



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

We are already 5 weeks in to the Fall semester and just over a month from the next Presidential election. Hard to believe how quickly time flies! And while the seasons change, much remains the same—at least for now.

For example, we still don't have a new contract. I wish I had some news, but this is the classic example of "no news is good news." Under the terms of the Taylor Law and Triborough Amendment, our old contract remains in effect. Many elected officials complain about Triborough, but its provisions prevent government from unfairly removing benefits during negotiations. And it was not a gift—public employees were granted this protection in exchange for losing our ability to strike. A fair trade most would agree.

Until we complete negotiations, there will be no change in our negotiated benefits such as health insurance. It's true we won't get any additional compensation, but that isn't a likely outcome given the continued fiscal uncertainty New York faces. So as I said, "no news is good news."

And while we have heard that "shared services" has delivered \$6 million back to student services across the SUNY system, the SUNY 'All Funds' budget is \$10.2 billion. On our campus, shared services has not yet impacted us greatly.

But there are some concerning changes going on. Downstate Medical Center is under attack by forces trying to privatize all medical care in New York. Visit uupinfo.org and "Take Action" to help save jobs there. And saving jobs will help save health care for thousands of Brooklyn residents who will be unable to access services at other facilities. And Downstate supports a medical school that graduates many underrepresented minority students – this school might be lost as well.

Finally, let me remind you of the upcoming election. The ability to vote for your leaders is a right and a privilege for which our predecessors fought and died. Please exercise that right and encourage your family, neighbors and students to do likewise.



David Curry, *President*



Bethanne's Bulletin

by Bethanne DelGaudio
Vice President for Professionals
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It has been a sincere pleasure to serve you as the campus V.P for Professionals. Due to work commitments I will be stepping down from my V.P. role at the conclusion of the fall 2012 semester. It is my sincere hope that one of our young active Professional members will step up to the plate and run in the next election cycle, as my term would have been up at the end of the spring 2013 semester. As a member of the campus executive board you keep up to date on the latest happenings on your home campus, your sister campuses, and in Albany. I have been actively involved in UUP since 1986 as a delegate, secretary, treasurer, grievance chair, and now as your V.P for Professionals. I have never regretted one moment of my 26 years of service to my union. I have learned a great deal as I hope others have learned from me. I am here to assist the new V.P for Professionals ease into this extremely important union role at SUNY Plattsburgh.

Here are dates for our upcoming meetings:

- Oct. 3 Professional Issues Committee Mtg.;**
9 – 10 AM; ACC Mtg. Rm. 8.
- Oct. 10 Comp Time: Training for Supervisors of UUP Professional Employees;** (*Lunch provided); 11:45 – 1PM; ACC Mtg. Rm. 1.
- Oct. 11 Comp Time: What Is It, How Do I Calculate It, and How do I Ask My Supervisor for It – Training for UUP Professional Employees;** (*Lunch provided); 11:45 – 1 PM; ACC Mtg. Rm. 8.
- 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.



Making Strides Against Breast Cancer

by Gina Doty
UUP Secretary
Dotygl@plattsburgh.edu
564-5011

Each year, our chapter makes a donation to the North Country fundraiser for the American Cancer Society, called *Making Strides Against Breast Cancer*. At right, is a handmade quilt that I made and donated; it will be one of the raffle prizes this year. Other prizes include a Riveredge Resort Weekend for 2 and many gift baskets. Some of you have purchased tickets and/or are selling them. Raffle tickets are \$5 each or 6 for \$20. Checks are payable to the American Cancer Society; tickets must be purchased by October 10th at 3 PM. Just call me at x5011 or email me at dotygl@plattsburgh.edu if you would like to purchase some raffle tickets. This quilt and many other great prizes will be raffled off on Oct. 21st; you do not need to be present to win.



The Summer Retreat for UUP Professionals



UUP Professionals from SUNY Plattsburgh, SUNY Potsdam, and SUNY Canton participated in a summer retreat/workshop at the Valcour Conference Center on June 20th.

Philippe Abraham, NYS V.P. for Professionals, spoke on *The Invisible Workforce: Professionals on Campus*. George Still, Assessment Data Manager for EHHS at SUNY Plattsburgh, discussed the *Historical/Social Construction of Unions Relative to Gender and Equity Issues*. Attendees then worked in small groups on a variety of topics: building a team atmosphere, bridging today's multigenerational workplace, increasing the visibility of professionals, managing workplace stress, and solving problems related to uncivil behavior in the workplace.



Calendar of Upcoming Meetings



- Oct. 2nd** **Labor Management Mtg.—**Ward Hall, Rm. 101 from 1 to 2 PM.
- Oct. 3rd** **Professional Issues Meeting—ACC** Mtg. Rm. 8 from 9 to 10 AM.
- Oct. 10** **Comp Time: Training for Supervisors of UUP Professional Employees;** (*Lunch provided); 11:45–1 PM; ACC Mtg. Rm. 1.
- Oct. 11** **Comp Time: What Is It, How Do I Calculate It, and How do I Ask My Supervisor for It – Training for UUP Professional Employees;** (*Lunch provided); 11:45–1 PM; ACC Mtg. Rm. 8.
- Oct. 12-13th** **Fall Delegates Assembly—**Buffalo Marriott Hotel.
- Oct. 19th** **Evaluation Workshop for Academics—**A workshop covering the procedures for evaluation reappointment, tenure, and promotion, including the preparation of the Academic Review File. Amnesty Room in ACC from 3 to 4:30 PM. RSVP to Kim Hartshorn at kim.hartshorn@plattsburgh.edu
- Oct. 24th** **Small Exec. Committee Mtg.—**ACC Mtg. Rm. 5 from noon to 1 PM.
- 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 or pick up a token for lunch at the Sundowner. The program will begin at noon.



Unionized Labor has Reasons to Celebrate

by Gina Doty
Chapter Secretary
dotygl@uupmail.org
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The power of unionized labor working together towards a common goal is not obvious to most Americans until things come to a screeching halt, like they did in Chicago recently when the public school teachers walked out of their classrooms. It seems that contract negotiations do not move forward until something drastic happens.



Chicago teachers on strike for the first time in 25 years.

For the past year or more, the Desmond Hotel management team in Albany, which employs a unionized workforce, did not move swiftly to negotiate a new contract for the hotel maintenance staff, janitorial staff, and food service workers until the financial decline of profit was evident. Businesses and organizations, such as UUP, stopped utilizing this facility for meetings. The good news is the power of the unionized workforce has prevailed—the teachers in Chicago have a contract and the Desmond hotel employees have one also. I wonder what would have happened to these employees if they were employed in a non-unionized environment. The problems they were working to correct through their new contracts would have been a mute point. They would not have had a voice for change.

Although we do not have a new contract “yet,” and the terms of our contract are currently being negotiated in a methodically aggressive manner with the state; I feel we are fortunate to work in an environment where we all have a voice. If you have given thought to becoming more involved in our union and need answers to questions on how to do so, please contact me or any executive board officer. We have over 700 members and many of you have important ideas to convey. There is power in a unified voice, and that was celebrated this week in Chicago and Albany with unionized labor. I salute their stand and their success.





Bad Professor

June 15, 2012 - 3:00 am

By **Kaustuv Basu**

<http://www.insidehighered.com/news/2012/06/15/how-tackle-incivility-among-faculty-members>



WASHINGTON — A faculty member suffers numerous slights and instances of bullying from senior colleagues en route to achieving tenure. But once he gets there, he metes out similar treatment to less-

experienced faculty members, thus creating a spiral of negativity that sullies the whole culture of the department.

The example was one of several used by two speakers — Lisa Wallace, associate professor of communication studies at Ohio University-Chillicothe, and Amy Thieme, associate professor of communication at Eastern Kentucky University — Thursday at a session here at the annual conference of the American Association of University Professors that explored incivility and bullying in the academic workplace.

Their solution: a clear policy that sets out expectations for faculty behavior.

Wallace and Thieme said they became interested in the topic as they explored bad student behavior. "I was interested in the way we treat each other, and what is embedded in our systems that might be contributing to this culture," Thieme said. As they talked, they were interrupted frequently (but politely) by assorted faculty members, many of them eager to share their experiences of how they had been treated by colleagues and administrators.

Some mentioned how they had been accused of bad behavior when they confronted colleagues who were behaving unethically; others mentioned deans who made life unbearable for tenured professors until they resigned.

Thieme wondered if the tenure structure had anything to do with tensions between senior professors and less-experienced colleagues, and whether the competition for resources in a department leads to incivility. When a negative culture takes root in a department, it could lead to stress, loss of work, faculty members withdrawing from collegial discussions or more faculty members indulging in uncivil behavior, the authors said.

"Student handbooks have civility policies, but faculty handbooks usually don't," Wallace said. When she asked for a show of hands of those whose universities

had civility policies for faculty, only one person at the well-attended session raised her hand.

The speakers said that universities ought to have a distinct policy on incivility and bullying, separate from hate speech or anti-harassment policies that exist at every institution. "There should be a clear set of expectations, and consequences for bad behavior," Wallace said. Any policy should have clear protocols and graduated sanctions, with expectations built around appropriate behaviors.

The AAUP, however, has worried about "collegiality" issues as a criterion when it comes to tenure.

"[C]ollegiality is not a distinct capacity to be assessed independently of the traditional triumvirate of teaching, scholarship, and service. It is rather a quality whose value is expressed in the successful execution of these three functions," the organization said in a [1999 statement](#). "A distinct criterion of collegiality also holds the potential of chilling faculty debate and discussion."

The authors said they hoped that their work would throw a spotlight on the issue and more people would start talking about it, leading to development of policies in the same way that sexual harassment policies developed in the workplace. "I hope that it leads to recognition of the harm this can do to an individual, an institution or its culture," Wallace said.

"Beginning with a positive goal of civil engagement might be the best approach to dealing with the difficult and often ambiguous issue of incivility as the practice of civil engagement supports the historic view of academe as well as the espoused values of many institutional cultures," wrote the authors in their paper.

Tom Hubbard, professor of liberal arts at the University of Texas at Austin, who attended Thursday's session, said the definition of incivility needs to be clear. "If the definition is not specific enough, there is potential for misuse in an effort to try and stifle minority opinion," he said.

For example, he said, if a few faculty members protest a change of curriculum that a dean is proposing, could that be called uncivil behavior? "I have seen that happen," Hubbard said. "One way out might be to have strong faculty grievance procedures with a neutral faculty committee judging an incident," he said.

Another faculty member had a simpler idea. He suggested following the ideas in a book called *The No Asshole Rule: Building a Civilized Workplace and Surviving One That Isn't* by Robert Sutton, a professor of management science and engineering at Stanford University.

Read more: <http://www.insidehighered.com/news/2012/06/15/how-tackle-incivility-among-faculty-members#ixzz27PeekeH1>

Inside Higher Ed



Negotiations



September 2012

United University Professions: The nation's largest higher education union

Negotiating a contract in difficult times

UUP's contract talks have been in process for more than a year, with progress made on many items and resolution of existing disagreements pending.

UUP's Negotiations Team presented its contract proposals to State negotiators Aug. 26, 2011. Since then, there have been 25 formal negotiations sessions and many additional off-the-table discussions aimed at clarifying information and exploring ways to arrive at compromises over difficult issues.

Who UUP negotiates with

UUP's 15-member Negotiations Team, headed by Chief Negotiator Jamie Dangler and Associate Chief Negotiator Mike Smiles, negotiates with representatives from the Governor's Office of Employee Relations. The State's chief negotiator, Joseph Bress, was appointed by and represents Gov. Andrew Cuomo. The State's negotiations team also consists of representatives from SUNY, the NYS Division of the Budget, and the NYS Department of Civil Service.

Governor's demands; UUP's challenges

Gov. Cuomo presented all NYS employee unions with the same key demands: no across-the-board raises for three years, nine furlough days, and



UUP Chief Negotiator Jamie Dangler, right, updates delegates to the 2012 Spring DA on the status of contract negotiations with New York State.

increases in the employee share of health insurance premiums and costs for out-of-network provider use in the Empire Plan. Most of the other NYS employee unions settled their contracts within the past year, including the Civil Service Employees Association (CSEA), the Public Employees Federation (PEF), the Police Benevolent Association of New York State (PBA of NYS), and the New York State Correctional Officers and Police Benevolent Association (NYSCOPBA). All of these contracts contain the governor's key demands.

However, each of them has unique features that provide some offsets to the immediate economic hardship their members are experiencing because of givebacks to the State. For example, all other NYS employee bargaining units have salary structures that provide incremental increases (commonly referred to as salary steps) and longevity increases. Some of these contracts also contain other provisions that serve to offset immediate losses.

The state's insistence on key similarities in all its union contracts has presented particular challenges for UUP because of our unique characteristics as a union.

Unlike all other NYS employee bargaining units, UUP does not have a salary structure that provides salary step or longevity increases. We have no other predictable salary increases to offset years with zero across-the-board raises, and offsets contained in other union contracts will not apply to our members.

Need for fairness, equity for all UUPers

UUP continues to press for a contract that is fair and equitable in relation to other bargaining units and in terms of its application to all of our members.

Our union is a highly diverse group in terms of the salaries, working conditions, and part-time/full-time status of our members. UUP represents 35,000 professionals and academics at SUNY's state-operated teaching hospitals, university centers, comprehensive colleges, technical colleges, and specialized institutions.

A cookie-cutter contract presents serious challenges for ratification.

Limit on information-sharing

UUP's Negotiations Team cannot reveal details about ongoing negotiations because UUP and the State have agreed to strict

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About UUP ...

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President Phillip H. Smith
VP/Professionals J. Philippe Abraham
VP/Academics Jamie F. Dangler
Secretary Eileen Landy
Treasurer Rowena J. Blackman-Stroud
Interim Membership Dev. Officer Robert E. Rees

Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2196AFL-CIO.

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ground rules prohibiting release of such information to the public. Violation of those ground rules would jeopardize negotiations. The most we can communicate is information about the process in which we are engaged or information that has already been officially released to the public.

Where we stand at this point

UUP and the State have reached understandings on numerous monetary and nonmonetary contract items, which must be verified in the context of a complete, final agreement.

For many months, UUP and the State have been engaged in a continuous proposal/counterproposal process. Negotiations involve compromise, as well as maintenance of important bottom-line criteria for reaching an agreement. Deliberation over items that remain unresolved will continue as the fall semester gets under way.



Negotiations Team

Chair/Chief Negotiator

Jamie F. Dangler, Cortland

Associate Chief Negotiator

Michael C. Smiles, Farmingdale

Members

Edison Bond Jr., Brooklyn HSC
Charles Callahan III, Brockport
Raymond P. Dannenhoffer, Buffalo HSC
Patricia D. Ghee, Buffalo State
Frances L. Goldman, Binghamton
Richard B. Kelder, New Paltz
Carolyn S. Kube, Stony Brook HSC
Michael J. Lyon, Upstate Medical Univ.
Pamela J. Malone, Empire State College
James J. McDermott, Oneonta
Robert E. Rees, Alfred
Jason J. Torre, Stony Brook
Anne Wiegand, Cortland

Role of UUPers in contract ratification

When negotiations conclude, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee, which consists of one representative from each of UUP's 32 chapters, plus an additional part-time professional and part-time academic.

The Committee then makes a recommendation to the UUP Executive Board regarding ratification and, pending board approval, members vote on the contract. A neutral third party, often the American Arbitration Association, conducts the ratification voting process.

Negotiations Team needs your support

Negotiations Team members have spent countless hours over the last year doing their best to represent all of UUP's bargaining unit members. Every hour spent at the negotiations table requires many additional hours of preparation—collecting information, analyzing data, developing strategies, considering new approaches and possible compromises, and assessing the impact of each successive state counterproposal on various constituencies within UUP. They are volunteers and receive no payment for their work. Every hour they spend in Albany results in an hour of work they need to make up when they return to their campuses or an hour away from their families. Every hour they spend traveling to Albany (including travel from far corners of the state such as Buffalo, Alfred, and Stony Brook) they need to make up when they return to

their campuses or experience as lost time with their families.

Your continued support of the Team's efforts to arrive at a new contract is much appreciated.

Implications of working under an expired contract

UUP's contract expired July 1, 2011. But under the Triborough Amendment provisions of the Public Employees Fair Employment Act (the "Taylor Law"), all contract articles continue until a successor agreement is ratified, except for provisions that expired on specific sunset dates. This means that while monetary and some other dated provisions of the 2007-2011 contract expired, all other contract protections, including health benefits provisions, remain in place.

Stay informed

As negotiations proceed, UUP members will be kept informed through regular website postings, mailings from President Phil Smith, and articles in *The Voice*. Periodic updates and other information will be sent to chapter presidents for distribution via chapter websites, newsletters, fliers and meetings.

Members are encouraged to periodically check the UUP website (www.uupinfo.org) for postings at the "Contract Negotiations" link on the home page.

Feel free to contact Chief Negotiator Dangler at contract@uupmail.org for further information or to submit questions or comments.

Negotiations Committee members

Steven E. Abraham, Oswego
Caroline B. Bailey, ESF
Jacqueline G. Berger, Empire State College
Rowena J. Blackman-Stroud, Downstate Medical
Peter G. Bradford, Buffalo HSC
Carol V. Braund, Upstate Medical
David G. Curry, Plattsburgh
Jamie F. Dangler, Chair/Chief Negotiator, Cortland
Clifford D. Davis, Cobleskill
John J. Delate, Purchase
James A. Dix, Binghamton
John R. Driscoll, Cortland
James D. Engle, Morrisville
Edward T. Felton, New Paltz
Candelario Franco, Old Westbury
Carol Gizzi, Stony Brook HSC
Ray D. Gleason, Alfred

John P. Leirey, System Administration
Candace A. Merbler, Albany
Jeffrey L. Miller, New Paltz
Lori M. Nash, Oswego
Kim Oliver, Optometry
Gary O. Owens, Brockport
Yolanda Pauze, Farmingdale
Laura S. Rhoads, Potsdam
Rafael F. Romero, Utica/Rome
Arthur M. Shertzer, Stony Brook
William M. Simons, Oneonta
Richard A. Stempniak, Buffalo State
Margaret K. Stolee, Genesee
John W. Taylor, Delhi
Idalia Torres, Fredonia
Barbara E. Warkentine, Maritime
Ezra Zubrow, Buffalo Center
TBD, Canton

Let Member Benefits help you save a few dollars



It seems like we make so many purchases on a daily basis – whether it's everyday routine items, back-to-school shopping, holiday gifts, or just something for that special occasion.

Are you keeping NYSUT Member Benefits in mind before making these purchases? If not, now is the time to start doing so! We are always here to help you save a few dollars in this financially unstable economy.

Need to book a hotel or condo for an upcoming trip? We're here for you! Maybe you're looking for the latest and greatest electronic gadgets for your loved ones this holiday season? We can help with that too!

Your NYSUT membership brings with it many advantages and benefits – including the opportunity to utilize our endorsed discount programs. Check out the box below for a sampling of some of the discount programs available to you.

Car & Truck Rental Discounts

– Take advantage of a variety of discounted car & truck rental rates offered by Alamo, Avis, Budget, Enterprise, Hertz, and National.

Wyndham Hotels & Endless

Vacation Rentals – Enjoy savings of up to 20% at nearly 7,000 participating hotels and 25% at more than 200,000 vacation rentals in 100 countries.

TripMark.travel – Use this all-inclusive travel program when planning your next trip or use the group travel feature for your next family reunion.

Buyer's Edge, Inc. – Get discounts on a variety of consumer goods such as vehicles, appliances, audio equipment, and luggage.

Working Advantage – Get discount tickets for online shopping, theme parks, museums and attractions, and other special family events.

Motivano SmartSavings Online Discount Marketplace – Shop for sales and discounts on dining, travel and more.

Bose® – Special pricing available to NYSUT members and agency fee payers on consumer products.

OfficeMax Customer Perks

– Save 5% on technology items such as electronics and business machines and 10% on office supplies, furniture, ink/toner, and OfficeMax ImPress® services.

Powell's Books – Locate that rare book along with new and used books, e-books, audio books, DVDs, and souvenirs from the nation's largest unionized bookstore.

EPIC Hearing Service Plan

– Do you have elderly relatives who are having trouble with their hearing? Save between 35% and 65% on brand-name hearing aids and products.

Visit the Member Benefits website at memberbenefits.nysut.org for a complete listing of endorsed programs and services available to you. Don't forget that you can always call us with any questions as well at **800-626-8101**.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

