



The Sentinel

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UUP - Oneonta

September 2006

With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education ... than any other association of men. - Clarence Darrow

Honor Labor Day: Monday, September 4, 2006

By Bill Simons, Chapter President



The working women and men of America find themselves assaulted by rising prices, the polarization of wealth, and the arrogance of power. The American Dream is imperiled. It is important on this Labor Day that your voice is heard. Our choice is stark: either allow anxious inertia to defeat us or fulfill our destiny as the emancipators. **United University Professions (UUP) cordially invites all segments of the College at Oneonta community and of the larger Oneonta community to a Labor Day celebration on Monday, September 4th, 2006 on the Upper Quad of our campus, between 11:00 AM and 1:30 PM.** UUP welcomes professionals and faculty in our bargaining unit, sisters and brothers in CSEA and the Teamsters and PEF and Council 82, students, townspeople, and College administrators to our Labor Day observance. Dr. Robert W. Compton (Associate Professor of Political Science, author of several works on global politics, Academic Vice President of UUP Oneonta, consultant to the Center for International Development's Legislative Fellows Program and member of its SUNY advisory committee, Presiding Officer of the College Senate, and recipient of Binghamton University's Delta Award for distinguished public service) will deliver remarks on "Labor Day, Union Solidarity, and Community Service." UUP will provide complimentary refreshments. Rain or shine, our large tent will feature cookies and lemonade, expressions of solidarity, colorful posters and banners, and the music of the labor movement. For further information, contact Dr. Loraine Tyler, UUP's Director of Special Events, at 436-3390. Kudos to Loraine for coordinating this special Labor Day observance. – her generosity with her time and talent is much appreciated.

Over 400 people celebrated Labor Day with UUP Oneonta last year. The New Solidarity of UUP Oneonta has matured. And, that momentum has enabled UUP to be proactive on a number of issues critical to its membership:

- Encouraging full-time faculty to examine the Faculty Handbook criteria for reductions in teaching load;
- Advocating for base salary increases for part-time adjunct faculty, as well as for full-time faculty and professional employees doing extra service teaching;
- Addressing Summer School stipends
- Clarifying the eligibility of part-timers for discretionary salary increases;
- Facilitating the establishment of the Committee on Professional Evaluation and the College Review Panel to enlarge the rights of UUP Oneonta's Professionals;
- Participating in a number of meetings with members of the New York State legislature that played a role in significantly increasing SUNY funding;
- Helping augment member benefits;

- Mobilizing UUP Oneonta volunteers for flood relief; and more.

To bring these on-going campaigns to fruition, much still remains to be done. Labor Day 2006 provides an opportunity to renew our commitment to these endeavors. To quote but a few of the many UUP Oneonta members who expressed a resolve to honor Labor Day:

1. **Fida Mohammad**, Associate Professor (Sociology): *As blue color intellectual workers, we should honor Labor Day.*
2. **Joe Chiang**, Professor (Chemistry & Biochemistry): *I agree with you 100% to hold no class on Labor Day. Working people deserve this day off.*
3. **Steve Gilbert**, Chair and Professor (Psychology): *The man at the top of this picture is Benjamin Yakubovsky, who on this great day in 1921 became a citizen of the United States, and took on the American name 'Jacobs.' He was a tailor by trade, and a union man, toiling for the ILGU (International Ladies Garment Union). It was hard paying dues with money needed to feed his family. But paying union dues was to him what 'davening' morning prayers were to his father: an affirmation of faith in the future. Fast forward 85 years, and Steven, the second son of Benjamin and Rebecca's daughter 'Billie' (seated on the right), daily enjoys the bounty made possible, in great measure, by 'the union,' and those who sacrificed for it. We should properly commemorate Labor Day, but not simply to edify those currently privileged. A proper commemoration forces us to ask uncomfortable and usually avoidable questions: 'Does the person next to me at the Labor Day Commemoration ceremony enjoy a decent wage, have workplace protection, quality health insurance, and an adequate pension plan?' Probably not. 'Does she deserve them as much as I do?' Yes. 'How can we bring that about?'*

4. **Nancy Cannon**, Acting Head, Reference and Instruction (Milne Library) and UUP Oneonta Electronic Archivist: *My Wisconsin farm family knew no unions or Labor Day holiday. Cows required milking twice a day, seven days a week. If there were any farm labor unions in that place and time, I was unaware of them. Not that it mattered – my family was too fiercely independent to join one anyway. Despite the long hours, life was good. They owned their farm and were their own boss. The world has changed much since those days spent on the 'amber fields of grain.' The small family farm has been Walmartized into non-existence like small town businesses. Corporations now run megafarms, hiring low-paid workers who have little chance of ever owning a piece of the action. We are fortunate to have a union like UUP to represent us. Others are not so privileged. Remember those without union benefits as we celebrate Labor Day. Is there anything we can do to better the lives of those less well-off than ourselves?*
5. **Gina Keel**, Assistant Professor (Political Science): *Great and small achievements are rooted in the labor of dedicated individuals who sacrifice personal liberty in the service of others. Society and its institutions should reward their efforts with a day of recognition and celebration. Intellectual labor no less than manual labor deserves recognition and a holiday for relief and rejuvenation.*

6. **Dan McGraw**, Head Coach, Women's Basketball (Athletics): *Labor Day is a national observance set aside to celebrate the struggles and accomplishments of hard working men and women. Requiring students and faculty to report for classes when administrative offices are closed sends a mixed message.*

It is disheartening that at a public institution of higher education, there appears to be a lack of respect for the Labor Movement that created this great country.

Over thirty-five years, the rise in wages and salaries in the wide middle of the income distribution was 11 percent. The rise in wages and salaries at the top income distribution was 617 percent.

7. **Brian Lowe**, Assistant Professor (Sociology): *The recent economic prosperity experienced within the United States has been almost exclusively the result of the efforts of the middle and working classes. Despite the enormous profits of corporations and the fortunes of a few very wealthy individuals, the wealth controlled by these organizations and persons is in fact generated by the middle and working classes. Clive Crook notes in his article 'The Height of Inequality' that 'Over thirty-five years, the rise in wages and*

salaries in the wide middle of the income distribution was 11 percent. The rise in wages and salaries at the top income distribution was 617 percent' (Atlantic Monthly, September 2006:36). At this time of growing inequality within this country, further establishing the United States as having the greatest inequality in the post-industrial world, the importance of recognizing Labor Day becomes all the more pertinent. As the wealth generated by the middle and working classes is increasingly diverted upwards, we require public rituals that unite the real wealth builders and remind working people that we are the true wealth producers.

8. **Renee Walker**, Assistant Professor (Anthropology) and UUP Oneonta Grievance Officer: *When I started teaching at SUCO four years ago, I was excited to come to a place that was so supportive and welcoming. I was very surprised to learn that classes are held on Labor Day. Having come from a private college that does observe Labor Day, I was astonished that a state institution did not have this same tradition. I come from a family of hard working people and feel very strongly that Labor Day is not about 'having a day off' but about celebrating the American work force. I very much support a change in the schedule that would provide for all SUCO employees having the day off to celebrate properly.*
9. **Ben Dixon**, Assistant Professor (Geography): *It is fitting that the SUNY College at Oneonta recognize Labor Day since this is the state where it first began in 1882 with a parade and celebration in New York City. New York State officially decreed it a state-wide holiday five years later, and in the following ten years, it was celebrated from coast to coast. A look back in old newspapers from the early 1900s to the 1930s show that Labor Day rivaled Memorial Day and Christmas as the most popular holiday of the year because that generation recognized the importance and sacrifices of our country's labor movement in making the nation great. Our nation has continued to prosper because of the hard work ethic instilled in successive generations of Americans and, therefore, we must always remember our nation's labor force by setting aside just this day for commemoration."*
10. **Charles Dahan**, Assistant Professor (Music Industry): *Observing Labor Day is an excellent way to celebrate the hard work everyone does to make this college so great.*
11. **Linda Drake**, Executive Director (Center for Social Responsibility): *Labor Day is dedicated to the achievement of the American work force. All SUNY employees should be entitled to a day off for Labor Day. Everyone on our SUNY campus works hard, each employee is vital and each job is important. I feel that teaching is the most important job one can have. It is through teaching that professors are responsible for*

shaping the future of our society. It is because of the professor's dedication to the students that we see SUNY's strengths and leadership. Most office employees get to observe Labor Day, professors should get that privilege as well. They've earned it!

12. **Matthew Hendley**, Assistant Professor (History Department): *I strongly support a proper observance of Labor Day at SUCO. Students come to college to learn many things both inside and outside the classroom. Respect for labor and the rights of workers are invaluable lessons for students. It is hard to teach students that work or workers are worthy of respect when Labor Day is not fully observed on this campus. Labor Day should be a day to reflect on the contributions of all workers in building this country and not be another working day. I should add that I moved to Oneonta from Canada which has much stronger workers' rights than the United States. In Canada, Labor Day is a general holiday observed by practically all institutions and businesses. My memories of Labor Day before moving to Oneonta consist of attending Labor Day parades or being with my family. I never worked on Labor Day in any job full time or part time, academic or non-academic before coming to SUCO. Perhaps our neighbor to the North can offer some lessons to us about Labor Day.*

13. **Steve Walsh**, Associate Professor (Economics and Business): *Grouping Labor Day in with a few other unacknowledged holidays is a matter of administrative convenience. Unfortunately, doing so diminishes us all. We all – administrators, too – are toilers in our particular field who are making huge efforts to elevate our college and our students. In a recent article in The Sentinel, Tom Horvath noted quite correctly that many of us engage in close to 80-hour work weeks. White-collar or not, make no doubt of it, we are laborers. We are also part of a nation that was built by laborers. Both of my grandmothers suffered the loss of their husbands in tragic ways when each of my parents was quite young. The stories that I heard about the difficulties they endured and the enormous labors they engaged in were both frightening and awe-inspiring. My father was a cop whose labor resulted in his becoming the head of the homicide bureau in a Sheriff's Department in one of the most populous counties in this country. My mother was a secretary in a large school district who became the top ranked classified employee, as secretary to the Superintendent of Schools, in the last few of the thirty-one and one-half years in which she labored there. This just speaks rather superficially of two generations of my family history. Going backward to time immemorial my ancestors were all laborers as were the ancestors of almost everyone who will read this. It is time that we honored them and ourselves with just a single, thoughtfully dedicated day.*

Rain or shine, our large tent will feature cookies and lemonade, expressions of solidarity, colorful posters and banners, and the music of the labor movement.

14. **Denny Shea**, Professor Emeritus (Political Science) and first President UUP Oneonta: *Labor Day, a national holiday, celebrates the dignity of work and those who do it. We are academics and professionals, and we are also employees. We should and do celebrate the day with our fellow Americans.*

15. **Janie Forrest-Glotzer**, Documentation Specialist (SICAS Center) and UUP Oneonta Professional Delegate/Facilitator for Professional Issues: *In the middle of our busy and bustling lives when no one seems to have any spare time, it is important to take time to reflect and balance our commitments to both work and family. Labor Day is a day to rest, relax and to celebrate the fruits of your labor with your family. It is a day that we pay tribute to the working men and women in America, the creators of so much of the nation's strength, wealth, and the freedom of open institutions. Most of us are not architects, financiers, or university presidents, but our collective labor is what breathes life into their grand visions for society. Labor Day*

salutes them too! Let's tip the scales in the right direction; let's negotiate for the right to spend Labor Day with family and friends in celebration of the dignity, cooperative spirit, and accomplishments of labor.

16. **Mary Lynn Bensen**, Reference Librarian (Milne Library): *At the same time that Labor Day draws attention to working men and women in the United States, the festive tone of many of its contemporary observations tend to obscure the turbulent history of the holiday and its origins, which, when known, serves as a reminder that the quality of life for the American worker has improved largely through the persistent and organized efforts of those who have embraced the cause of labor, often in the face of great personal risk, addressed the inequities in the workplace, and upheld the value of work. More remains to be done.*
17. **Orlando Legname**, Assistant Professor (Music Industry): *The military took power in Brazil when I was one year old. Later, I supported Luiz Inacio "Lula" da Silva, a Metal Workers' Union leader in the process of developing the Labor's Party. In the 80s, the country needed to become a democracy again and I participated in the fight for direct elections for president. Now, Lula is the President of Brazil and is running for a second term. This is living history. It illustrates the real power of workers and unions. The observance of Labor Day is crucial to remind us of that and to make sure that we are each doing our responsibility.*
18. **Alex Thomas**, Chair and Associate Professor (Sociology) and UUP Oneonta Representative, Joint Labor-Management Grants Committee: *Labor Day in America is immersed in the contradictions of our time. On the one hand, it is out of step with the international labor movement by not being on May 1st - May Day. On the other, Americans celebrate the holiday enjoying the fruits of past labor struggles – talking with family and friends, playing in the yard or at the park, and generally relaxing. I suppose the key point is to remember the struggles of the past and to reaffirm our commitment to keeping the victories we have won. We cannot let the fruits of those struggles get whittled away.*
19. **Geoff O'Shea**, Assistant Professor (Psychology): *Labor Day is an important holiday to recognize because it pays tribute to the great social and economic achievements of the American worker whose dedication has given our country one of the highest standards of living in the world and whose democratic ideals have been a model for workers in other nations.*
20. **James McDermott**, Adjunct Lecturer (English) and UUP Oneonta Part-Time Concerns Officer: *Don't get caught up in arguments about whether May Day is the true Workers' Holiday, and that Labor Day is management's gift to workers. Just know that we shouldn't be working on Labor Day. It's a federal holiday. It's the unofficial 'end of summer' observation. And, when we work while schools are off, it causes great stress to families who have to arrange for holiday child care, and may even miss family and friends who ARE celebrating. SUNY UUP asks WHY ARE WE WORKING ON LABOR DAY?*
21. **David Lonborg**, SUCO Alumni (2003), Social Studies Teacher/Martin Van Buren High School (Queens, New York), and Member, United Federation of Teachers: *Labor Day exists as a reminder of the importance of recognizing the hard work and dedication of millions of people of today and yesterday. It is also a reminder of the strides that have been made and the improvements of the conditions and the livelihoods of working people; many of them due to the catalyst of the labor unions. Although they have become the object of criticism today, unions remain integral to the assurance that we are all adequately compensated for*

To ask individuals to work on the national holiday that honors workers erodes the dignity of labor.

our work and dedication, and ensuring that our safety and well-being remain a priority in all our fields of employment.

22. **Paul Conway**, Professor (Political Science): *With so many examples such as good American jobs that are outsourced and the horrible sweatshops that our corporations contract to do their dirty work in Asia, we see more and more evidence of the worst economic consequences of globalization everyday. The historical importance of organized labor as well as the need for revitalized labor movements in this country and abroad should be increasingly obvious. If we can't use a real Labor Day holiday to recognize and emphasize these points we're all in big trouble.*
23. **Fred Miller**, Professor Emeritus (Communication Arts) and longtime UUP leader: *We communicate by using symbols. Words are symbols, pictures are symbols, many of our gestures and actions are symbolic. We use our clothing as symbols, our haircuts, our cars. Even some very long and complex behavior is committed as a symbol, behavior which is intended to communicate something to someone. Labor Day in the United States is a symbol of the respect we as citizens have for the dignity of labor and our respect for the working women and men of our nation. It is set aside so that we may symbolize our pride – our pride in ourselves and in the work we do; the pride we have in our fellow workers. In fact it is an expression of the pride we have in our country. It allows us to celebrate and recognize the work of the millions of hands and minds it has taken to build our nation. It is a day which honors us all.*
24. **Rob Compton**, Associate Professor (Political Science) and UUP Oneonta Vice President for Academics: *In an era of political doubletalk with politicians and policy makers engaging in 'Talk Left, Walk Right' behavior, I expect the College of Oneonta to resist that escalating tendency and envision a future where Labor will take its rightful stage in national and international politics. The full observation of Labor Day is a small but critical component that will allow our members to reflect on the past struggles and successes of the Labor Movement and to come together to construct a more equitable future for all workers. Full Labor Day observation will send an unequivocal message that the College of Oneonta does the 'right thing.'*
25. **Don Hill**, Professor (Anthropology): *I've been a teacher at SUNY Oneonta since 1978. I have enjoyed my tenure; I like our school and the people who work here; and I find it a wonderful working and living environment. Before coming to Oneonta I worked at the American Museum of Natural History, Hunter College, Indiana University, San Francisco University, Goodman Heating and Air-Conditioning Factory, and about four or five other places. This is the only place that I have worked where WORK was required on LABOR DAY. I find this very, very difficult to understand. Why do we work on a nationally approved holiday, glorified by Republicans, Democrats, Greens and other political parties? It is considered by our state and national leaders as a legitimate day of rest, a day to reflect on labor organizations and the work ethic, but not apparently by our local administration. What gives? Why do they insist on returning us to the days of yore, before the Triangle Factory Fire, before the organization of the AFL, the CIO, UUP, and my favorite workers group, the IWW?*
26. **Ed Wesnofske**, Assistant Professor, retired (Sociology) and Past President UUP Oneonta: *To ask individuals to work on the national holiday that honors workers erodes the dignity of labor.*
27. **Sen Zhang**, Assistant Professor (Mathematics, Computer Science, & Statistics): *I am impressed by how much help the students, faculty and staff, and residents of Oneonta have done in Sidney to alleviate the damages associated with the flood. I hope the families there that have suffered serious loss of property finally have rebuilt their houses again. The spirit of Labor Day lives.*

UUP, founded in 1973, is proud of its heritage in New York's labor movement. Our accomplishments are significant, but our work is unfinished. Together we shall prevail. With courage and conviction, we can give rebirth to the American Dream. Join with UUP on Labor Day 2006 in the New Solidarity.

Honor workers: Observe Labor Day!

Celebrating the Success of Colleagues: Full-time Faculty Workload

By Tom Horvath, Secretary and Health & Safety Officer

As colleagues, we should be proud of the successes that each of us achieves. Recently, your Union Chapter has been promoting the provision that gives us the possibility to apply for reduced teaching loads under certain circumstances (see page 25 of the Faculty Handbook). Since we began promoting these provisions, 13 colleagues have applied pursuant to applicable terms. The final decision for granting reduced teaching load rests with SUNY Oneonta administration; nine (9) applicants have been awarded reduced teaching loads for Fall 2006. Although we are not privy to the applicants' names or their applications, we should be proud that they felt themselves qualified to apply. These colleagues, whether or not they were awarded a reduced teaching load, demonstrate to us that they are not only professionally active, but appreciate the chance to be effective teachers by being professionally active. As a relatively new faculty member, I see the climate on campus changing. More and more of us are engaged in professional activity. If you've stopped by or participated in the Faculty Research Show, organized by the Grants Development Office (Kim Muller and Kathy Meeker), you've seen faculty professional activity first hand. This level of activity is best sustained if we realize that it takes available time.



UUP urges full-time faculty to examine the *Faculty Handbook* for "appropriate justifications" for course reductions and strongly encourages you to apply if you qualify. Course reductions "may be authorized when recommended by the Department Chair and be approved by the appropriate Dean." Following is a partial list of "Appropriate justifications":

- Exceptional involvement in specific instructional activities, such as preparation of a new course, the revision of existing course materials, involvement in the development or instruction of new academic programs, or the instruction of graduate level courses;
- Exceptional involvement in a specific program of research and scholarly activity;
- Exceptional involvement of specific service activities, such as assignment of special college projects or committees;
- Involvement in professional development activities, such as training for another specialty area or to address departmental needs;
- Administrative assignments, such as service as department chair or designation as program or area director;

An exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more;

***Food for Thought* / UUP Chapter Meeting
Tuesday, September 19th, Noon, at Le Café (Morris Hall)
A Chance for Input into the Next UUP Contract**

The next *Food for Thought*/UUP Chapter meeting will be held in Le Café, Morris Hall, on Tuesday, September 19th at Noon. This special Chapter meeting will focus on the upcoming contract negotiations between UUP and the State of New York which begin in 2007. Fred Floss, UUP's chief negotiator and other members of UUP's negotiations team will be in attendance to discuss the contract process. They are coming to Oneonta and need to hear your questions and input about the next UUP contract. Faculty and professionals, full-timers and part-timers, active and retired, must make their voices clear as UUP prepares to enter contract negotiations. This *Food for Thought* is an opportunity to speak directly with those who will negotiate your next contract.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Join your colleagues for convivial gathering and an expression of solidarity. *Food for Thought* is an occasion to renew old ties and forge new ones. Your union looks forward to greeting you. For additional information, please contact UUP President Bill Simons (x3498), Vice President for Academics Rob Compton (x3498), Vice President for Professionals Norm Payne (x2021), or Professional Delegate Janie Forrest-Glotzer (x2005).

They are coming to Oneonta and need to hear your questions and input about the next UUP contract.

- Supervision of internship activities for a program or department;
- An unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;
- Other assigned professional responsibilities or scholarly activities as deemed appropriate.

If you do qualify, I recommend that you seriously consider an application based upon these provisions. It doesn't matter whether you have tenure yet or not; in fact, qualifying for a reduced teaching load may strengthen the argument for tenure. I hope that we continue to hear of the successes of colleagues through the **Bulletin**, word of mouth, or through the successful application for reduced teaching load.

Labor-Management Meeting Notes: 15 May 2006

By Tom Horvath, Secretary, UUP Oneonta

For Management: Dan Larkin, Steve Perry, Lisa Wenk

For UUP: Bill Simons, Rob Compton, Norm Payne, Janie Forrest-Glotzer, Tom Horvath, V.N. Shastri, Nancy Cannon

Labor and Management welcomed each other to the table at 4:03.

I. Passover 2007 and Spring 2007 Calendar

UUP thanked Management for their actions to facilitate the celebration of the first two

nights of Passover in the Spring 2007 Academic Calendar.

II. Fall 2006 Applications for Full-Time Faculty Course Load Reductions under “Appropriate Justifications” in the Faculty Handbook

UUP asked Management for an update on the number of applications for fulltime faculty course reductions under “appropriate justifications” in the Faculty Handbook.

Management responded that an additional application was received and is under consideration at this time. That brings the total number to 12 applications with 8 course-load reductions granted and 1 application pending.

III. Discretionary Salary Increases

Certain DSI issues were deferred to the June “sidebar.”

IV. Performance Programs and Evaluations

UUP asked Management for an update on the percent of Professionals with current Performance Programs and Evaluations. Management responded that they were in 85% compliance (23 individuals are still lacking current Performance Programs and Evaluations). Management was concerned about this number and is working toward the 100% compliance. They committed to a higher compliance number by the June meeting.

Training sessions for Professional with Performance Programs and Evaluations will be held. UUP acknowledged Management’s role in facilitating the start up of the Committee on Professional Evaluation and the College Review Panel.

V. Summer 2006 Orientation for Part-Time Employees.

UUP thanked Management for its excellent work in organizing the 2005 orientation for Part-Time Employees, and UUP offered to assist in publicizing the 2006 event. Further discussion of the Summer 2006 Orientation of Part-Time Employees would take place at an upcoming Part-Timers Concerns Labor-Management meeting.

VI. SUNY Budget and its Campus Implications.

UUP asked if Management had any new insights into the SUNY budget and its campus implications. As of May 15, 2006, the situation is still not fully clarified.

VII. Other Terms and Conditions

UUP mentioned that it has members well qualified to offer help in preparations for any possible pandemic of Avian Flu. UUP offered Management the service of such individuals to serve on committees already formed to address such issues. Management said they would consider this.

UUP closed the meeting by thanking Management for a year of open discussions on some very tough issues. We are both working hard to make this College a better place for students, staff, administration, and faculty. Towards this goal, UUP noted that both sides have worked diligently to make progress on a number of important issues.

Labor-Management “Sidebar” Meeting Notes: 18 July 2006

By Tom Horvath, Secretary, UUP Oneonta

For Management: Dan Larkin, Steve Perry, Lisa Wenck

For UUP: Bill Simons, Rob Compton, Norm Payne, Janie Forrest-Glotzer, Tom Horvath, Dennis Selzer

The meeting opened at 1:38 PM and adjourned at 2:20 PM.

I. Distribution of *The Voice*

UUP distributed copies of the May/June and Summer 2006 issues of the *The Voice*, the statewide publication of UUP, to Management. These issues highlighted the contributions of several local UUP members to the passing of a favorable SUNY budget, as well as recent community service through the Center for Social Responsibility and its Director, Linda Drake. UUP asked for future dialogue on how best to serve those affected by the recent flooding.

II. Monday Following Easter and Academic Calendar

UUP advocated that there be no classes on the Monday following Easter in Spring 2007. UUP noted that it was traditional not to hold classes on the Monday following Easter at SUNY Oneonta, and asked for this change in the Academic Calendar to facilitate observance of Easter. Management responded that the 2007 Spring calendar is set and cannot be changed.

III. Workload: Course Reduction Applications/Approvals

UUP asked for an update on the number of faculty applications for reduced course load for Fall 2006. Management responded that, for the Fall 2006 semester, 13 applications were received and 9 of those were approved.

IV. Performance Programs and Evaluations

UUP asked for an update on the number of UUP Professionals that do not yet have Performance Programs and Evaluations. Management responded that there are ten cases not yet in compliance, but that those remaining ten will soon be in compliance.

V. Adjunct Faculty and Discretionary Salary Increases (DSI)

UUP asked for Management's definition of base pay for adjunct faculty and how DSI awarded to adjunct faculty would be applied to that base pay. UUP suggested consideration of a separate pool of DSI money for adjunct faculty. Management discussed a formula for such awards.

VI. DSI Procedures

UUP commented on the upcoming meeting to discuss the procedure for alerting UUP members of DSI applications procedures. Management responded affirmatively.

VII. SUCO Budget Allocations

UUP asked for Management's priorities given the favorable budget that SUNY was allocated. UUP advocated for an across-the-board pay increase, separate from DSI, for all those in the UUP bargaining unit, noting that inflation has taken a toll on UUP members. Management responded that fuel cost, negotiated raises, infrastructure, and ten (10) new faculty lines will be created for the 2007-2008 Academic Year. Management noted UUP's request.

VIII. Part-Time Faculty Orientation

UUP thanked Management, particularly Lisa Wenck, for their work on the upcoming August 22, 2006 Part-Time Faculty Orientation to College Services, as well as Jay McDermott, UUP Part-Time Concerns Officer. Management provided UUP with advance copies of the announcement flyer to be distributed for the orientation.

IX. Fair Labor Standards Act

UUP asked about the campus implications of updates to the Fair Labor Standards Act.

SUNYLA: Library Conference Presentations and Advocacy

By Nancy Cannon, UUP Electronic Archivist



SUNYLA is not an association of law professors; rather, SUNYLA is the acronym for the SUNY Librarians Association. Many UUPers across New York State, including several UUP Chapter Presidents, participate in SUNYLA. Among its diverse functions is an annual professional conference that this year was held on the Geneseo campus, June 14-16; and featuring a business meeting and presentations on varied topics.

The 2006 Oneonta conference delegation included Associate Provost (and former UUP Oneonta Chapter President) Janet Potter, SUNY Distinguished Teaching Professor Harry Pence, History Professor (and current UUP Oneonta Chapter President) Bill Simons, Reference Librarian Kay Benjamin, Milne Library Interlibrary Loan support staff Dawn Gage and Deborah Murphy, and myself.

Before a large and attentive audience, Harry Pence provided a compelling presentation on “The Evolution of Collective Intelligence.” With great enthusiasm, Kay Benjamin discussed “Blogs: Amusing Toys or Scholarly Tools?” In a joint presentation (“Candlelight, Panthers, and Anti-Rent ‘Indians’: Librarian Faculty Collaboration in the use of Primary Source Documents for Teaching History”), Bill Simons and I illustrated the use of primary sources for teaching and scholarship as well as a model for adoption in other regions, based on my sabbatical project “Voice of the People: Daily Life in the Antebellum Rural Delaware County New York Area.”



Nancy Cannon and John Schumacher at SUNYLA

A Resolution in Support of Equity, excerpted below, was passed by the librarians at the business meeting:
 “Whereas, SUNY librarians achieved faculty status over forty years ago with the support of SUNY library directors, the

SUNY Faculty Senate, and the SUNY Board of Trustees;

Whereas, Such support called for equal treatment as to academic year obligations, equal compensation, and additional remuneration for service beyond the academic year...

Resolved, That the State University of New York Librarians Association declares equality to be its goal, including equal contract year obligations, equal compensation, and the option of equal professorial titles.”

For a complete version, contact Nancy Cannon at cannonns@oneonta.edu).

VOTE COPE Welcomes Brenda Balcom and Thanks Janie Forrest-Glotzer

UUP Oneonta is pleased to welcome Brenda Balcom as its new VOTE COPE director. Brenda is intelligent, youthful, and energetic. She will do a great job. She is in the Financial Aid office at SUNY Oneonta and comes from a strong UUP family background. Brenda is the niece of Janet Potter, former UUP Oneonta president (and current SUCO Associate Provost). You can contact Brenda at (607) 436-3713 or at balcombl@oneonta.edu

Janie Forrest-Glotzer works at the SICAS Center at Lee, and she did a great job as VOTE COPE director for

Oneonta. Janie is turning over VOTE COPE responsibilities to Brenda, however, so that Janie can further involve herself in Professional issues at Oneonta. Janie will assist Vice President for Professionals Norm Payne. Beyond continuing as a Professional Delegate, Janie will also serve as Oneonta’s Professional appointee to the statewide Ad Hoc Advisory Committee on the contract. Dynamic, idealistic, and superbly capable, Janie will do a great job facilitating Professional issues.

As Janie turns VOTE COPE to Brenda, let us listen to her words once more. In her article below, Janie reminds us that:

“It’s ironic! In an age when *Reality Television* gives us the inside scoop on everything from who’s dating who, to live cops and robbers chases, to who can’t dance or design clothes, that our law makers can’t get straight the basic facts about what makes New York State Great! It’s our educational system, our teachers, and the best and the brightest – the products of public education, that make New York an economic powerhouse and a good place to work and live. VOTE-COPE enables UUP to bring the reality of facts, figures and trends, to law and policy makers in Albany. A modest contribution of two dollars per month goes a long way toward educating legislators about what New York’s priorities need to be.

“If VOTE-COPE was brought to *Reality Television* imagine the drama of UUP representatives actively advancing the interests of the educational community, including teachers, students, and their families, among others. Sound ideas, backed up by careful research and facts, articulately presented in exotic Albany! The reality is that VOTE-COPE represents UUP’s community of interests. Support VOTE-COPE with your contribution.

“VOTE-COPE is your collective voice – make it a loud one. To sign up for VOTE-COPE, please use the card below.

“VOTE/COPE is essential for UUP’s political effectiveness. If you want a voice that is clear and articulate - amplified above the usual din of politics, VOTE/COPE is that voice. Contributing to VOTE/COPE is a sure way to insure that the interests of the educational community, including teachers, students, and their families, are represented when important decisions are made. By effectively representing your point of view, UUP challenges misrepresentations of budgetary needs, working conditions, effective learning, and the futures of our students.

VOTE/COPE NEEDS YOUR PARTICIPATION

The card below briefly describes the union’s VOTE/COPE political action program and how you can contribute painlessly via payroll deduction. Just complete, sign, and send the card below to UUP, PO Box 15143, Albany, NY 12212-5143. Note that you enter your contribution per pay period (not total contribution). VOTE/COPE funds are the only resource the union has for getting the message out about the importance of state funding for public higher education, so one hundred percent participation by UUP members should not be an unreasonable goal.

PLEASE RETAIN FOR YOUR RECORDS

VOTE/COPE is the non-partisan political action fund of UUP and its affiliate, New York State United Teachers. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

VOTE/COPE funds, by law, are kept separate from those of NYSUT and UUP.

Contribution Per Pay Period: _____

Effective (M/D/Y): _____

**VOTE/COPE Solicits and Accepts
Voluntary Contributions.
CONTRIBUTIONS OR GIFTS TO
VOTE/COPE ARE NOT TAX DEDUCTIBLE.**



UUP: (800) 342-4206

UUP VOTE/COPE Voluntary Contribution

United University Professions, P.O. Box 15143, Albany, NY 12212-5143

Last Name _____ First _____ MI _____ Soc. Sec. No. _____

Address (Include Street, City, State, Zip) _____

Campus _____ Department _____ E-mail _____

AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other: \$ _____

Signature _____ Date _____

“VOTE/COPE provides a means of informing law-makers and opinion leaders about educational issues in New York State. By effectively representing you, VOTE/COPE also gives lawmakers a chance to be on the right side of the issues and gain the support of the educational community in the process.

“VOTE/COPE is your collective voice – make it a loud one. To sign up for VOTE/COPE, please use the card below.”

New Participating Dentists in Oneonta for UUPers

UUP is pleased to announce that, effective immediately, FoxCare Dental of Oneonta is a participating dental provider with Cigna. Participating dentists at FoxCare Dental are Dr. Francis X. Barra, Dr. Scott Heiland, Dr. Kevin Ferguson, and Dr. Charles Archinal. Office address: 1 FoxCare Drive, Route 7, Oneonta; phone: (607) 433-1778.

UUP Oneonta thanks its Chapter Benefits Officer, Ricky O’Donnell, and Statewide UUP Manager of Member Benefits & Service, Doreen Bango, for investing the time and effort to make it possible for members of the UUP Oneonta bargaining unit to have additional participating dentists in our community.

For questions about Benefits, please contact UUP Oneonta Benefits Officer, Ricky O’Donnell, at 436-3572 or at odonnera@oneonta.edu.

Part-Time Concerns: Orientation and DSI

By J McDermott, Part-Time Concerns Officer

Welcome (back) to all part-time faculty and professionals! The 2006-2007 year got off to a good start with the Second Annual Part-Time Faculty Orientation that was held in Lee Hall from 5 to 7 p.m. on Tuesday, August 22nd. If you haven’t attended this event, you’re missing something that can make your campus life much easier. No more running from one department to another to get all the things you need, because they all come to you! And it’s a social event, too, where you can meet other adjunct faculty from almost any department on campus. UUP thanks Lisa Wenck, Associate Vice President for Employee Services, for facilitating the Part-Time Faculty Orientation.



This year also starts off with the noteworthy news that adjunct faculty are now fully eligible for DSI awards (Discretionary Salary Increases). This was confirmed in Labor-Management meetings at the end of last semester, and we’re looking forward to reports of awards as soon as possible!

If you are at all interested in working with the local Chapter’s Part-Time Concerns Committee, please get in touch with me. There are a variety of things you can do to better the professional life of part-timers at Oneonta, some of which might require a few hours once a month and some of which needs no more commitment than once a semester. Contact me at mcdermj@oneonta.edu. If you don’t tell me that you’re interested, how will I know?

Helping New Employees Become Part of the Team

By Teri Weigl, Membership Director



One of my favorite things about the start of the Fall semester at the Help Desk is how our returning student employees take the new student hires under their wings and help them with questions and procedures. They try hard to make them feel like they too are part of the team. It's very similar for us professional staff and faculty. Each fall the campus has new employees that we want to help out as much as we can. After all, we were all new once! One way we can help new employees feel like they too are part of the team, is to help get them involved with activities on campus and give them opportunities to meet faculty and staff from a variety of departments on campus.

Soon, the Food for Thought luncheons will start up again. We also have our Labor Day Observance coming up in September. As "seasoned" SUNY Oneonta faculty and professional staff, try taking one of the new employees under your wing. Invite them to go to the Food for Thought, Labor Day Observance, or any of the various activities on campus.

For new employees, part-time or full-time, if you are not a member of UUP, please consider doing so. You should have received membership information in your Human Resources packet. Remember, you are not automatically a UUP member – you have to fill out and return a membership card to be a member. If you are a new employee or a returning employee and you're not sure if you're a member, check out your pay stub. If you have dues taken out under "membership", then you are a member. If you have dues taken out under "agency fee", then you are not a member yet.

If you are interested in becoming a UUP member, please contact the Oneonta Chapter Membership Chairman, Teri Weigl, at x3079 or email weigla@oneonta.edu. To all the new faculty and professional staff, welcome, and we hope you enjoy your new home away from home!

UUP Membership Application

PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application.

All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it gives you the right to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office; and
- elect union leaders on your campus and choose your representatives at the state and national levels.

Date Signed and Mailed: _____

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
(800) 342-4206 1/04

Printed by UUP

Last Name _____ First _____ MI _____ Soc. Sec. No. _____
 Birth Date ____/____/____ E-mail _____
 Street Address _____
 City, State, Zip _____ Home Phone _____
 SUNY _____ SUNY _____
 Department _____ Title _____
 Signature _____ Gender _____ Date _____

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
 Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.



UUP Office
206 Human Ecology

Phone: 436-2135
FAX: 436-2295
Email: oneonta@uupmail.org

Founder of Labor Day

More than 100 years after the first Labor Day observance, there is still some doubt as to who first proposed the holiday for workers.

Some records show that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a cofounder of the American Federation of Labor, was first in suggesting a day to honor those “who from rude nature have delved and carved all the grandeur we behold.”

But Peter McGuire’s place in Labor Day history has not gone unchallenged. Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday. Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.

The First Labor Day

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a “workingmen’s holiday” on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

Source: U.S. Department of Labor’s web site at: <http://www.dol.gov/opa/aboutdol/laborday.htm> [accessed August 28, 2006]

Editor’s Note

Statements made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send ideas for stories, comments, etc. to Jim Greenberg, Editor. Jim can be reached via email at greenbjb@oneonta.edu.

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Grants Officer 436-2479	Kim Muller	MULLERKK
Administrative Assistant 436-2135 (o)	Peg Carney	ONEONTA@UUPMAIL.ORG

Other Delegates and Alternates:

Joe Baldwin	BALDWIJC@oneonta.edu	431-3517
Chris Bulson	BULSONCE	397-9345 (h)
John Carney	CARNEYJJ	432-5360 (h)
Jeri Anne Jerminario	JERMINJA	432-4559 (h)
Richie Lee	LEERE	436-2493 (o)

*e-mail addresses are @ONEONTA.EDU (d = delegate)