe you ignore a colleague's request for information. And an example of things you don't do could be you don't recognize somebody



for his or her help with a project. If people can treat others as they would like to be treated, we would really have a much more civil workplace."

"It's making the effort to treat others respectfully," adds Pearson. "Some of us do it naturally; some don't."

What some may consider uncivil in the workplace others may consider perfectly acceptable. That's why you might want to take the safe civil road by consistently minding your manners in the business world and going above and beyond where extending courtesy is concerned. "Workplace incivility can be viewed as a social interaction that unfolds among two or more parties at work, an interaction that can be interpreted differently by different parties," say Pearson and her research colleagues. They point out that a distinguishing feature of incivility is its ambiguity and that its intent to harm or injure another is not obvious.

So while taking the last cup of coffee and failing to make another pot may not be hurtful or even intentionally discourteous to your coworkers, it still can be perceived by some as incivility in the workplace. And again, one coworker may welcome your plopping down uninvited on the corner of her desk to chat, but another may see this as a lack of respect.



Self Evaluation

Some will say the roots of workplace incivility are in electronic technology as a less-personalized form of communication.

Others say it's the economy prompting employers to dish out bigger workloads to fewer staff. How much individual control do you have over the economy? Still others say that employees bring outside stress into the workplace. Can you ensure your life always runs smoothly with no stressful surprises at home? Hardly. So if finding the cause doesn't ensure a cure to workplace incivility, what can you do?

A quick look in the mirror may be the first step toward curing workplace incivility. And, it's one of the only steps you really have any true control over. "If people can be more civil in the workplace, it does eliminate communication breakdowns," Hughes says. "It does help in terms of the quality of work and productivity, and employees tend to spend less time on arguments or conflict and more time on getting things accomplished. It's a constant effort and people start with themselves, which is really all we can control at the end of the day."

You can probably easily recall a time when you've been the victim of workplace incivility. But have you thought that perhaps you've been inconsiderate of coworkers at times? "We have data confirming that almost all of us behave uncivilly occasionally," Pearson says. "The real problem is the habitually uncivil employee."

A few more "pleases" and "thank yous" won't eliminate workplace incivility. "Fundamentally, it's all about treating others with respect-- a bigger issue than the manners implicit in 'please' and 'thank you,'" says Pearson.



Hughes agrees. "To be more civil in the workplace, you must stick to deadlines, return messages promptly, be on time and prepared for meetings, clean up after yourself in the kitchen, and even make an extra pot of coffee if you take the last cup. Also, give credit where credit is due if someone has helped you on a project to ensure people are aware that person deserves credit for helping. And it's really important to respect other people's time and need for privacy. "People may start to model that behavior but certainly when they're interacting with you, they may start to exhibit that behavior," Hughes adds. "So at least in that one-on-one relationship, things can really improve."

When the occasional person barges into the office of OfficeTeam's Hughes, she says, "I try to in a very courteous and tactful way let them know 'I'm actually in the middle of something right now. Knowing that this is a priority for you but that I have these other things going on, I will probably not be able to get to that until the end of the day today and I can probably return that first thing tomorrow. Is that going to be OK?' It seems to work if I respond in a calm way. I think you have to stand your ground a little bit, but the way in which you communicate it is what it's all about."

Sally Ande CPS, an executive assistant who works in a hospital in Pennsylvania, is pleased with the civil behavior of her peers and colleagues. But sometimes she has to deal with uncivil behavior from outside sources. One former patient calls repeatedly with complaints or needs after consuming alcohol and uses loud and abusive language. "The best way to defuse someone who is so angry is to remain calm and friendly," she says. "Never promise anything you cannot deliver, but promise that you or someone will get back to them. I returned a call to another lady, just to let her know that the person who could help her still did not return from a meeting. She was very appreciative." Ande believes you can use the



same techniques with uncivil coworkers or supervisors.

"It's best not to burn bridges at any level. Treat everyone with the same level of courtesy," says Hughes.



One employee learned this lesson well when his subordinate became his supervisor. As workplace incivility transgressions continuously flamed from both individuals, only one of them was eventually terminated. Not all those guilty of workplace incivility stand in the unemployment line. Some in positions of power may be left standing.

So mind your manners even in instances when you know the other person isn't minding his or hers. "Diffuse the situation when possible and just don't take it so personally," adds Hughes. "It might not have been intended to be the way that it was perceived."

Are You Rude at Work?



Have you ever done this?

- ☐ Left the copier knowingly jammed and walked away?
- ☐ Ate without permission someone else's food or beverages in the shared fridge?
- ☐ Purposely not greeted or acknowledged someone at the office?
- ☐ Interrupted someone speaking to someone else or stole away the person with whom they were speaking?
- ☐ Took the last cup of coffee without making more?
- ☐ Omitted publicly giving credit to a colleague on a project?
- ☐ Shouted at a coworker or superior?
- ☐ Stood over a coworker who was having a telephone conversation?
- ☐ Showed up for a meeting late or didn't show up at all?
- ☐ Didn't respond to a colleague's email or phone message?
- ☐ Didn't do a job that you promised to do and that others were relying on you to do?
- ☐ Didn't clean up after yourself?



Juggling

by Wendy Gordon

Juggling is a part of life for UUP members. Academics juggle the holy triumvirate of teaching-scholarship-service; professionals juggle the demands of supervisors, students, and weekend or holiday schedules. Every member juggles the demands of the job with the demands outside the job: raising kids, aiding parents, serving in the community, and finishing the pile of dishes in the sink.

In celebration of the juggling we all do on a daily, weekly, and semester-by-semester basis, PUUP is sponsoring a performance by actual jugglers.

"A rare blend of comedy that is both family friendly and hip, The London Broil show is like hanging out with your best funny friends, except they are throwing knives, clubs, and fire at each other." We invite you to bring your family for an evening of really good entertainment and information about how United University Professions and the New York State Employee Assistance Program can help you cope with your own work/life balancing act.

Join us on January 26, 2012, in the Giltz Auditorium from 6:30-8:30 pm. A dessert reception will follow the program. Admission is free to UUP members and families. Tickets will be available at the Angell College Center information desk, starting on October 28.

THE LONDON BROIL SHOW



Louie
Matt
Duncan

A rare blend of comedy that is both family friendly and hip. The London Broil Show is like hanging out with your best funny friends, except they are throwing knives, clubs, and fire at each other. Add non-stop improv, mix together with a variety of multimedia, then bring to a broil, and you have the perfect recipe for a hilarious evening.

www.TheLondonBroilShow.com
YouTube: The London Broil Show
Facebook: Broil, London (Show)

Performing Nationally in 2011

Improvise & Interact





Labor History Corner: Cesar Estrada Chavez Co-Founder of the National Farm Worker's Association

<http://clnet.ucla.edu/research/chavez/bio/>

It's apple season in the North Country and given the large number of migrant workers in our region, it seems fitting to honor Cesar Estrada Chavez.

Cesar was born March 31, 1927, on the small farm near Yuma, Arizona. At age 10, life began as a migrant farm worker when his father lost the land. Together with thousands of other displaced families, the Chavez family migrated throughout the Southwest, laboring in fields and vineyards. Cesar left school after the eighth grade to help support his family.

He joined the U.S. Navy in 1945, and served in the western Pacific during the end of World War II. In 1948, he married Helen Fabela. The Chavez family settled in the East San Jose barrio of Sal Si Puedes (get out if you can).

In 1952, Cesar was laboring in apricot orchards outside San Jose when he met Fred Ross, an organizer for the Community Service Organization (CSO). Within several months Cesar was a full-time organizer with CSO, coordinating voter registration drives, battling racial and economic discrimination against Chicano residents, and organizing new CSO chapters across California and Arizona.

Cesar served as CSO national director in the late 1950's and early 1960's. But his dream was to create an organization to help farm workers whose suffering he had shared. In 1962, after failing to convince the CSO to commit itself to farm worker organizing, he resigned his paid CSO job, the first regular paying job he had. He moved his family to Delano, California where he founded the National Farm Workers Association (NFWA).

In September 1965, Cesar's NFWA, with 1200 member families, joined an AFL-CIO sponsored union in a strike against major Delano area table and wine grape growers. Against great odds, Cesar led a successful five year strike-boycott that rallied millions of supporters to the United Farm Workers. He forged a national support coalition of unions, church groups, students, minorities and consumers. The two unions merged in 1966 to form the UFW, and it became affiliated with the AFL-CIO.

From the beginning, the UFW adhered to the principals of non-violence practiced by M.K. Gandhi and Dr. Martin Luther King, Jr. The 1965 strikers took a pledge of non-violence and Cesar conducted a 25 day fast in 1968 to reaffirm the UFW's commitment to non-violence. The late Senator Robert F. Kennedy called Cesar "one of the heroic figures of our time," and flew

to Delano to be with him when he ended the fast. By 1970, the boycott convinced most table grape growers to sign contracts with the UFW. That year, to limit the UFW's success to the vineyards, growers in the vegetable industry signed "sweetheart" pacts with the Teamsters Union.



When the UFW's table grape agreements came up for renegotiation in 1973, growers signed with the Teamsters, prompting 10,000 farm workers in California's coastal valleys to walk out of the fields in protest.

Cesar called for a new worldwide grape boycott. By 1975, a Louis Harris poll showed 17 million American adults were honoring the grape boycott. It forced growers to support then California Governor Jerry Brown's collective bargaining law for farm workers, the 1975 Agricultural Labor Relations Act.

Since 1975, the UFW won most of the union elections in which it participated. Despite the farm labor board's bureaucratic delays, farm workers made progress. By the early 1980's farm workers numbered in the tens of thousands were working under UFW contracts enjoyed higher pay, family health coverage, pension benefits and other contract protections.

Then, in 1982, with more than \$1 million in grower campaign donations, Republican George Deukmejian was elected Governor of California. In 1984, Cesar called for another grape boycott. In July and August 1988, he conducted a 36 day "Fast for Life" to protest the pesticide poisoning of grape workers and their children.

Cesar Chavez passed away on April 23, 1993, at the age of 66. More than 40,000 people participated in Cesar's funeral at Delano.

In 1991, Cesar received the Aguila Azteca (The Aztec Eagle), Mexico's highest award presented to people of Mexican heritage who have made major contributions outside of Mexico. On August 8, 1994, Cesar became the second Mexican American to receive the Presidential Medal of Freedom, the highest civilian honor in the United States. This award was presented posthumously by President Bill Clinton. Helen F. Chavez and six of her eight children traveled to the White House to receive the honor.



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away from a specified zip code, in any direction you choose. You can then search for hotels in the area that you select.

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by visiting the TripMark page on the Member Benefits website and following the directions listed. There is a different toll-free number dedicated solely to group travel as well as a discount code to use for booking group travel.

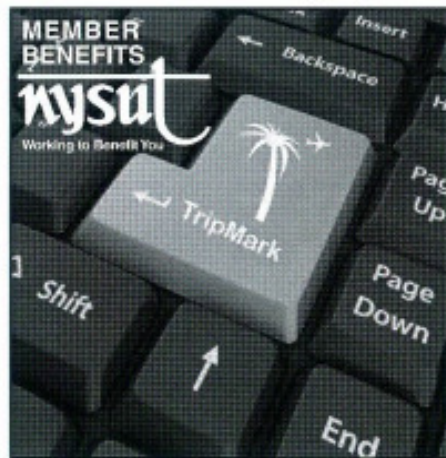
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What to do first

To get started with TripMark, visit memberbenefits.nysut.org and click on “TripMark.travel” in the Featured Discounts section of the homepage. There, you’ll find toll-free numbers for reservations, cruises and group travel, as well as a link to a NYSUT member-specific TripMark website. You can also contact Member Benefits at 800-626-8101 with any questions.



TripMark.travel is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 25% of net revenue 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.



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