



Plattsburgh UUP Chapter Newsletter

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Upcoming Events

- **General Membership Meeting**
 - o Thursday, February 9th at 12:00pm
 - o Alumni Conference Room, Angell College Center
 - o Lunch provided: wooden nickels worth *up to \$10* will be provided for members to get lunch. Members will be expected to cover any difference in cost over the \$10 token limit.
- **Professionals' Meetings (in-person)**
 - o Thursday, March 2nd at 12:00pm, room TBD
 - o Thursday, May 4th at 12:00pm, room TBD
- **Workshops (in-person)**
 - o Workload Workshop: Monday, February 27th at 12:00pm in the Cardinal Lounge (see more information below)
 - o Professionals Workshop: Thursday, April 6th at 12:00pm, room TBD

Workload Workshop

Workload Workshop Registration Form: <https://forms.gle/pQfLjApJqdeXWtrB8>

Please register by Wed. Feb. 15 (we need a count for lunch ordering)

Mon. Feb. 27, 2023 at 12pm – 1:30pm in the Cardinal Lounge

(Release time for professionals has been granted for this workshop)

Workload Workshop – for both academics and professionals

Lunch will be provided.

UUP State-wide VPs Alissa Karl and Carolyn Kube will be presenting this workshop

The UUP workload workshop will introduce the new workload intake form.

It will cover:

- What documentation should be made when changes take place to your workload.
- What clarifying questions you should ask when changes are made.
- What options you have to adjust your workload or be compensated for additional work.

Our Executive Board



Members of the PUUP Exec Board gathered Jan. 25 in the Amnesty Room for its regular monthly meeting to discuss upcoming business, including the membership meeting, being held 12:30 p.m. Thursday, Feb. 9, location tba, at which time members will be able to vote on the general PUUP 2023-2024 budget and the chapter bylaws. Members will also hear about the upcoming chapter elections. Lunch, with wooden token food for up to \$10 at the Sundowner, will be provided for that day and time period only. For more information, contact Patricia Downs, PUUP chapter assistant, at 518-564-7887. (L-r): Dan Gordon, vice president for academics, Ray Guydosh, officer for retirees, Michelle Toth, president, Matt Salvatore, vice president for professionals, Kim Hartshorn, political action officer, Oscar Flores, treasurer, Shawna Mefferd-Kelty, membership development officer, and Wendy Gorton, academic-at-large board member. Photo by Gerianne Downs, chapter secretary.

A Word from Our Labor Relation Specialist, Kathy Briggs

Your Right to Representation As a Public Sector Employee at Plattsburgh State

As an employee in the 08 bargaining unit, you have the right to representation by UUP through Article 19 – Discipline, as well as through key cases which have established your right to be represented. UUP is the exclusive bargaining agent for SUNY faculty and professionals in the 08 Unit. If you receive a Notice of Interrogation from Human Resources, you should contact the PUUP Office or President Michelle Toth, Vice-President for Professionals Matt Salvatore, or Vice-President for Academics Dan Gordon to secure representation. The Agreement (contract) affirms the right to representation for members who are the subject of an Article 19 interrogation or the subject of a Title IX charge. Only members are eligible for representation under Article 19. Non-members are not provided representation in Article 19 matters by the Union.

These cases are key to the protection of representation rights for public employees:

Garrity Rights apply to the right of a public employee not to be compelled to incriminate themselves by their employer. These rights are based on the 1967 United States Supreme Court decision *Garrity v. New Jersey*. Garrity Rights apply only to public employees, because they are employed by the government itself. (*Garrity v. New Jersey* 385 U.S. 493 (1967))

Weingarten Rights apply to the right of a unionized employee to request union representation for any investigatory interview conducted by their employer, in which the employee has the reasonable belief that the discussion could lead to disciplinary action. These rights are based on the 1975 United States Supreme Court decision *NLRB v. J. Weingarten Inc.* The Weingarten decision itself applies only to private sector employees, but the federal government and many states have extended similar rights to public employees via legislation, court decision, and/or rulings by state labor boards. In some cases, unionized public employees have enshrined Weingarten Rights into their collective bargaining agreements.

(*NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975))

Loudermill Rights require due process before a public employee can be dismissed from their job. These rights are based on the 1985 United States Supreme Court decision *Cleveland Board of Education v. Loudermill*. Generally, these rights require a public employer to offer to have a "pre-termination" meeting with the affected employee; at this meeting, the employer presents their grounds for termination, and the employee is given the opportunity to respond. Like Garrity Rights, these rights only apply to public employees because they are employed by the government itself, and the Constitution only applies to actions taken by the government. A private sector employee - for example, a manufacturing worker - possesses only Weingarten Rights, and only if s/he is in a unionized workplace.

(*Cleveland Board Of Education v. Loudermill et al.* 470 U.S. 532 (1985))

A public sector employee possesses Garrity Rights and Loudermill Rights because their employer is the government, regardless of whether he/she works in a unionized workplace. The same public sector employee may possess rights similar or identical to Weingarten Rights, provided they work in a unionized workplace.

A Word from Our VP for Professionals, Matt Salvatore

Happy New Year fellow professionals. I hope your start to the spring session is highly successful. I have two professional meetings scheduled for the spring semester (March 2nd & May 5th) and a planned workshop on the evaluation and review process (April 6th). All are scheduled on Thursdays at noon with the plan to be in-person. Locations TBD. I highly encourage professionals to attend the Workload Workshop on Monday, February 27th starting at noon. Our state-wide VP's will be on campus to talk about this very important issue with our members.

As a courtesy, I wanted to let you know that I will be terming out at the end of May as your VP. As my day job scales up, it will become increasingly necessary to focus on long-anticipated changes occurring within my area.

I have thoroughly enjoyed the process and experience of representing your work-related interests in addition to having a seat at the table working with a dedicated group of UUP leaders. I would like to encourage anyone interested in filling this important leadership role on campus to step up and volunteer.

Until my term expires, I will continue offer support and advocate for our interests across campus.

Thanks,
Matt.

A Word from Our Membership Development Officer, Shawna Mefferd Kelty

UUP, Climate Change, and Role Playing Fun!

We're looking to assemble a 4-member UUP delegation for the United Nations Climate Negotiations Game. We could be the delegation for "US climate alliance" or the "European Union." There are still multiple delegations available. If you're interested, please reach out to Shawna Mefferd Kelty @ smeff001@plattsburch.edu and we'll get the team signed up!

Here's the call to participate in the game.

Planet Earth Needs Your Help! It is time to solve the climate crisis! Join us for a United Nations Climate Negotiation Game

We're seeking students, faculty and staff from all majors and disciplines to play a United Nations policy making simulation. Sign up as an individual or team at this link: <https://signup.com/go/VauPXWa> Help solve the climate crisis by participating in a simulation of the United Nations climate negotiation process. This simulation is ideal for anyone interested in climate change, justice and international policy/politics.

What: Climate Interactive's simulated United Nations policy making role play game. Sign up a team to represent a country at the UN climate negotiations. Negotiate with other countries to design carbon policy to prevent the worst impacts of climate change.

When: February 7, 6-8pm.

Where: Cardinal Lounge.

Free food provided!

On the Telecommuting Agreement

Once again, UUP has reached agreement with the state to extend a telecommuting policy for SUNY employees through the end of June.

The agreement took effect Jan. 1 and is set to expire June 30. Both sides came to terms on the agreement in late December.

“With a rise in COVID cases across the state and country, and the advent of yet another new dominant strain of COVID, it is necessary and prudent to extend this agreement,” said UUP President Fred Kowal. “We will continue working closely with SUNY to implement this extension.”

The extension includes no new changes to the previous telecommuting program. UUP was one of the first unions in the U.S. to secure a telecommuting policy for its members; the initial program was signed March 13, 2020.

Read the full agreement [HERE](#)

Vote Cope

What is VOTE-COPE?

<https://uupinfo.org/votecope/>

Voice Of Teachers for Education – Committee On Political Education (VOTE-COPE) is the non-partisan political action arm of NYSUT and UUP.

No union dues are used for political action. Therefore donating to VOTE-COPE is how members support political advocacy. Go to the VOTE-COPE web page and fill out the form to donate.

UUP uses VOTE-COPE funds to:

- Advocate for SUNY campuses and hospitals.
- Advocate for workers rights.
- Give members and students valuable opportunities to deliver UUP's message to legislators by attending advocacy days, in-district meetings/events, and fundraisers.
- Provide a voice against the forces pushing to privatize our work and our campus resources.

**At SUNY Plattsburgh
over 40 members
donate through payroll
deduction (\$1 - \$5),
and more participate
through one-time
donations.**

UUP – Working for You



UUP Advocacy for funding for SUNY Plattsburgh and the other 18 campuses facing a structural deficit.

Photo: UUP President Fred Kowal at the SUNY Plattsburgh Press conference, Nov. 2022.

Successful Plattsburgh Chapter advocacy at Labor-Management to update and increase promotion amounts for both Professionals and Academics.

Increases based on dates of past campus promotion memos (5 years for professionals, 14 years for Academics) based on inflation rates in Sept. 2022.



Over \$34,000 in Individual Development Award (IDA) grant funding going to SUNY Plattsburgh professionals and academics in the 2022-2023 round.

Reminder this is one of the negotiated benefits fought for by UUP.

Further rounds are on hold until we have a new contract.

2 SUNY Plattsburgh Drescher Leave recipients in Fall 2022.

Advocate at campus Labor-Management for the **new Emeriti/Retiree Room** in the College Center.

Workshops and videos on the new **Watermark** system for performance reviews.

Telecommuting Agreement extended till June 30, 2022.

Love Your SUNY

Colleagues, the issues we are facing at SUNY Plattsburgh are the same issues that are affecting our sibling institutions throughout the system. Campus based solutions cannot adequately address these problems, especially solutions that are largely dependent upon increasing enrollment as every campus in the state, let alone the entire nation, is attempting to squeeze blood from the same stone. Rockefeller designed the State University of New York as an institution dependent upon state funding. It is up to our politicians to support his vision of a State supported, open and accessible system for the people of New York.

True solutions for SUNY must be political in nature and it is for this reason that our Union's advocacy efforts in Albany are of such great importance. Politicians respond to various stimuli, one of which is the relative sizes of the stacks of 'For' letters compared to 'Against' letters. They respond even more positively to personal stories from their constituents. We have an opportunity, provided by UUP, to provide these personal stories in person Tuesday, February 14th. The full 'Love Your SUNY' event starts in the evening of **Monday the 13th** with a Legislative Reception and advocacy workshops with a full day of appointments on Tuesday in the Capitol and the Legislative Office Building. UUP is providing lodging and reimbursement for travel. If you have any questions, please get in touch with me or any of your Chapter officers.

Register for the event here: [Love Your SUNY](#)

I ask you to join me, your statewide officers, and your UUP colleagues from across the state in Albany for Valentines Day! Show the Love!

In Solidarity

Kim Hartshorn
w.kim.hartshorn@gmail.com

NECLC Legislative Breakfast

Opportunity to
speak with
Legislators at
multiple levels
of government



NECLC Legislative Breakfast

Saturday, March 4, 2023

American Legion Post 20

162 Quarry Road

Plattsburgh, NY 12953

8:00-11:30 AM Cost \$5

[Registration Link](#)