

D. As noted many times before, UUP would like an administrative decision for the observation of Labor Day and also Rosh Hashanah given the campus demographics and the importance of the holiday.

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C. Management noted that it will examine the issue and wants to make sure that all Faculty have access to this information. They also noted that the logic of using the web and electronic dissemination is to cut the cost of printing.

IX. Due to the interest of time, the Discussion of Katrina Relief efforts and Calendar obligation of full-time teaching faculty: concerns about summer requests were not discussed.

Meeting adjourned 3:55pm

Part-time and Adjunct Concerns:

Recent Initiatives

By Jay McDermott, UUP Oneonta, Part-Time Concerns Officer

The "sidebar" UUP PT/OSC administration meetings last spring brought something new to the Oneonta campus this fall. In the course of discussions, we began to explore ways that adjunct faculty could find an easier entrance into campus life when the fall semester arrived. Some areas that came up were parking permits, ID cards, and classroom technology access/instruction. Other possible topics included access/awareness of campus facilities, printing services, and student issues.

Initial exploration about such an 'event' gained validation when a summer meeting was held of those elements that might be interested in participating—and a full conference room of at least a dozen different departments indicated an enthusiastic willingness to try something new to reach out to adjunct faculty.

What finally came about was the "Part-Time Faculty Orientation to College Services" that was held for two hours in the Hunt Union Ballroom on Tuesday afternoon, August 23rd, one day before classes began. Bear with me for a moment if you were there, but if you weren't, these are the tables that you missed: UUP (union info & membership cards); University Police (parking decals!); ID/dining card Office (ID cards); Registrar's office (faculty services); Human Resources, & Payroll; Academic Computing, Computer & Telecommunication Services, and Technology Services; TLTC (faculty computer resources); campus bookstore (faculty discounts); OAS General Services (faculty dining); Student Disability Services (student accommodation); Counseling Center; Library Information Services; Academic Affairs; and Student Development.

The session proved to be very helpful to everyone who attended. Even some FT faculty found their way in to resolve last minute issues! Over at the refreshment table, we heard comments like "I've taught on six campuses around the country—and I've never seen anything like this before!" and "This has been great—it

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Taking a break from her sabbatical project on antebellum rural New York, *Sentinel* editor **Nancy Cannon** invested the current issue *The Sentinel* with excellence, demonstrating the talents that have garnered our newsletter several statewide awards. *The Sentinel* does not simply produce itself. Proofreading, content editing, fact checking, formatting, collaborating with contributors, writing copy, and taking and selecting photographs are only some of the tasks that Nancy performs with her customary grace, intelligence, and style.

And, as for UUP chapter president, **Bill Simons**, he is very fortunate to have the opportunity to work with such a fine group of people during the summer---and throughout the year.

Food for Thought: September 27



The next *Food for Thought*/chapter meeting will be at Le Café, Morris Hall on Tuesday, September 27 at noon. Vice President for Professionals Norm Payne will provide updates on training for those who write performance programs and for those who receive them. Vice President for Academics Rob Compton will provide information of the current status of the workload initiative. Benefits Officer Ricky O'Donnell will discuss the upcoming Employee Wellness Fair. Part-Time Concerns Officer Jay McDermott will report on orientation for part-timers.

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 a convivial gathering and an expression of solidarity, *Food for Thought* is an occasion to renew old ties and to forge new ones. Your union looks forward to greeting you.

Summer Update for PT/Adjuncts

by Jay McDermott, Part-time Concerns Officer

As the fall term begins, there are already several projects underway that might be of interest to PT/adjunct members, as well as of interest to all our members.

We look forward to seeing "**Adjunct Advocate**" on the periodical shelves in Milne Library. There will also be electronic access to this journal that covers national and international news of interest to the adjunct and part-time community. Several people contributed to the effort to get this on the shelf, which finally came about with the subscription paid for by the OSC President's budget! Thanks to all.

We expect the **secondary labor management meetings** to resume this semester. Some issues that have carried over from the previous year are early agenda items. We expect to be meeting at least twice a semester, with other meetings possible if needed.

The college is setting up an **orientation meeting for new and returning adjuncts** in the Hunt Union on Tuesday, 23 August, from 4 to 6 p.m. The UUP will have a table at this session, as will many other college departments. The idea for this session emerged from one of last year's meetings; we hope to make life easier for adjuncts by resolving several issues before the semester even begins! There will be tables to get ID's and parking stickers, along with other tables to inform new (and returning) adjuncts about many other academic and campus topics (access to technology, campus services, registrar policies, cafeteria access, etc.) This is the first year this has been tried---it may not be perfect yet, but come and see if we can help make the start of the semester a little smoother! See you there!

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certainly makes life easier this week!" A BIG tip 'o the hat to Associate Vice President Lisa Wenck and event coordinator Terry Matthews: without their work this orientation would not have happened. Additional thanks to all the department heads and staff members who took part. Keep your eyes open—this was the first of what is hoped to be an annual event at Oneonta State College!

The Committee on Professional Evaluation and the College Review Panel

Due to the hard work of Norm Payne, UUP Oneonta's Vice President for Professionals, two important instruments will soon be in place: the Committee on Professional Evaluation and the College Review Panel. The two groups will play a significant role in dealing with Professional evaluations and promotions/salary increases. Descriptions of these entities, which will have significance for all UUP Professionals, follows.

The Committee on Professional Evaluation: The Committee shall consist of three (3) professional employees serving in positions in the negotiating unit at each college, elected at large by all of the professional employees in the negotiating unit at the college in accordance with procedures developed and implemented by the UUP chapter president. (1) The Committee on Professional Evaluation established pursuant to Section VI. A. shall, upon the timely request of a professional employee, review a final evaluation report characterized as "unsatisfactory."

(2) Committee review shall address both the procedures and substance of the unsatisfactory evaluation.

(3) As part of its review, the Committee at its discretion:

(a) shall have access to all previous formal evaluations of the professional employee concerned;

(b) may request and consider any additional comments by either the immediate supervisor or the professional employee;

(c) may request information pertinent to the review from secondary sources;

(d) may request that the immediate supervisor and/or the appellant meet with the Committee and respond to inquiries;

(e) shall be free to call upon any other individual whom they believe has information relative to the evaluation.

All individuals shall be encouraged to cooperate with the Committee if so requested.

C. Disposition of Committee Report

The Committee shall complete the written recommendations within twenty-five (25) working days from the date of appeal, with copies to the professional employee, the immediate supervisor, the evaluator's supervisor and the college president. Within the (10) working days of the issuance of the report, the college president shall take such action as he or she deems appropriate and shall give written notice of such action to the professional employee, the immediate supervisor, the evaluator's supervisor and the Committee on Professional Evaluation. And,

College Review Panel: Each college president shall continue the procedure by which the professional employees shall elect a College Review Panel. Such Panel shall consist of not less than five (5) nor more than seven (7) members elected at large by all professional employees in the negotiating unit. The Panel shall: review applications for promotions of the type defined in Section II, Paragraph C(2) and make decisions and recommendations with respect to such applications in accordance with appropriate provisions of Paragraph E(2); and review applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by change in title or rank.

If you have any questions about either the Committee or the Panel, please contact Norm Payne at PayneNE@Oneonta.Edu

Much thanks to Norm for the long hours that he has spend providing the foundations for these two important groups to address Professional issues.

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courses; B. exceptional involvement in a specific program of research and scholarly activity; C. exceptional involvement of specific service activities, such as assignment of special college projects or committees; D. involvement in professional development activities, such as training for another specialty area or to address departmental needs; E. administrative assignments, such as service as department chair or designation as program or area director; F. 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. G. supervision of internship activities for program or department; H. an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester; I. other assigned professional responsibilities or scholarly activities as deemed appropriate. (page 25 Faculty Handbook). How many faculty, aside from chairs, have applied for workload reduction through the procedures enumerated in the faculty handbook?

MANAGEMENT: We do not have the exact numbers.

LABOR: How may have received exemptions?

MANAGEMENT: We do not have the exact numbers.

LABOR: We would like to return to this in November.

II. Discretionary Salary Increase (DSI)

LABOR: UUP requested that DSI procedures be discussed before the guidelines are distributed for the next cycle. The lack of a requested meeting this year led to people being unaware of the equity data. There was some confusion on the process, for example does each division have its own guidelines?

MANAGEMENT: The College has consistent rules for DSI.

LABOR: UUP reiterated that the lack of the summer 2005 meeting caused confusion for membership related to the application process. We did FOIL for the comparative data and had the data within 3 days, but this was after the guidelines had been distributed. Before the next DSI cycle, can we meet so as to avoid the problems that attended this DSI cycle?

MANAGEMENT: We can talk about that.

LABOR: In a spirit of civility and respect we will continue to discuss issues. Bot Labor and Management are committed to collaboration in maintaining and furthering excellence at the College.

Meeting adjourned at 3:55 PM.

PT/Adjunct Concerns Update By J. McDermott, Part-Time Concerns Officer

It's been a busy semester. The PT Concerns sidebar Labor Management meetings have resumed, with one more scheduled for later this month. We are expecting some initial response to questions about the Gen Ed survey requirements for adjuncts, along with a first response on the issue of travel costs adjustments for student teacher supervisors.

Oct 31 to Nov 4 was Campus Equity Week, on the SUCO campus and around the world (It's called "Fair Employment Week" in Canada). UUP distributed informational material on CEW and adjunct/PT issues in general, along with many of the "Demand Justice" buttons that are beginning to be seen around the campus. We also hosted an informal forum to discuss issues of fairness in PT experiences on Thursday evening, Nov 3rd. (Hats off to Oscar Oberkircher, Food/Nutrition Lecturer, for the delicious offerings prepared on short notice!). The Community Room proved to be a wonderful site for some intense discussions, and we may return there later in the year for additional forums on labor issues.

UUP has declared 2005-2006 to be "The Year of the Part-Timer" and at the most recent delegate assembly that phrase was made concrete with a call to survey the part-timers on SUNY campuses, and then to prepare a response to the needs disclosed by the survey. To that end, we are now trying to update the "home

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Sentinel

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phone list" so the phone banks in Albany can be used for an intensive two-day survey of a representative sample of our part-time members. You may be called sometime in the next week or so, because UUP is trying to complete the survey by Thanksgiving. If you're not called, please remember that a statistically significant representative sample of members will be reached.

Enjoy your holidays. And remember: Be careful out there, and "Demand Justice"!

Membership – Have a say, become a member today!

By Teri Weigl, Membership Director

UUP negotiates with New York State on behalf of all SUNY academic and professional faculty. UUP also provides benefits to all members of the bargaining unit (like Dental and Vision, Free Group Life Insurance, etc.). Our Chapter here at Oneonta is working on several labor management issues, including part-time faculty concerns. As you know, there is strength in numbers.

As of right now, the SUNY Oneonta has a membership percentage of 87%! Although this is a decent number, there is still 13% of the SUNY Oneonta academic and professional faculty that may not be aware that they aren't members. The majority of that 13% is part-time faculty. Remember that you are not automatically a member of UUP, you must sign up to be a member. There will be no additional monies taken out of your paycheck (you are already paying an "agency fee" from your check if you're not a member). Having a large membership, especially including part-time faculty, gives us stronger bargaining power both at the state level and the chapter level here in Oneonta (to address issues on campus).



Labor - Management Picnic for New Hires

Whether you are part-time or full time, even if you think you are a member – check out your pay stub. If you have dues taken out under "membership", then you are a member. If you have dues take 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 weiglt@oneonta.edu. Remember, you can't vote on our

contract unless you are a member – so have a say, become a member today!

Keep Scrooge Out of Radio City Music Hall: Support Fellow Unionists By Rene Prins, Charter member UUP Oneonta and President Local 443 AFM

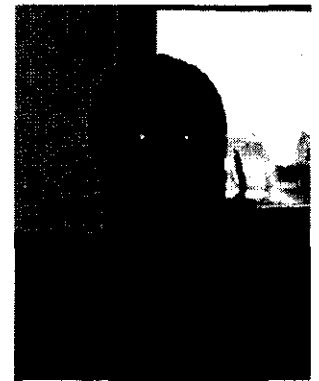
One of New York City's greatest holiday traditions is Radio City Music Hall's Christmas Spectacular. Many of us have been privileged to see this long running program, often with our families. Recently ticket price reductions have been offered to labor organizations. AFM Local 802 is in a bitter struggle with Radio City Entertainment, the entertainment arm of Cablevision (this show's producer), over a new contract for this performance's tenured orchestra. Despite this show's record \$100 million per year profits for RCE, they are demanding its musicians accept a severe reduction in annual income from the production. Since a strike was called, the Spectacular has opened with recorded music for the famous "Rockets". The International Federation of Musicians (Paris, France) has already asked all musician unions around the world to refuse to participate in any recordings for the RCE which would displace live musicians.

Please help keep "Scrooge" out of Christmas. Do not attend this year's Radio City Christmas Spectacular until

PT Concerns Activity Report

By J McDermott, Part-Time Concerns Officer

There are several issues this month that concern our members. Recent Labor Management talks have elicited the acknowledgement by management that the eligibility of part-time employees will be specifically targeted in the next round of Discretionary Salary Increases (DSI). This very important clarification of contract language will be followed closely in the coming rounds. Please consider the recently distributed memo titled "UUP-Labor-Management Individual Development Grants Awards Program". It should have reached you in a department handout and as a broadcast email. The program is now receiving applications, and a minimum of 15% of the ID funds are reserved for PT employees. Information is online at <http://www.nysuup.lmc.state.ny.us/>, but you can also talk to UUP committee members Norm Payne, Ricahard Lee and Alex Thomas. Management members are Roger Sullivan, Janet Potter, and Melissa Nicosia.



The magazine "Adjunct Advocate" is now available, both in print and online. The most recent print issue is on the rack in the Current Periodical reading room in the basement of Milne Library. Back issues of the current volume are in the periodical stacks. Our online subscription provides full text access to the current issue and the most recent past issue. To access this title, go to the Milne Library homepage; under Find Articles, click "Alphabetical List of Databases". This will bring up the Oneonta user identification page, requiring your Oneonta username and password. You will then be on a page with password information for "Adjunct Advocate", and an active hyperlink which will take you directly to the website. (The password information will allow you deeper access as a registered user.) The subscription for this year was paid from the college President's budget; access through the Milne portal allows a "clickcount" of usage. Specific users will not be identified. Try it-often! Thanks go to Andrea Gerberg and Richard Ulrich for making this online subscription accessible thru the Milne portal. Both the main Labor -Management meetings and the PT Concerns sidebar meetings continue to address matters of importance to PT employees.

UUP Oneonta's continuing campaign to raise adjunct starting pay has seen an increase in summer salaries, and there is growing support on campus to extend this to fall and spring semester compensation base. There are continuing discussions concerning the propriety of adjunct participation in assessment, as well as recognition of the need to address shortfalls in the mileage compensation for student teacher supervisors. Parking concerns of adjunct faculty have also been raised and sent on to the campus Parking Committee.

Abbreviated Labor-Management Meeting Summary: January 26, 2006, 3 PM, Netzer 211A

by Nancy Cannon, Secretary for the Day

For UUP: Bill Simons and Nancy Cannon

For Management: Dan Larkin and Lisa Wenck

Summary of meeting:

The meeting consisted of a discussion of the following issues:



“Coming Attraction” – Part-Time Concerns Report

By J McDermott, Part-Time Concerns Officer

I live in Unadilla, and one of the small joys of its rural life is the Unadilla Drive-In. All winter long, as one drives down Rt. 7, the Drive-In sign proclaims, “Closed for the season. See you next year.” Eventually the wind blows some letters off the sign, and the message can become quite cryptic. But as summer begins, new titles go up and the “Coming Attractions” promise entertainment, first only on the weekends and then all week long. If you haven’t had the pleasure of one of its first-run double features, make it something to do this summer.

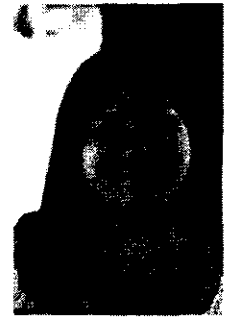


The UUP Part-Time “Coming Attraction” for the summer is the second annual Orientation for Part-Time Employees and Adjuncts that will be held just before the fall term commences. Lisa Wenck, SUNY Oneonta Associate Vice President for Administration, and I are working together to make this an even more productive experience. We are reviewing the comments obtained in a survey taken after last year’s inaugural event, and will soon be meeting with department representatives to ensure that the Orientation will make the “One-Stop-Shop” even better. Photo IDs and parking permits are just the start. We hope to provide a plethora of information and material that new and returning adjuncts will find useful. Several who attended last year’s event commented that it wasn’t just the “things” that were available that made the event worthwhile; what ‘made’ the event for many was the opportunity to meet and greet other adjuncts that they otherwise might never encounter on campus. Keep an eye on your mailbox. We’ll be mailing out the announcement for the upcoming fall 2006 Orientation for Part-Time Employees and Adjuncts as soon as the plans are finalized.

My Life at SUCO: 29 Years and Counting

By Teri Weigl, Membership Director

I started working at SUNY Oneonta back in 1978 on my 18th birthday. Even the students were older than me back then. I worked for 12 years as a CSEA employee in the Registrar’s Office, as Dr. Vince Foti’s assistant, and as Department Secretary of Economics and Business. I had taken classes for many years at lunch and in the evening, and in 1991, I decided to concentrate on my degree. So, I bade farewell to the Administration Building and became a full-time student. Other than the lack of money, those were two of the best years of my life! In August of 1993 I proudly completed my degree from SUNY Oneonta. Next, I headed to the University of New Hampshire for grad school, but then my little surprise appeared (he’s almost 12 now!). So, I wound up staying in Oneonta, trying to get a job again up here at the College. At that point, I wasn’t on any available lists to be a CSEA employee, but I had that diploma and I kept applying for anything I could. It worked! In August 1996, a position opened to supervise the computer lab consultants and the next thing I knew, I was back! I’ve spent the majority of my adult life on this campus, both as an employee and as a student. In many ways, SUNY Oneonta is my home away from home. It’s pretty humbling to think of how many times I’ve driven up West Street throughout my life.



One of the best things...is being able to watch these students as they mature in a work setting and take that step out into the big world.

Presently I supervise the Information Technology Help Desk in the basement of Schumacher Hall. At SUNY Oneonta, our Help Desk services faculty, staff, retired faculty/staff, and students. The Help Desk, part of Academic Computing Services, employs approximately 25 students who are Help Desk Support Consultants

2/2006

Your local has accomplished several things while wearing "Demand Justice" badges: an increase in starting salaries for both adjuncts and W-8s; an increase in the stipend for student-teacher supervisors; eligibility for Discretionary Salary Increases; regular Part-Time Concerns sidebar meetings with management; contact on Part-Time/Adjunct issues with both the Faculty Senate and the Council of Chairs; recognition of "The Year of the Part-Timer" from the statewide UUP. So what does all that mean to you, and me? Solidarity, support, and a little bit of protection. But don't ever forget that Part Time/adjunct employees remain vulnerable in their employment.

I came onto this campus indirectly, taking advantage of an unexpected opportunity to teach in the English Department. I was one of the many adjuncts who were hired to help satisfy the demand for "Composition" courses. Since then, I have also had the opportunity to teach "Introduction to Literature", and I must admit, I stay here at SUCO because I truly enjoy this teaching. My union activity grew out of both my own academic interests (MS/Labor Studies from UMASS Amherst) and a desire to foster the reinvigorated labor environment I found here. But I am union because I am a teacher, not the other way around.

As an adjunct, under the standard contract, I am paid to teach and to hold office hours. Those duties keep me on campus three mornings a week. My union work keeps me here, or brings me back, several other times. That means if I make a Tuesday *Food for Thought*, it's because I choose to be back here. It's the same for Executive Board meetings, or Labor Management meetings: these are part of my responsibility to you and UUP Oneonta, but I'd be off-campus, in other activities if these things weren't on the schedule. And through it all, like so many others who have testified here in *The Sentinel*, I am constantly aware that, as an adjunct, I am vulnerable for this union exposure. I can be gone with the next contract, by my choice or the administration's. So while I'm here I try to fertilize the garden, not sting the gardener: a bumblebee, not a wasp. But it is, as they say, the union that makes us strong, because it's hard to swat a swarm. And I know that truth from earlier employment where I saw the strength of the Teamsters, the Paperworkers, and the Hotel/Restaurant Workers' unions.

I trust my fellow union members, both on this campus and across the state. They have made me stronger, and I hope I've returned the support. But I call now to my part-time (professional and adjunct) fellows: find the time to take part in UUP actions and activities. This is a challenging time for the union, both locally and statewide, as it tries to raise the ratio of Full-Time to Part-Time faculty, while at the same time insuring justice for the adjuncts who have carried the load for years. It's a balancing act that is going to be awkward at times, but *you* can help us through it. We should have Part-Time/adjunct members serving as contacts in every department, or on every floor of every building. We should have a more vibrant Part-Time/adjunct committee, even if its members participate on a by-issue basis, available to lend their interest and expertise when needed. And Part-Time/adjunct local members can lobby the Legislators locally or in Albany when needed. But, jeez, it's hard to figure out how to reach out to your diverse and intermittent presence on campus, and find the time and place to talk about these opportunities. Anybody who knows adjuncts and part-timers knows that we're here when we are, and we aren't when we aren't. Make it easier for us. If you think you can do any of these things, or anything else, or if you have a question, or a complaint, contact me, or any other UUP officer. Let us know you're there, as we are there for you.

Abbreviated Part-Time Labor-Management 'Sidebar' Summary: Friday, February 24, 2006

By J McDermott, Part-Time Concerns Officer

UUP was represented by Part-Time Concerns Officer J McDermott, management was represented by Associate Vice President Lisa Wenck.

Several pending issues were reviewed:

- The stipend for student teacher supervisors has been raised from \$600 to \$750. Although it was not specified as 'travel expense coverage', the increase can be applied to those expenses by the supervisor.
- The 'random assignment of gen ed assessments' is still under consideration by management; Provost Dan Larkin will be asked to have a response by the next meeting.

-- Because there has been no response from the President's Subcommittee on Parking to a labor inquiry about parking problems for adjuncts, management will submit an e-mail to that committee requesting a response.
 -- Planning for the fall '06 'PT/Adjunct Orientation' will begin at the next Part-Time Concerns sidebar meeting, which will be on March 22, 2006, at 2 p.m.

VOTE/COPE: UUP and SUNY Stand together for Excellence in Higher Education

By Janie Forrest-Glotzer, Director VOTE COPE



"We have a blueprint that will allow SUNY to go from good to great, for the benefit of students and all New Yorkers," Statewide UUP President William Scheuerman.

Interested in smaller class sizes, the best instructional technology for your students, and realistic measures of your job performance? Of course, who wouldn't be? VOTE/COPE is the mechanism through which your concerns are brought forward to the legislature and explained one-on-one to state legislators in Albany. An effective voice in Albany means that legislators learn to see the total picture – and not just the "flat earth" version pushed by special interest. Remember, UUP not only serves Faculty & Professional interests but also the interests of students, families and our communities. VOTE/COPE assures that we all will have a strong and prosperous future in New York State.

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

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 as earlier than _____ 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 _____