

Sept 2007
Sent via

Notes from the Part Time Concerns Desk

By J McDermott, Part-Time Concerns Officer

Just a couple of quick thoughts this month: one international, and one local.

First, it's an odd number year again (2007), so that means there'll be another biennial international observation of ... "Campus Equity Week". It comes late in October, right around Halloween. Campus Equity Week (CEW) is a week of action to call attention to the working conditions of part-time/adjunct faculty and other contingent faculty all around the world. CEW is a varied collection of events locally conceived and loosely coordinated by a national steering committee made up of campus labor activists and organizations.



For information, visit the CEW homepage at www.campusequityweek.org/2007/. I've heard from some members words to the effect that "we're doing okay here, why should we pay attention?", and I guess my response is "Yeah, but..." as in "Yeah, but don't forget it took a lot of our hard work to get where we are..." and "Yeah, but we're still in a pretty precarious position..." and "Yeah, but it's all about solidarity, isn't it?" So I'm looking forward to a chance for some more consciousness and conscience raising. And you want some candy corn, too?

The local point is about that hard work: would you participate in the Part-Time Concerns work here on this campus? It can be any member, Full-Time or Part-Time. It can be as little or as much time as you can give. I would love to have a Part-Time Concerns link in every department and office that has part timers or adjuncts : someone who can hear a question or a concern, and point it toward me or the union office. Or would you like to participate in a Part-Time/Adjunct forum once or twice a year? Can you help build a Part-Time Concerns committee here? It's much easier for me to find you if you step forward, because after all, I'm an adjunct here myself, and therefore I'm not on campus every day!

A Little is A Lot: VOTE-COPE

By Kyle Britton, Director, VOTE-COPE



Ever use a coal stove to heat a home and/or cook dinner? As a child, I remember traveling south to Harlan County, KY, deep in the mining hollers of the Appalachians to visit my Grandmother Annie and my Uncle Charlie. All they had was kenneling of wood and coal to cook and heat their home. My uncle and I, would go to the coal shed with a small pick, a sledge hammer, and a five gallon water pail; and would go break bricks coal into smaller chunks, toss it in our yellow bucket, and turn to the kitchen to fill up the stove.

Why do we break the coal?" I remember asking my uncle like a broken record. His response was, "The coal is too big to fit in the stove and besides a little is a lot. You will see." And he was right! A little was a lot! We filled up the stove at eight in the morning, and the house stayed heated till about seven at night in time for the Kentucky rain to fall.

So, it might be crazy that I'm comparing black chunks of coal to the members of the UUP. But, my point is simple! A little contribution helps a lot to keep the UUP wheels turning and your voice being heard!

Fill out the form and send to the address listed.

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.

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Effective as early as _____ (month/year), 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 _____

- Do not remove the staples or otherwise damage the top edges of the sheet so as not to compromise machine reading of the completed survey.

In addition to the statistically-based questions, UUP encourages you to submit free response comments for those senior administrators that you evaluate. Please type these free response comments on separate sheets of paper. Do not include any remarks that might identify you in your free response comments. Keep in mind that UUP will tabulate and disseminate the statistical and free response results of this evaluation of the senior administration.

After completing your evaluations of senior administrators, you will be asked to return the forms by intercampus mail to the UUP office at Human Ecology 206 within two weeks of having receiving the survey.

Your participation in this evaluation of senior administration and professional life is important as it will allow us to better understand ourselves and our priorities as an academic community, and it will enable UUP to better represent you. UUP will provide you with a substantive and meaningful report. Thank you for your participation.



Part-Time Concerns Report October 2007

By J McDermott, Part-Time Concerns Officer

There were several activities of interest this month.

Our Food For Thought session featured a visit by representatives from SUNY Cortland. UUP Cortland President Larry Ashley, Vice President for Professionals Hailey Ruoff, and Delegate Dianne Galutz presented observations from their experiences at Cortland about a 3/3 course load as the normative teaching load for fulltime faculty, the effectiveness of professional appeals committees, and the conversion of adjuncts into lecturers. They spoke about the 3/3 load issuer, and about their process of raising, exploring and achieving the FT Lecturer status at Cortland. While not directly transferable to Oneonta, Cortland does offer one model of how a UUP local confronted this issue and proceeded through it.

The open discussion of such issues was pursued at Oneonta's Campus Equity Week Vision for the Future forum, which was organized by UUP VP for Academics Rob Compton. Held on Wednesday afternoon, 31 October, several members, both FT and PT, gathered to discuss possibilities before us as a community of academics and unionists. A separate report on that function is coming in a future issue. One major conclusion is that we need more such forums, and more opportunities (including physical space) to continue our discussions.

And finally, UUP held our October Part-Time Concerns Labor Management meeting on 22 October. Rob Compton † I represented UUP; Provost Dan Larkin and Associate Vice President Lisa Wenck represented Management. Two items were on the agenda. First was the matter of departmental office keys for adjuncts with personal offices in other buildings. This item had come up in the spring, and it was agreed then that the keys would be issued. This fall, English department adjuncts were once again 'locked out', but the issue was quickly resolved, and keys were issued even before the 22 Oct meeting. Please let me know if this is an issue in any other departments on campus, because it was agreed that the issue will be resolved promptly. The other item concerned tuition assistance for PTERS, through either the UUP Space Available basis or though the SUNY Tuition Waiver process. Both sides have agreed to further research the issue, present their materials, and pursue a good faith effort to make the process clear and accessible. UUP expects to have more to report on this issue after future meetings. There were two other 'in process' items that were raised: these issues had come up in Spring talks and are still being pursued to what we hope will be a satisfying conclusion.

Don't forget to sign the online petition to make Labor Day a no-class day at SUCO!

October Part-Time Concerns Labor Management Meeting Notes: October 22, 2007

By J McDermott, Part-Time Concerns Officer

For Management: Dan Larkin, Lisa Wenck

For UUP: Rob Compton, J McDermott



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The other item concerned tuition assistance for Part-Timers, through either the UUP Space Available basis or through the SUNY Tuition Waiver process. UUP has had adjuncts report that they were told by the Registrar that they weren't eligible for the B140 program. After initially questioning 'who said that', implying that there was some confusion during registrar transitions, Management eventually indicated that current practice at SUCO was that adjuncts were not considered to be eligible. UUP stated that UUP had adjuncts who taught on more than one SUNY campus, and that they were eligible on the other campuses; Management said they'd be interested to review other campus policies and bring SUCO into line with the best of them. UUP will be presenting Management with the most effective materials UUP can produce from other campuses—offering models of both good policy and good procedure.

Another item that had been raised in the spring was placement of bicycle racks on campus. Management will be sending UUP an email connection to the proper facilities manager to pursue the issue. Management has no problem with some racks being placed in strategic locations.

The Fall Delegate Assembly:

Janie Forrest-Glotzer Re-Elected to United Caucus Steering Committee



Oneonta was well represented by a large and assertive delegation at the recent Fall 2007 UUP Delegate Assembly (D.A.) in Buffalo, New York. Meeting three times a year, the D.A. is the statewide legislative body of UUP, encompassing SUNY/UUP campuses throughout New York. The Oneonta delegation included Bill Simons, Rob Compton, Norm Payne, Tom Horvath, Fred Miller, Nancy Cannon, Joe Baldwin, Jeri Anne Jerminario, Rita Szczesh, and Janie Forrest-Glotzer. Business at the Fall D.A. went

on from early morning to late at night. Training sessions, committee meetings, briefings, discussion of important issues, and several roll call votes entailed long hours of work. The status of contract negotiations and upcoming statewide UUP officer elections were amongst the agenda topics. The D.A. provides the ballast that connects the diverse UUP chapters with one another and to the state organization. Underlining Oneonta's growing importance in the union, the redoubtable Janie Forrest-Glotzer was unanimously re-elected to the steering committee of the United Caucus. Kudos to Janie and other members of the Oneonta D.A. delegation for giving our chapter able representation.

Phil Smith Elected Statewide UUP President: "There Will Be No Orphans in the New Family of UUP"

By Bill Simons, Chapter President

(Editor Note: On Saturday, February 9, 2008, at the Winter Delegate Assembly, Phil Smith was elected Statewide UUP President. His nominating speech was given by Bill Simons, Oneonta Chapter President. It is reprinted for the purpose of introducing Phil to the Oneonta membership.)

Our union is at a historic crossroad. Phil Smith understands that changes need to be implemented, and it as an honor to nominate him for the office of president. Phil had the courage of his convictions to ensure that all delegates would have the opportunity to vote in the very special election and therefore did not seek the endorsement of the caucus.

Phil's UUP background is varied and impressive. On the statewide level, he has served as Vice President for Academics and Chief Negotiator for the 2003-2007 Contract. At Upstate Medical University, Dr. Phil Smith, is a Professor of Cell and Development Biology, and he has served the UUP Syracuse Chapter as Grievance Officer, Vice President for Academics, and President.

No previous candidate for UUP president has ever had a stronger combination of chapter and statewide leadership experience and accomplishment. Amongst Phil's myriad national and international honors are the 2005 Nina Mitchell Award and the 2006 NYSUT Higher Ed. Member of the Year. His academic training in labor relations embraces the Harvard Law School and the Cornell University School of Industrial and Labor Relations.

Phil is and has been many thing-- professor, author of over 80 substantive publications, Chair of the Upstate Medical Faculty Senate, nonpareil master of technology and communications, Juvenile Court Justice, and UUP leader.

However, an individual is more than the sum of their accomplishments. Phil is a candidate because officers and rank-and-file members from many chapters throughout the state prevailed upon him to make this race. Phil's leadership, experience, achievements, character, and vision are needed.

Phil has the confidence to welcome divergent views, consult widely, and listen intently, but to ultimately take responsibility for his decisions. A future-oriented UUP will develop strategic planning. Phil will strengthen chapters at the grassroots level, develop a new generation of leaders, and promote teamwork within the statewide executive board. In dealings with the Governor's Office, the State Legislature, SUNY, and our NYSUT and AFT affiliates, he will effectively represent the best interest of the membership of UUP.

To those groups who have not received adequate representation — retirees, part-timers, and librarians, Phil promises that there will be no orphans in the new family of UUP. Faculty concerns about workload creep and gratuitous assessment will be heard. Professionals will have a transparent and fair route to promotion and salary augmentation.

Phil Smith will lead by example, affirmation, informed intelligence, wise judgment, and hard work. A vote for Phil Smith is vote for UUP.



Part-Time Concerns Report February 2008

By J McDermott, Oneonta Part-Time Concerns Officer

The February Part-Time Concerns Labor Management meeting took place on Wednesday, 27 Feb.

Two new items were placed on the table: One concerned overnight lodging rates in the Morris Conference Center (in an effort to make evening campus events accessible to part-timers who live at a distance from the campus, and to provide a safe and affordable lodging option in the case of winter weather emergencies); the other was a proposal to raise the starting salary of adjuncts. After their introduction, both proposals were taken for consideration by management.

Management reported that several earlier proposals are still under consideration; we hope to be able to report on their status after the 30 April meeting.

The recently negotiated contract is now up for a ratification vote by UUP members. You should have received both your ballot form and the "Negotiations Bulletin". Ballots must be received by 5 p.m., 12 March. A major issue for each part-time employee is whether or not you are a member of UUP. Check your pay stub. Under "After Tax Deductions" it must state "UUP Member". If it says "UUP Agency Fee" then you are NOT a member of the union, you are simply a part of the bargaining unit, and you are not eligible to vote. If you wish to change your status, call the office or any of the officers; we will get you a union card to sign. But it will be too late to vote on this contract: to have voting status on the contract, you had to have been a member as of mid-December 2007.

The complete tentative contract is printed in the "Negotiations Bulletin"; pages 32 through 34 offer some highlighted explanations, including specific call-outs for the benefits for part-timers. There are explanations of the salary increases, service awards, and benefits expansions. Item 9, a contracted meeting on "issues of mutual concern regarding part-time employees", may prove to be quite important. Although it is not a perfect contract, it appears to me to be a good one. I will be voting to support it. I urge you to vote as well. The number of ballots received from each campus is a measure of support that UUP has on that campus. Let our votes show that Oneonta is a UUP stronghold!



PT Concerns Report

By J McDermott, Part-Time Concerns Officer

It's been a quiet winter. There was a brief PT Concerns Labor Management meeting in December. It centered on getting Form -140 Tuition Waivers made available to part-timers/ adjuncts. It is currently not the policy on the Oneonta campus to make Form-140 waivers available to part-timers, and the meeting allowed UUP to provide evidence that other campuses in the SUNY system do allow such applications. Management took the materials under consideration, and the subject will be taken up again at a later meeting

•Keep your eyes open for the UUP Contract team's visit to Oneonta. That will be your opportunity to ask questions about how the tentative contract applies to part-time and adjunct employees. The vote will come sometime after the campus visits end.

Are you a UUP member?

Teri Weigl, Membership Director



It's that time of year! The start of a new semester brings new faculty and staff to campus. Here's a bit of information about UUP membership for our new faculty and staff, and a reminder to those who may have been on campus a while but aren't sure if they are a member. This year is particularly special, since we will be voting on a new contract. If you are not a member of UUP, you cannot vote on the contract.

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.

Remember that you are not automatically a member of UUP, you must complete and sign a membership form. 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).

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 weiglta@oneonta.edu.

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

UUP Membership Application

Last Name _____ First _____ MI _____ Soc. Sec. No. _____
 Birth _____
 Street Address _____ Date / / E-mail _____
 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 dues 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 66 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.

Ah, Spring: UUP and Part-Time Issues

By J McDermott, Part-Times Concerns Officer



Here it is, almost the first of April, and I've still got snow in my backyard. "Why do I have spring fever ...?" But here's a spring bouquet of thoughts from a part-timer's garden....

Over the years that I've spent on this campus, I've enjoyed my work, my students, my colleagues, but what has really given me the greatest satisfaction has been my work with UUP. It has introduced me to people from all parts of the campus: to faculty from other departments, to professionals, to administrators across the table, and to members of other campus unions. I've also met my fellows from around the state, as part of my work on the state-wide Part-time Concerns Committee.

I believe that without UUP, I would likely have come to campus, held office hours, taught my classes, and departed after class. That might have gone on for a semester or two, and then I think the isolation endemic to part-time faculty would have gotten to me, and I would have moved on to something else. Financially, that might have been the smarter thing to do. It might still be.

I guess what I'm trying to say is that of course there remains a gulf between full time and part time workers on this campus, as there is elsewhere in the larger economy. But if you find yourself isolated, if you feel no one else knows the struggles you are experiencing, then I strongly urge you to treat yourself to the company of your fellow union members. Come to a luncheon, come to a movie, drop by the office and say hello. Poke your head in and say "I don't even know if I'm a member...", and we'll check out your status with you. I know well, by my own experience, the greatest complaint of campus contingent workers is two-fold: lack of security and lack of compensation. With every contract, benefits get better, but longer term contracts and better pay are always a goal we keep working to achieve. My own philosophy as I've tried to fulfill my duties on this campus is that as I/we keep pushing for those obvious goals, we also need to take every opportunity to make the quality of life better for part time faculty and professionals here at OSC. But opportunity and action are very different animals. My dear departed mother used to say "If you want to have a friend, you've got to be a friend", and when I was growing up I couldn't go anywhere without running into one of her friends! (It was horrible!) But today, if you, as a part-timer, want to be a full member of this campus community, one of the best places to start is right here with UUP.

I won't be holding this post forever. There are some days I am burned out. Who will be next? A fulltime faculty or professional member might take it over; they have more security from which to argue hard points across the table. Another part-timer might step forward. Will it be you? How do you begin? Would you like to sit on our side of the table for the PT Concerns Labor Management meetings? Would you like to help me organize a PT Forum? Would you like to just share some time over coffee and tell me your story and concerns? It's spring. Let's grow together... mdermj at oneonta dot edu



UUP Oneonta Executive Board
March 10, 2008

UUP Appointments to Labor-Management Grants Committee: 2008-2009

UUP is honored to announce the appointment of three distinguished scholars as the union representatives to the 2008-2009 Labor-Management Grants Committee. The UUP committee members are: Dr. Alexander R. Thomas, Associate Professor, Sociology; Dr. Benjamin Y. Dixon, Associate Professor, Geography; and Dr. Vicky M. Lentz, Assistant or Associate Professor, Biology.

Part-Time Concerns Report: May 2008

By J McDermott, Part-Time Concerns Officer



The final PT Concerns Labor Management meeting for the Spring semester was held on Wednesday, 30 April. There was some good news as several points discussed earlier in the semester were confirmed.

Form -140 Tuition Waivers are now available to part-timers/ adjuncts, and the application forms will be available online through the SUCO homepage. Please remember that this is a limited-size pool of money open to many segments of the campus community, and decisions will be made on a first-come, first-serve basis. It was previously not the policy on

the Oneonta campus to make Form-140 waivers available to part-timers.

In addition to the tuition waiver forms, we are finding that the administration is amenable to making as many forms as possible accessible online. We will continue to follow this issue, because adjuncts/pt employees are often employed on campus at times when the offices that have these forms are closed.

Overnight lodging in Morris Hall is available to part-timers on a cost-reduced basis. Single-night fees will be \$25, which management says 'does not cover our costs'.

Salaries for adjuncts continue to be under discussion. This is an issue that is currently pursued statewide on a campus-level basis, and therefore we are pursuing it here at Oneonta. Although many of us were initially disappointed when there was no state-wide minima included in the most recent contract, a side discussion at the PT Concerns statewide committee meeting during the spring DA revealed an important consideration about the new contract language: for the first time ever, PT salaries were mentioned in the contract language as a 'structural issue', and that is seen as getting the horse's nose under the tent. Although the salary issue did not make it into the contract, the topic is now a legitimate item for discussion in future contract negotiations. Sometime labor union work produces quick results, but most often it is a step-building process, and this is one such instance. UUP has not forgotten the PT/adjunct salary issue; it is simply an issue at play in the long term.

It was nice to see so many of you at the year-end party. I hope you enjoy your summer, and don't forget to look for information about the adjunct orientation in a few weeks. I'll see you there. Please attend this session—whether it's your first time or your third time, this is a great way to start the new campus year. It can simplify your first days of the semester because so many services and so much information is available at this one session.

The Sentinel and Websites

Editor's Note:

Statements made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To read past issues — as well as the current edition — of *The Sentinel* on-line, go to www.uuphost.org/oneonta. This site also includes other material concerning UUP Oneonta.

The statewide **UUP website** is located at www.uupinfo.org It contains information about members benefits and many other important topics.