



# The Bullhorn

The Official Newsletter of  
The SUNY New Paltz Chapter of the UUP



February 2006

Volume 1, Issue 3

## Administration Agrees to Permanent Limit on Adjunct Positions

### Two Course Cap Lifted

By Glenn McNitt, Chapter President

On December 8, 2005, at a Labor Management meeting with the Campus Administration, UUP announced that the UUP Executive Committee had voted to rescind its support for the two-course cap for adjunct faculty. After due deliberation, the UUP Executive Committee recommended that this per semester cap on the number of courses taught by an individual adjunct be removed, contingent upon the Administration agreeing to limit the total number of courses offered by part-time teachers to its current level. The administration agreed, thus placing a permanent ceiling on the college's reliance on adjuncts while allowing individual adjunct faculty members to teach more than two courses in any given semester. This policy ensures that New Paltz will always rely primarily on full time tenure track faculty to offer our curriculum. At the same time,

**This policy ensures that New Paltz will always rely primarily on full time tenure track faculty to offer our curriculum.**

we will be able to attract and retain a limited number of high quality adjunct faculty members who, through their more stable ties to the college, will be better able to serve our students and the college community.

Originally designed to stem the increasing reliance on adjunct teachers at the College, the two-course cap policy may have been both a success and a failure. The percentage of part-time teachers at New Paltz leveled off at approximately 57% of the teaching faculty, after years of decline in tenure

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## Union Benefits in Retirement

By Susan Lehrer

We are pretty lucky. The UUP continues to provide us with many of our benefits after retirement. As a relatively recent member of this lucky group I was surprised to learn about some of the benefits UUP/NYSUT provides.

There are a couple of things you should do to ensure that you continue to receive all retirement benefits. First, you should keep up your UUP membership. It's cheap, just \$34 a year, which also allows the \$1000 life insurance policy to continue. You should also make sure that your college ID status is updated which can be done through the Telecommunications office.

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## To Grieve: What Is It and When Do It?

By Larry Fialkow, Chapter Grievance Chair

*Editor's note: The UUP addresses numerous grievances every year, but because of the confidential nature of these matters many UUP members are unaware of this avenue of dispute resolution. Below, chapter Grievance Chair Larry Fialkow explains what constitutes a grievance and the grievance procedure.*

"Grievance" has two aspects, both formal and informal. A formal grievance procedure (**Article 7 of the UUP contract**) is available to resolve disputes "concerning the interpretation, application, or claimed violation" of a contract provision. For example, if you are a new employee and believe that you receive less pay than called for in your hiring agreement, and if this dispute cannot be solved informally, then this could lead to a formal grievance under Article 7. However, with respect to evaluation, reappointment, tenure, and discipline, the contract describes special appeals procedures that I will discuss below.

Beyond the formal grievance procedures, unit members approach UUP with a wide variety of concerns and complaints, such as denial of DSI or sabbatical leave, sudden changes in duties or hours, perceived unfairness in an academic's reappointment process, or personality conflicts with supervisors. Many of these issues (particularly those involving decisions under faculty governance or discretionary decisions) are not formally grievable. Nevertheless, in all of these cases the UUP will attempt to ameliorate difficult situations for members through informal discussions with the Administration. We can help to resolve differences and prevent disagreements from escalating into serious conflicts. But in those cases where informal dispute resolution is not possible, the union serves as a strong advocate and supporter for our members. In this article I will attempt to clarify both the formal and informal aspects of grievance.

**What to do if you believe you have a grievance or are subject to a negative action by the administration.** All formal grievance procedures entail strict deadlines. If you have received a negative evaluation, are in conflict with a supervisor, or believe you are being treated improperly, you should contact UUP immediately, via the chapter president Glenn McNitt, me, or either of the chapter vice-presidents. Don't delay. At the same time, start to construct a written record and timeline for your case.

**What happens first?** Generally, the chapter president or I will meet with you to discuss the problem as soon as possible, since you may be facing an impending crisis. This meeting is confidential, with information shared only with the UUP chapter president and our labor relations specialist, Susan Bloom Jones. During the meeting you can discuss any and all aspects of your difficulties on the job. This may be your first contact with someone who will listen to your problem with a supportive attitude. Following our discussion it will be your decision as to whether or not to proceed to formal or informal grievance procedures. UUP will never push you into a grievance proceeding and you can terminate a grievance proceeding at any time for whatever reason. In some situations, such as a professional receiving an "unsatisfactory" rating from a supervisor in a reappointment process, there is a clear path to follow that is spelled out in the contract (see below). For cases that involve a hostile workplace or illegal discrimination, you will generally be referred to the Affirmative Action office, which handles such complaints. In many other types of cases, the best way to solve the problem may emerge only gradually over a period of time, resulting from informal negotiations between UUP officials and the Administration.

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# Unions and the Health Care Crisis

By Donna Goodman

Two recent events have brought attention to the way health care is delivered to workers in this country. The first is a direct outgrowth of our nation's history of employer-based health benefits, and the second is a move toward single-payer universal healthcare.

On January 12 the Maryland legislature, overriding the governor's veto, enacted the nation's first ever law requiring large companies to spend a minimum percentage of their payroll on employee healthcare. Among Maryland's largest employers, only Wal-Mart spends less than the legislated minimum (8 per cent) on healthcare.

Within a week of the Maryland vote, John J. Sweeney, president of the AFL-CIO, called on Congress for the first time to enact "a simple national health care plan that covers everybody." Anticipating opposition from the federal government, he also asked individual states

to pass legislation like Maryland's.

With 46 million Americans uninsured, these developments are important steps in the direction of healthcare reform.

The U.S. is unique among the world's advanced industrialized countries: it is the only one without universal healthcare; it is the only one in which most people get their health coverage through their employers; and it is the only one without a mainstream labor party. It also has a long government tradition of anti-communism, anti-socialism, antagonism to unions, and a reluctance to finance social programs for workers.

In countries with active labor parties, workers have the political clout to make healthcare the law of the land. In the U.S. (where most of organized labor is

*Health Care continued Page 10*

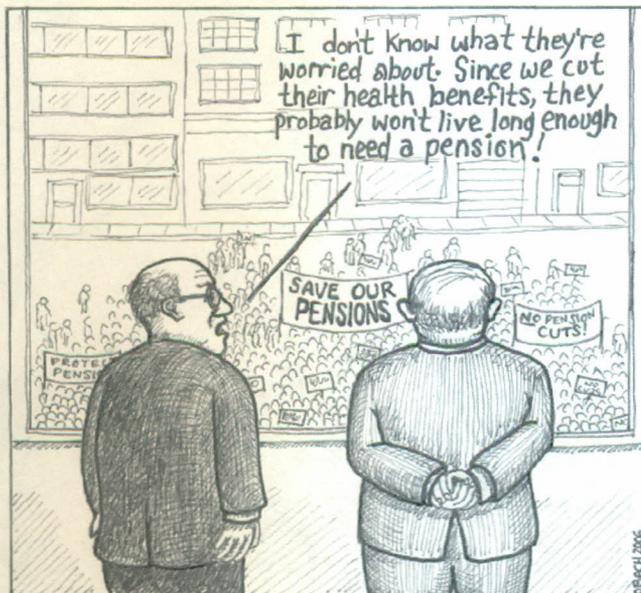
# Pension Tension: Will Your Retirement Income Be There?

By Maryann Fallek

To varying degrees, UUP members are dependent on their employer for their future retirement benefits. Whether members of TIAA-CREF or TRS, we rely on negotiated employer contributions to our pensions. What if they were stopped or reduced? How would your future be affected? Throughout the country, promised retirement and health benefits, usually negotiated in place of contractual salary increases, are being terminated or reduced.

As the costs of pensions and health insurance soar, management is diminishing its financial responsibility for the very benefits that we take for granted. Active and retired workers throughout the

*Pension continued on Page 11*



# Interrogation: Sounds Ominous and It Is!

By Glenn McNitt, Chapter President

At the end of the fall semester, the office of Human Resources distributed a policy statement concerning interrogation. While it sets forth some basic premises, there is a lot more that all members of the UUP bargaining unit need to know.

**The College President has designated that official interrogations will be the responsibility of Cathy Beard, the Assistant Vice President for Administration. The individual being interrogated will be notified by certified, registered mail to attend a meeting with Cathy Beard. The member will be informed of their right to representation, and may be informed generally of the subject to be explored. Interrogations precede disciplinary action by the Administration and may be followed by a Notice of Discipline.**

The Notice of Discipline identifies specifically the charges and the penalty that will be imposed. The level of discipline proposed can be from no action, to counseling, to suspension or even dismissal. Upon receiving notice of the proposed discipline, an individual has 10 working days to file a Disciplinary Grievance with the Chancellor's Office in order to delay the imposition of such discipline and to provide an appeal regarding the proposed discipline.

Members need to know that formal interrogations differ from counseling sessions. In fact, Deans may require a unit member to attend a meeting to be interviewed regarding administrative concerns. These are considered to be counseling sessions during which the member is instructed to undertake corrective actions to reform behavior. This is considered to be an informal method of resolving matters of discipline. You do not have an automatic right to UUP representation at these informal counseling sessions. However, we recommend that you ask for the right to be accompanied by union representation. Also, if you are not informed of the purpose of the meeting, you should ask for it. Most importantly, you should notify UUP immediately.

## FAQ's About Interrogation

1. *If an Administrator requires my attendance at a meeting, am I entitled to know the purpose of the meeting?* **No. Even in an Article 19 Interrogation, you may not be informed regarding the purpose. However, it is a simple courtesy to inform you of the reasons for any meeting, so ask what the meeting is about. Having the agenda for a meeting permits attendees to prepare themselves, muster support concerning items on the agenda, and enlist those who might assist in responding to the agenda.**

2. *If an Administrator requires my attendance at a meeting, am I entitled to representation by UUP?* **It depends, but regardless you should notify the union immediately. You should ask the administration for the right to bring UUP representation, regardless of the purpose of the meeting. In any issue involving Article 19 of the NYS-UUP Contract, union representation is a protected right, and your right to representation is included in the letter you receive. If the request is denied (which is unlikely), you should notify UUP Chapter of your request and the denial. UUP will determine if representation is required by contract.**

3. *If an Administrator requires my attendance at a meeting, am I entitled to reschedule the meeting?* **Rescheduling a meeting is common, so that all parties may prepare adequately and be available to attend.**

4. *Is the Administration required to inform me of my right to UUP representation?* **Yes. You have the right to representation when contract issues are utilized to impose penalties. This pertains to a discipline interrogation.**

5. *Is it my choice to have UUP participation?* **Yes. It is your choice alone who, if anyone, will represent you. Neither the Administration nor the UUP can insist on UUP representation.**

*Interrogation FAQs Continued Page 6*

## Professional Issues Addressed at UUP Winter Delegate Assembly

By Phyllis Sturm

As your elected professional union delegate, I was a voting member of the Winter Delegate Assembly in Albany on January 20. Two hundred and thirty delegates from across the state spent a day and a half discussing terms and conditions of employment, negotiations, and other issues of social justice around the world.

The professional delegates had the opportunity to gather to discuss items pertaining specifically to professionals. The highlights of the meeting follow:

The Academic and Professional Handbooks have been revised. A supply will be distributed to campuses shortly. Statewide UUP Vice President for Professionals, John Marino, has been working with the American Federation of Teachers (AFT) to develop a "Best Practices for Professionals" document, which is in the final approval phase. UUP was a model for much of this nationwide document since UUP has garnered so many benefits other unions lack. Some items the other bargaining units are striving to achieve, are permanent appointments, time limits for replies to requests for promotion and an appeals process.

The Review Board for Promotions and Salary Increases has been established at many campuses, including New Paltz. Its mission is reversal of denials of these requests. Campuses without the Review Board have no avenue of redress and their Chapters must work towards this goal.

Continuing education for professionals: The New York State United Teachers (NYSUT) Learning Trust was approached to offer courses for our professionals. Members can use Professional Development-Quality of Life (PDQWL) Grant monies to pay for CPR, JAVA programming or any

courses the professionals suggest they need to remain current in their field and continue their education. The SUNY Training Center offers courses for free to their members; perhaps a partnership with them could be created to offer free tuition for UUP members.

An 8-hour professional conference was suggested to the UUP Executive Board. The possible topics include dealing with workplace bullies, how to build a career, and how to advocate for yourself and others. It is hoped the conference would have a wide appeal to rank and file members.

Although the State and UUP agree it is completely out of date, the 1989 Mac Study remains the document the state references when classifying professional jobs and classes of jobs. We want to assure ourselves that because of the large number of diverse professional jobs, we understand precisely what professionals do. John Marino has therefore requested that as many professionals as possible submit an outline of their work life to [jmarino@uupmail.org](mailto:jmarino@uupmail.org). The report is to include a narrative of a typical workday or week, highlighting the problems, challenges and accomplishments. An article based upon one or more of these submissions could be spotlighted in the statewide UUP newsletter, *The Voice*.

Some delegates expressed concern that "Professional Obligation" is such an ambiguous term we need a clear definition. The related issue of "Compensatory Time" is explored in depth in the new Handbook. This is a complicated issue because compensatory time is not an hour for hour exchange. Nonetheless, do not allow supervisors tell you there is no such thing as comp time. The SUNY attorney specifically said he wanted to "be informed when there are violations and [he] will address it. It is not SUNY's intention for employees to work more than a 40 hour week". Athletics is an exception where 40 hours is viewed as a minimum at many campuses.

*Professionals Continued on Page 6*

## Interrogation FAQs

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6. *Can the Administration notify the UUP of disciplinary investigation about an action proposed against me (with or without my knowledge or permission)?* **No. The UUP will only be informed and involved when requested by the member. This is why it is critical for you to notify the union immediately.**

7. *Why should I inform the UUP and request UUP participation?* **UUP leaders, including labor relations specialists (LRS), are skilled and experienced in labor law and contractual interpretation. There is a state-wide network of informed labor relations specialists who are able to provide detailed understandings and assessments of issues affecting our members. And they are "on your side."**

8. *Will the Administration react negatively to my request for UUP representation?* **No. The Administration understands that you are simply exercising your rights.**

9. *If I inform UUP of my situation, is UUP required to keep the information confidential?* **Yes. The UUP is not permitted to release any information publicly regarding your case, unless you specifically approve it.**

10. *Who represents the UUP at these meetings?* **UUP representatives include the Chapter Grievance Chair, the Labor-Relations Specialist and/or the Chapter President.**

11. *What does the UUP representative actually do at my meetings with the Administration?* **UUP representatives listen, take notes, provide interpretations, counsel, sometimes end or reschedule meetings, and generally protect the rights of the members during these meetings. The UUP is your advocate.**

12. *Who do I contact?*

**You should contact:**

**Larry Fialkow, Chapter Grievance Officer— x3536**

**Susan Bloom-Jones, LRS— x2770**

**Glenn McNitt, Chapter President — x2770 or x3553**

**UUP Chapter Office—Lecture Center 6a—x2770**

## Professionals

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The question remains why timesheets cannot be revised to include a column, next to the holiday compensation, for compensatory time earned for 'overtime' worked. Professionals statewide and even on the New Paltz campus are somewhat divided on how to address this issue. One camp wants a defined workweek, be it 35, 37.5 or 40 hours, the other camp wishes to be professionals, free to come and go with no strict time calculation. One's attitude depends on the policy of the campus or the supervisor. When you receive your survey, for the next round of contract negotiations, make sure you mention you want to see 'comp time' listed on time sheets. Supervisor training is an important component of legitimizing comp time. Comp time is of no value if you work extraordinarily long hours and have no opportunity to use it.

The Fair Labor Standards Act (FLSA) changes of 2005 could reclassify many of our members. A change to "non-exempt" status entitles you to paid overtime. Administrative computing is an area on most campuses where there are long hours. Every campus has different scenarios regarding work weeks and granting of comp time.

Many of the regulations for professionals are outside the official contract because this allows for ongoing discussions of these items with the State during the length of the contract. Only items in the contract are enforceable or can be grieved. These extra items are in the Memorandum of Understanding (MOU) or Appendixes to the contract. Some people propose getting rid of the MOU and appendixes so everything is enforceable. If you agree you will have an opportunity to tell the Negotiations Team this summer when they come to our campus.

## Adjunct Limit

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track positions. As elsewhere in the profession, vacancies within the tenured, full time faculty were replaced by low paid contingent faculty with each successive year. The cap may have moderated this decline in tenured faculty positions, but it did not reverse it.

More and more, the image was created that given the growth in the number of adjuncts, there was a commensurate growth in the number of courses being taught by part time faculty. The actual percentage of courses taught by part-time faculty is unclear, but reasonable estimates gathered from the College Administration place the figure at between 25 and 35 percent of all courses offered. In essence, the cap limited the number of part time faculty that departments could hire (i.e, reduced the pool), and as a consequence, drove the salary for their services upward. Thanks, in large part to UUP efforts during this period, adjunct salaries rose from just under \$1300 per 3 credit course to over \$2400. In addition, we should be mindful that part timers occupy many roles on campus other than teaching. They also serve as supervisors of student teachers, professional administrators of academic and non-academic programs, coaches, music instructors, and computer programmers. Tenured and tenure-track faculty, academic and professional, are the core work force of the College, while adjunct faculty supplement the academic and professional services in essential ways. Nevertheless, part time faculty should be adequately compensated for their work.

The growing reliance on adjunct faculty in conjunction with the two-course cap imposed a heavy burden on some departments and programs, which depend heavily on adjunct labor to offer their programs. Chairs and program coordinators were required to recruit and supervise many different part-timers, in some instances, making it nearly impossible to staff their courses and programs fully. While the health benefits won for adjunct faculty by the UUP through collective bargaining secured the commitment of many well qualified adjuncts, some opted for jobs at colleges that had no course limitation. Other part-timers became the infamous

“roads scholars,” traveling from college to college as they tried to stitch together an adequate income. The UUP has struggled to find ways to support adjunct faculty members while militantly defending the principle that the college must not abandon full time tenured positions as the foundation of the education we offer.

While the UUP has withdrawn its support for the two course cap, we remain committed to the goal of increasing the number of good paying tenure track academic jobs. We endorse departments hiring adjuncts to teach more than two courses in a semester where programmatic needs require it, but the UUP insists that all adjuncts be adequately compensated for their services. In addition, UUP will do all within legal constraints to encourage the Administration to hire full time faculty on tenure track and permanent position lines.

Finally, let us not overlook the actions of the Administration, those who actually decide whether to hire tenure track or adjunct faculty for vacant positions. For over a decade, Administrations chose the route less troublesome for them; to hire underpaid adjuncts rather than tenure track faculty. The current Administration has advocated on more than one occasion its goal of increasing the number of tenure track faculty and decreasing the number of adjuncts on this campus. As a community, we should applaud these efforts and support the principle that tenure track faculty are preferred to non-tenured employees, academic and professional. With permanent appointment of employees comes the right of due process and academic freedom and the full benefits of collective bargaining.

The withdrawal of support by UUP of the two course cap facilitates efforts by departments to recruit employees, and in doing so, offer job opportunities that provide stability for the department and its adjunct members. Although there are, at present, no limits on the number of courses that a department may offer to an adjunct faculty member, UUP advocates for tenure track lines for full time workers. Tenure track, full time faculty members are the prime source of departmental and campus prestige, and a tenured faculty is the ideal of academic professions.

## Retirement

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Details about specific benefit provisions can be found under "Benefits", "Retirement" on the state UUP website ([www.uupinfo.org](http://www.uupinfo.org)), but below I provide some summary information.

I was pleasantly surprised to learn that the value of our unused sick leave is applied to future health insurance premiums. That can completely pay for your health coverage. For folks who've already been retired a while, that could be forever. Of course, with the cost of healthcare rising, there's no 'guarantee' of that, but it sure looks good right now. Also, since we are New York State employees, the state will reimburse us for the Medicare Part B premium (that's not the new drug plan, more about that next). Social Security automatically deducts that amount from your Social Security pension, and as Social Security benefits rise, so does that premium. We come off pretty well here.

About that new Medicare Part D drug plan, they must have been on drugs when it was enacted. We are fortunate that our drug plans continue into retirement. Empire Plan drug benefits included in our health insurance continue, and they are better than the Part D morass even if they iron out the numerous kinks in that program. The other HMO plans also include drug coverage, but policies vary. Again, for specifics for your plan, look at the UUP webpage.

### **New Paltz Campus Benefits**

In addition to the above union-related benefits, SUNY New Paltz retirees can also:

- Get a Free Parking Sticker! (That's the good news - the bad news is it's the same old 'hunting license' for a space)
- Use the library
- Keep your college email account – remember, you can access your email from anywhere in the world with web access.
- Some other SUNY campuses also provide a place on campus for retirees; perhaps New Paltz will some day too. The Library is one place being considered for this.

## UUP Retiree Chapter?

At the January 2006 UUP Delegate Assembly, a proposed UUP Constitutional Amendment was considered which would set up a Retiree Chapter with Delegate status similar to campus chapters. The number of UUP retirees is growing, so the goal is both to keep retirees active in union governance, while encouraging newer members to become active in UUP. How best to accomplish this was debated at the plenary session of the Assembly. The constitutional amendment was not voted on, but referred back to the Executive Board for further study.

## Quotable

**"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds."**

**Abraham Lincoln**

## The Bullhorn

The opinions expressed in the Bullhorn are those of the authors and do not necessarily represent the opinion of the United University Professions.

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## Article submissions and Letters to the Editor

If you have an idea for an article, please contact the editor at [obachb@newpaltz.edu](mailto:obachb@newpaltz.edu). All UUP members are welcome to submit letters to the editor. Letters should be no longer than 150 words. They should be sent as an attachment in Word format to the above e-mail address.

## Grieve

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Below are some examples of available appeals procedures.

### **A professional receives an "unsatisfactory" evaluation (Appendix A-28 of the UUP contract).**

The member has 10 working days to give notification of appeal to the College and to the Committee on Professional Evaluation. The Committee has members appointed by both UUP and by the Administration and will conduct an independent investigation concerning both the substance and the procedures of the evaluation. Although the Administration is not obligated to follow the Committee's recommendations, a positive recommendation from the Committee has, in the past, sometimes led to a reappointment. Upon receiving an "unsatisfactory" evaluation, a professional should contact UUP immediately; we will assist in the notification procedures and in preparing the appeal.

### **An academic receives a negative recommendation during a tenure or reappointment process at a level preceding the Provost's review.**

This is a non-contractual procedure instituted by the Provost. An academic who wishes to respond to a negative recommendation prior to the Provost's review can do so during a fixed time period announced by the Provost. During this period it is possible to develop a written response to a negative recommendation, and it may be possible to supply additional documentation in support of the academic's case.

### **Denial of tenure or permanence (Article 33 of the UUP contract).**

If an academic member receives positive recommendations during the initial and intermediate stages of a tenure decision, but then receives a negative decision from the President, the member will be notified by the College that the member has 10 working days to initiate a Chancellor's review. A similar right to review is available to professionals with a history of satisfactory evaluations culminating in a negative decision for permanence. A Chancellor's review entails an appeal to a campus committee with both UUP and administrative appointees. The Committee's recommendation is sent to the Chancellor, who makes the final decision.

**Disciplinary proceedings (Article 19 of the UUP contract).** Articles by Glenn McNitt in this issue and the last address some aspect of disciplinary proceedings. Here I will suggest some preventative measures to avoid reaching that stage of the process. Avoid these danger areas:

1) Do not be insubordinate. Insubordination, including failure to file required reports, can lead to formal disciplinary proceedings. Follow direct orders, then talk to UUP.

2) There are strict limits to the amount of time you can devote to outside employment and to the amount of compensation that you can receive for such employment. These limits apply irrespective of how much time (40, 50, 60 hours per week) you devote to your SUNY position, and they apply as well to self-employment as, say, a therapist or consultant. Always get permission for outside employment.

3) Similar restrictions apply to employment during sabbaticals. I learned to my surprise (by asking in advance) that the College would not permit me to teach a course at the school I was visiting in order to recover my travel and living expenses. I also learned from this experience that policies change, since such teaching was permitted by an earlier Administration.

4) Be wary of social relationships with students. To be safe, all meetings with students should be on campus and in a public area, or in an office with the doors open.

5) Do not use college facilities or equipment for private purposes without permission. Get a personal account to make personal phone calls on your office phone.

**To grieve or not to grieve?** Sometimes this is a very difficult question. If you do not have a continuing appointment, even if you are being blatantly mistreated by a supervisor or by colleagues on a review subcommittee, it is a difficult decision to grieve the issue, even informally. This is because the supervisor or subcommittee will likely have another chance to evaluate you in the future, and retaliation can occur. But there are no negative consequences to talking confidentially to UUP, letting us know about your difficulties, and discussing your options. In matters of grievance, truly, in union there is strength.

## Health Care

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ties to the Democratic party, whether or not the party's leadership advances workers' interests), workers bargain for benefits contract by contract -- if they're lucky enough to have a union. Some non-unionized companies, of course, offer benefits as a way of keeping unions out. Unemployed workers fend for themselves. For the poorest Americans who depend on Medicaid, the Bush Administration's proposed budget cuts will raise costs for 13 million people and deprive 100,000 more people of medical coverage.

Before Medicare was passed in the 1960s, attempts to legislate government-supported healthcare were defeated in Congress by coalitions of business interests in both parties. Even Roosevelt's New Deal lacked a healthcare component, which was withdrawn in order to get other measures passed. During World War II, bound by wage and price ceilings, employers competed for workers by offering fringe benefits such as health insurance.

After the war, when European countries established national healthcare systems at the behest of their labor movements, President Truman tried and failed to establish one here. Enough Democrats joined Republicans to kill the measure several times, calling it "socialized medicine." Instead, employer-based private insurance became a bargaining issue in U.S. union contracts. In the same period, Congress passed the Taft-Hartley Act, which reversed hard-won labor rights and established controls over how health benefits were negotiated in collective bargaining agreements. Subsequent Congresses, including those dominated by Democrats, have refused to overturn Taft-Hartley or pass universal healthcare.

Among those who gain the most from employer-based healthcare are private insurance companies, which control how medical care is delivered to workers while raking in enormous profits. Employer-based healthcare is also advantageous to employers, who can keep workers in line by tying healthcare to the job. Lose the job and you lose your healthcare.

Workers benefit too, of course. Under the current system, employer-based insurance is their only choice. This system has also been beneficial to unions. Medical insurance is an important organizing tool, and being able to provide it helps unions attract workers. Some unions control insurance providers, which bring in revenues to the union treasury. A number of these unions have shortsightedly resisted universal medical coverage, choosing to benefit their own members instead of working toward covering all workers.

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### **The U.S. is unique among the world's advanced industrialized countries: it is the only one without universal healthcare**

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The primary disadvantage of employer-based healthcare is the number of people excluded. And now the system itself is in trouble. With healthcare costs skyrocketing, employers are balking at paying the price, pushing more of the costs onto the workers. This presents an opportunity for labor to fight for universal, publicly-supported healthcare coverage.

In fact, many unions and labor councils have been struggling for years for single-payer healthcare. (See <http://www.healthcare-now.org/shownews.php?nid=195&sid=2&subid=6>.) The UUP has passed two resolutions for a national plan, most recently at this winter's Delegate Assembly in support of H.R. 676, a single-payer healthcare bill in Congress introduced by John Conyers (D-MI).

The unionists who are fighting for healthcare for all working people are setting an example of class solidarity that is in the best union tradition. Despite historic defeats in recent decades, our movement is becoming energized by healthcare reform. With more than 15 million workers and hundred of millions of dollars, organized labor has the power to play a leadership role in winning universal healthcare.

## Pension

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country are experiencing a reduction, freeze or the termination of their pensions and health insurance coverage. At the very ages when they are most vulnerable, many retirees are coping with unanticipated income reductions and increased financial responsibilities for their health insurance. None of us is safe from these assaults on pensions and health insurance coverage. However, helping to build a strong union is one way to protect our future.

Last December's 60 hour strike by Local 100 New York City transit workers brought heightened attention to the insecure status of retirement benefits for those of us who work in the public sector. Over 90% of public sector workers currently receive traditional retirement benefits: employer-sponsored defined monthly amounts based primarily on years of service, age at retirement and a period of highest earnings. However, there are growing threats to the maintenance and continuation of such pensions. In 1985 there were 112,000 defined benefit plans, today there only are 29,000 such plans.

The Metropolitan Transportation Authority's (MTA) divisive attempts both to increase the retirement age for new workers from 55 to 62 and to raise the contribution to their pensions from 2% paid by current workers to 6% for new hires brought the New York City subway and bus system to a screeching halt last December. While this strike at the height of the holiday season forced the MTA to drop its demands for concessions to new transit workers' retirement benefits, this issue won't disappear from bargaining tables.

One simply has to look at what is happening in the private sector to better understand the precarious position of retirement benefits. In 1960, 40% of private sector workers received traditional retirement benefits. Today, fewer than 20% receive such benefits.

With only 7.9% of the private sector workers unionized, management has been successful in efforts to reduce its pension responsibilities and costs. Pension costs have contributed to the bankruptcy of auto parts maker Delphi, financial problems at General Motors and Ford and eight airlines seeking bankruptcy protection as they cut the promised pensions to their employees. International Business Machines Corp (IBM) announced in early January 2006 that it will freeze contributions to the pensions of its 120,000 American employees at the end of next year. IBM had already ended traditional pension plans for new hires last year. To cut its costs ultimately by billions, IBM's traditional plans will be replaced by various 401(k) plans where benefits are based on investment performance rather than

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### **None of us is safe from these assaults on pensions and health insurance coverage.**

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guaranteed monthly payments. Similarly, other companies, including Verizon Communications, Inc. and Hewlett-Packard, have frozen pensions and encouraged employees to participate in their less costly 401(k) plans. Worker after worker is sacrificing salary increases and being asked for give-backs to help management fund their promised pensions. The Pension Benefit Guaranty Corporation, the federal government agency that insures most traditional pensions, already has assumed responsibility for over 120 private pension plans.

Because of swelling pension costs, public sector management also has made their reduction or elimination a priority in contract negotiations. Public Sector pension payouts have risen to \$121 Billion from \$81 Billion four years ago. Thirty-two percent of cities and towns have cut jobs in order to pay pension costs. In 2005 pension costs for the MTA rose to \$453 million from \$145 million in 2002.

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## Pension

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The escalating costs of pensions and health insurance premiums guarantee continued management demands for their reduction. UUP will not escape this attack on benefits. While non-unionized workers are more vulnerable than we, UUP faces similar challenges to preserving our retirement and health insurance benefits.

But UUP is only as strong as your individual commitment. To successfully protect and expand your rights and benefits, UUP requires your support and participation. What can you do?

- For starters, be certain that you are an actual member of UUP. Simply having UUP dues taken out of your pay check does NOT necessarily mean that you are a UUP member. UUP, like many unions, is an agency-fee shop, which means that everyone pays dues for union services regardless of his/her official membership. Actual union membership is one indicator that the administration looks at to determine union mobilization, and that influences our strength at the bargaining table. If unsure, check your membership status. Simply, telephone the UUP Campus Office (845 257 2770) to find out whether or not you have completed and signed a membership card.
- Make paycheck contributions to UUP's Vote Cope program. This money is used to support advocacy efforts with elected Albany officials. Legal protection for promised pension and health insurance benefits to retirees is essential. Vote Cope contributions sustain UUP's work to secure these and other essential state laws to protect the terms and conditions of our work and retirement. Vote Cope money also helps to elect officials who support our causes and interests.
- Participate in the advocacy efforts of the New Paltz Chapter. The Chapter President, Glenn McNitt, regularly solicits volunteers to visit local legislators both in Albany and in regional offices. It is time for each of us to give a few hours to strengthen UUP efforts to promote and protect the well-being of members
- Attend and participate in UUP Chapter meetings, events and activities. Be informed. UUP strength is largely determined by the sheer number of supportive and active members. The more of us who are visibly committed to the Union, the stronger our elected union representatives are in their discussions with administration.

Worrying about your retirement is not enough. In addition to assuming an increased financial responsibility for your own future, each of us needs to do what we can to empower UUP because only UUP can protect and expand the rights and benefits for all of us.

## SAVE LIVES

A New York State statute is requiring State Agencies to implement an Automatic External Defibrillator (AED) program. We are currently working with the SUNY Central Administration to determine how many AEDs will be necessary to comply with the Statute's requirement for a 3 minute response time. This program will be implemented over the next 4 years and it will require the training of campus faculty/staff volunteers in AED use. If you are interested in being considered for this program, please call or e-mail xxxxxxxxxxxx at xxxxxxxx or xxxxx.newpaltz.edu.

**NOTE: In the case of any campus emergency dial 911 from a campus phone.** This call will be answered by University Police. 911 calls from cell phones are routed to the local county emergency center and will add to response time. From a cell phone University Police can be reached by dialing 257-2222.

# Why Publish DSIs?

At the end of this issue of the Bullhorn we provide a list of DSI awards allocated in 2005 based on employee performance in 2003-2004. Below is an explanation for why this is important.

Every year we publish a list of discretionary salary increase recipients. We believe it is appropriate to make this information readily available given the discretionary nature of these salary increases. But first it is important to note that state employee salary information is public record, thus publishing this information is not violating privacy. Complete salary information is available at the Circulation Desk in the Sojourner Truth Library, and you are encouraged to review that more complete record.

UUP members have varying views on the benefits and drawbacks of the DSI provision of our contract. In general, unions typically seek to limit employer discretion, because discretion is always subject to abuse. Employers can use discretion opportunities to reward those whom they favor and to punish those who cross them. It is our hope that DSIs will not be used in this manner, and that they will be distributed according to merit. But history demonstrates that such rewards (and punishments) are not always meted out on the basis of how well an employee carries out their job.

In many instances historically employer discretion has been used to discriminate on the basis of factors such as race and gender. In other cases it has been used to target unionists or other employees who stand up for their rights or seek to improve working conditions. At other times corrupt employers have used discretionary rewards to benefit their personal friends.

Even in the best of circumstances, where salary increases are distributed on the basis of exceptional work, the results are less than ideal for workers. This type of incentive can be used to "raise the bar" on workloads as workers are compelled to compete against one another in an increasingly demanding upward spiral of productivity. Similar to piecework, this incentive technique may "benefit the institution" in the case of public entities or enrich owners in private employment, but their effect on work life can be detrimental.

These are the reasons why unions commonly seek to limit employer discretion in negotiated contracts.

Many union advocates argue that both the job and the compensation level should be as clearly defined as possible, so as to avoid the abuses associated with employer discretion. Indeed the UUP does not *seek* the DSI provision in the bargaining agreement. But state negotiators often hold back this one percent and only agree to include this salary provision as an add-on to negotiated across-the-board increases if the UUP agrees to the administration's discretionary control of these additional funds.

It is clearly stipulated in the contract that the additional money must be used for employee salaries, thus there is no risk of it being diverted for other purposes. But within the salary framework, the employer is not contractually required to limit raises to a particular amount or to utilize faculty committees to make recommendations in the process. Theoretically the college president could decide to give the entire allocation to one person. But despite this dangerous lack of contractual controls, the union negotiators have always conceded to the discretionary element rather than sacrifice the additional monies altogether.

Despite concerns regarding employer misuse of DSI allocations (and there are clear cases of abuse elsewhere in the state), some still believe that the DSI process and the controls that we have in place locally are sound, and that it is appropriate to allocate funds on this basis. The principle of rewarding merit is certainly not inconsistent with the dominant cultural belief system. It is only suspicion of abuse and concern for the quality of our work lives that leads some to oppose the DSI system.

But hopefully we can all agree that careful monitoring will help to ensure that the system works as it is supposed to, and by publicizing this information we can all serve as monitors. "Sunlight is the best disinfectant" is a saying commonly used in defense of public disclosure. Knowing that DSI allocations will be viewed by hundreds helps to ensure that corruption and abuse will not infect this process.

## Discretionary Salary Increase Awards 2005 (based on 2003-2004 performance)

ADAMS	MICHAEL	\$1,300
AGAJANIAN	ARAM	\$500
ALBERTSON	JUDITH	\$200
ALLEN	SUSAN	\$1,500
ALTMAN	PORTIA	\$750
ANDERSON	JANICE	\$650
ARNOLD	MERLE	\$1,050
ATKINS	PAMLYN	\$500
AZARI RAD	HAMID	\$1,300
BACKHAUS	KRISTIN	\$1,300
BALABAN	MARK	\$2,000
BALANTCAMPBELL	ANNE	\$1,050
BELL	KAREN	\$1,300
BENDER	SHANA	\$750
BENINCASA	JANIS	\$1,000
BENNETT	JAMES	\$650
BERNSTEIN	LEE	\$650
BLANKENSHIP	J	\$650
BLUME-HARTWELL	LISA	\$1,100
BONILLA	ANTONIO	\$1,000
BOOKS	SUSAN	\$1,300
BOWER	WENDY	\$400
BOYLE	MARY	\$1,050
BROCKER	HELEN	\$300
BROWN	PETER	\$1,300
BRULEY	ROBERT	\$1,000
BRULEY	COLLEEN	\$1,000
BURNS	JAMES	\$500
CARACCI	CORINNA	\$2,319
CARDILLO	RIMER	\$1,050
CARDONA	NIZA	\$750
CARTER	JASON	\$400
CASKEY	KEVIN	\$1,300
CAVALLARO	DAVID	\$1,000
CHAUVET	PAUL	\$800
CHENG	AMY	\$400
CHIKWENDU	EUDORA	\$650
CHORZEMPA	BARBARA	\$400
CHOWDHURY	SHAFIUL	\$1,300
CITERA	MARYALICE	\$1,050
CLARK	WILLIAM	\$465
CLARK	THEODORE	\$650
CLARK	DAVID	\$650
COGSWELL	JOHN	\$500
COHEN-LAVALLE	ROBIN	\$500
COMBS	MICHELLE	\$1,000
COWAN	CAROLE	\$400
CROCKETT	LYNNE	\$650
CRYER	MARY	\$350
DALGIC	ORKUNT	\$400

DAVILA	ELISA	\$1,050
DEEN	MARYSTELLA	\$1,300
DEGROOT	CORNELIS	\$650
DELAPE	CHRISTINE	\$2,500
DEMAIO	SUSAN	\$750
DEMUNCK	VICTOR	\$650
DEMUTH	PETER	\$2,000
DERGHAM	NANCY	\$800
DESCHAMPS	FRANCOIS	\$1,050
DHAR	PREETI	\$1,300
DILL	CYNTHIA	\$750
DOHERTY	DENNIS	\$1,300
DOMINICI	DIEGO	\$1,300
DOOLEY	COLLEEN	\$350
DORNEY	JUDITH	\$400
DOSREIS	ANTHONY	\$1,050
DOWLEY	KATHLEEN	\$1,050
DUHANEY	DEVON	\$1,050
DULL	LAURA	\$1,050
DZIUBA	MARK	\$400
EASWARAN	CHIRAKKAL	\$650
EBERHARDT	LEWIS	\$350
EBRAHIM	AHMED	\$400
EDWARDS	PETER	\$1,300
EKMAN	ERIK	\$800
EKMAN	MARY	\$1,300
ENDRES	BENJAMIN	\$650
ERNE	IAN	\$800
EVANS	ANDREW	\$1,050
FAIRBROTHER	PETER	\$500
FAKLER	MARY	\$1,050
FARBANIEC	DAVID	\$500
FELICIANO	WILMA	\$800
FEUER	JOAN	\$750
FIALKOW	LAWRENCE	\$1,300
FIFE	ERNELLE	\$400
FREEDMAN	DANIEL	\$1,050
FRENCH	KATHERINE	\$1,050
GALPERIN	ANNE	\$1,050
GAYLE	MICHAEL	\$1,050
GEHER	KATHLEEN	\$372
GEHER	GLENN	\$1,300
GIUFRE	MATTHEW	\$1,000
GODING	ANNE	\$800
GOOD	HOWARD	\$1,300
GOODELL	KATHY	\$400
GORRICK	ANNE	\$500
GRASSI	MARIO	\$750
GREENOW	LINDA	\$1,300
GROSSI	GIORDANA	\$1,300

GRUNWALD	GAYLE	\$750
GUIRY	MICHAEL	\$400
GULLICKSON	ERIC	\$750
HALPERN	RICHARD	\$800
HAMMOND	JAN	\$1,300
HARRIS	KRISTINE	\$650
HARRISON	JAN	\$350
HAUPTMAN	LAURENCE	\$1,050
HAVRANEK	GWEN	\$2,500
HERMELE	STEPHEN	\$500
HESTER	ELIZABETH	\$650
HIGHLEY	TONDA	\$500
HILL	MELANIE	\$4,662
HILLIARD	RUSSELL	\$1,300
HO	HON	\$800
HODDER	DONALD	\$750
HOFSTETTER	ELAINE	\$800
HOSSEINI	MAJID	\$650
ISABELLE	AARON	\$800
IZADI	BABACK	\$650
JANG	DONGKEUN	\$800
JIN	PING	\$1,050
JOHNSON	NANCY	\$1,300
JOHNSON	MARGARET	\$1,300
JUHL	MICHAEL	\$1,500
KADDAR	YOAV	\$4,400
KALHOR	HASSAN	\$1,050
KANAN	A	\$400
KASSOP	NANCY	\$1,300
KASTNER	MARY	\$500
KAUFMAN	PETER	\$1,300
KELDER	RICHARD	\$4,000
KEMPTON	DANIEL	\$400
KHALIFA	YASER	\$800
KING	BETH	\$500
KNIFFEN	LAURA	\$350
KOCZANSKI	MICHAEL	\$500
KONOWITZ	ELLEN	\$1,050
KRAAT	SUSAN	\$650
KRAUS	KATHLEEN	\$1,250
LAUFERTURK	STELLA	\$400
LAVOIE	KIMBERLY	\$2,000
LEE	JAE	\$800
LEFKOWITZ	JOEL	\$1,300
LEMPKA	WAYNE	\$750
LETTIS	HARRIET	\$800
LEWIS	SUSAN	\$800
LI	KEQIN	\$1,300
LITTLE	RITA	\$1,000
LIU	SHUGUANG	\$400
LIU	SHUANG	\$464
LIZARDO	CARMEN	\$650
LLOYD	GWENETH	\$1,100
LOCKE	BRUCE	\$500
LOHANBREMER	MAUREEN	\$750

LOVETT	SARAH	\$650
LUKASZEWSKI	KIMBERLY	\$1,050
LUNDERGAN	EDWARD	\$400
LYONS	JAMES	\$750
MAJAK	JULIETA	\$1,894
MANN	CHRISTOPHER	\$500
MAYNARD	DOUGLAS	\$1,050
MCCABE	BRIAN	\$500
MCCAW	DAWN	\$750
MCFARLAND	KEVIN	\$1,000
MCGLINN	LAWRENCE	\$1,050
MCLAURIN	JAN	\$1,250
MCNITT	FRANCIS	\$400
MELLONI	GIORGIO	\$650
MEYER	THOMAS	\$1,300
MILLER	JEFFREY	\$400
MILLER	ROBERT	\$1,050
MILLER	DEBRA	\$2,000
MIMLITSCH-GRAY	MYRA	\$1,300
MINNICK	ANN	\$1,250
MITTENBERG	VALERIE	\$400
MORA	ADRIANNE	\$500
MORRIS	BERNADETTE	\$1,500
MOZAYENI	SIMIN	\$400
MUFFS	MICHAEL	\$1,300
MURPHY	CAROLINE	\$950
NACK	GARRY	\$750
NASH	ALISON	\$650
NEUHAUS-SCHU	SUSANNA	\$650
NEUMAN	JOEL	\$1,300
NOEL	ANDREA	\$1,050
NYQUIST	CORINNE	\$400
OBACH	BRIAN	\$1,300
OLSEN	THOMAS	\$1,300
O'SULLIVAN	JULIE	\$750
OTIS	MICHAEL	\$1,050
OZLER	SERIFE	\$1,050
PALEN	JAMES	\$1,000
PARAMESWARAN	GOWRI	\$1,300
PARK	JIN	\$400
PARK	SANGSOOK	\$400
PETRUZZELLI	BARBARA	\$650
PHAM	HANH	\$1,300
PHILLIPS	PATRICIA	\$650
QUINLAN	TODD	\$750
RADHAKRISHNAN	DAMODARAN	\$1,050
RANCE-RONEY	JUDITH	\$650
RANT	STEPHEN	\$800
RASKIN	JONATHAN	\$1,300
RAVISHANKAR	KRISHNAMURTHI	\$2,800
REUBEN	RACHEL	\$5,066
RIGOLINO	RACHEL	\$1,050
RINSCHLER	DANA	\$1,500
ROINILA	MIKA	\$400
ROPER	LOUIS	\$1,300

ROSCHELLE	ANNE	\$1,300
ROSENBAUM	MICHELLE	\$1,000
ROZTOCKI	NARCYZ	\$1,300
SAAVEDRAHERNANDEZ	RAFAEL	\$1,050
SALEND	SPENCER	\$1,300
SARRANTONIO	THOMAS	\$1,050
SAUNDERS	KEVIN	\$800
SAWYER	MARY	\$1,300
SAXE	PATRICK	\$750
SCHMIDT	JAN	\$800
SCHNIEDEWIND	NANCY	\$1,300
SCHOUTEN	PENNY	\$750
SCHULTZ	LAURA	\$750
SCHULTZ	SALLY	\$1,300
SCHWARTZ	JONATHAN	\$1,300
SCOTT	RENDESIA	\$750
SEAMAN	MATTHEW	\$800
SELIGMAN	SUSAN	\$650
SENER	TULIN	\$650
SHIFTAN	ANAT	\$650
SHOCK	VIKA	\$1,000
SILLNER	BRUCE	\$8,250
SIMS	SHANNON	\$1,100
SISTARENIK	DANIEL	\$1,000
SLADER	JENNIFER	\$750
SMAILER	MEGAN	\$500
SMITH	LINDA	\$800
SMITH	ROBIN	\$1,300
SNYDERLEIBY	TERESA	\$1,050
SOBRADO	CORNELIUS	\$500
SPANGLER	LYNN	\$1,300
SPERBER	IRWIN	\$400
SPETH	LURA	\$500
SPILMAN	EMILY	\$750
ST JOHN	PAMELA	\$400
STEVENS	MARY	\$800
STICKEL	BARRY	\$500
STOKES	SUZANNE	\$1,300

STONEBACK	HARRY	\$650
STRAUSS	DIANE	\$800
STRICKLAND	ELIZABETH	\$650
SULLIVAN	PATRICIA	\$4,800
TAVAREZ	ROMAN	\$750
TIKOO	SURINDER	\$1,050
TIMPERIO	DANIEL	\$500
TOZZI	SHARON	\$500
TRAGER	NEIL	\$1,250
TRAHAN	ROBERT	\$500
TRAPP	EMILY	\$800
TREZZA	FRANCIS	\$400
TSAI	CHIH YANG	\$800
TUTTLE	IVELISSE	\$1,000
UCHMANOWICZ	PAULINE	\$1,300
VANDERLIPPE	JOHN	\$1,050
VANGARDEREN	DELINDA	\$1,300
VARGAS	BETH	\$1,250
VINSON	STEPHEN	\$1,300
WADE-LEWIS	MARGARET	\$650
WAIT	JENNIFER	\$500
WALTERMAURER	EVE	\$400
WANG	YA	\$650
WAUGH	ROBERT	\$800
WEATHERLY	MICHAEL	\$750
WECHSLER	ALICE	\$650
WELENC	CHARLES	\$750
WENDELL	RAYNA	\$200
WHITAKER	CHRIS	\$600
WHITTAKER	CATHARINE	\$1,050
WILLIAMS	BRIAN	\$1,000
WILLIAMSMYERS	ALBERT	\$400
WINTERS	JANE	\$500
WINTERS	HELISE	\$1,000
WOLF	REVA	\$800
ZIELINSKI	DARIANN	\$500
ZUNOUBI	MOHAMMAD	\$650
ZWICK	MARLENE	\$850