



The Sentinel

UUP-Oneonta

The Sentinel

Volume 4, No.3: April, 2004

Tentative Contract Agreement

By Bill Simons, Chapter President

As most of you now know, you have a decision to make: to vote up or down a tentative Agreement between the State of New York and United University Professions. The election supervisor, the American Arbitration Association (AAA), will mail ballots and detailed instructions on April 8, 2004: the time frame for return of ballots will be about three weeks. Your vote matters. Please carefully examine the tentative contract: it can be accessed at <http://www.uupinfo.org/>. By early April, you will receive a hardcopy of the text with detailed explanatory annotations.

Statewide UUP President Bill Scheuerman provides context: “The tentative agreement was reached after months of negotiations between the UUP bargaining team and representatives of the State. Given the fact that the State faced an \$11.5 billion deficit when negotiations began last year, our team did a miraculous job in negotiating this proposed new contract. As required by the UUP Constitution, the UUP Negotiation Committee, consisting of a representative from every campus, met on March 16 to review the proposal. The Committee overwhelmingly recommended ratification of the tentative contract.”

On March 22, Bill Scheuerman and the UUP Negotiations team met with Oneonta chapter members at the Red Dragon Theater in the basement of the Hunt Union to discuss the tentative contract and to answer questions. Prior to the vote, they will meet with chapters on all campuses.

Clearly this is a strong contract. It merits a strong turnout and ratification. In addition to a complete text of the tentative agreement, President Scheuerman and the UUP Negotiations Committee will provide you with a “package of highlights—in

‘Q&A’ format—and other information important to the ratification process.” Excerpts follow:

- \$800 lump-sum bonus upon ratification
- 2.5% on-base increase to employees on payroll June 30, 2004, effective July 1 or September 1, 2004
- An additional 1.0% base salary increase to these same employees, paid by December 2004, retroactive to July 1 or September 1, 2004, bringing the on-base salary increase to 3.5%
- 2.75% on-base increase to employees on payroll June 30, 2005, effective July 1 or Sept. 1, 2005
- 3.0% on-base increase to employees on payroll June 30, 2006, effective July 1 or Sept. 1, 2006
- \$800 on-base increase, pro-rated for part-timers, effective July 1 2007
- \$500 achievement increase: Effective April 1, 2007, employees who have a continuing or permanent appointment or have received at least two five-year term appointments will receive a \$500 on-base salary increase. Anyone who receives such an appointment before the end of the Agreement will also receive this increase.
- 3% for discretionary salary increases: there will be discretionary salary pools, equal to 1% of payroll, effective July 1 or September 1, 2005, 2006, and 2007
- the state’s demand that employees pay a larger percentage of the health insurance premium and be required to have increased years of service to receive health insurance in retirement **Will Not occur.**



UUP Oneonta: Spring 2004 Chapter Schedule

Please clip and save!

Food for Thought & Chapter Meetings, Tuesday, noon, Le Café, Morris:
April 20

Executive Board Meetings, Monday, 2 PM, Human Ecology 206:
April 19

Pre-Labor/Management Meetings, Mondays, 2:30 PM, Netzer 333A:
April 5, May 10

Labor/Management Meetings, Mondays, 3 PM, Pres. Conf. Rm., Netzer 341:
April 5, May 10

Post-Labor/Management Meetings
will immediately follow Labor/Management meetings

April 2004

Schedule of Events for April

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- Monday 4/5 3:00pm**
Labor/Management Meeting,
President's Conference Room,
Netzer 341

(pre-meeting meeting at 2:30
in Netzer 333A)
- Monday 4/19 2:00pm**
Exec Board
Human Ecology 206
- Tuesday 3/23 noon**
Food for Thought
Chapter Meeting
Le Café, Morris Hall

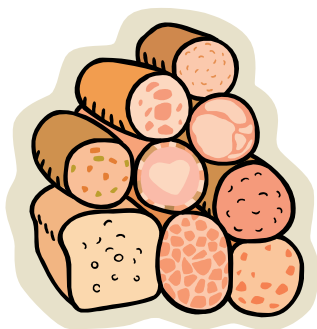
Mayor Kim Muller and Barry Warren at *Food For Thought*

On Tuesday April 20, 2004, at noon in *Le Café* at Morris Hall, two of UUP's very best, Kim Muller and Barry Warren, will provide a joint presentation at UUP's monthly *Food for Thought* luncheon meeting. Fine food is on the menu, and important information is on the agenda. Oneonta Mayor Kim Muller and Dr. Barry Warren, Director of the Center for Economic & Community Development, will discuss SUCO's economic impact on the community.

Kim Muller has already had an extraordinary career, but her leadership suggests that she is headed for even greater things in the future. First elected Mayor of Oneonta in 1997, and reelected by an landslide in 2001, her major initiatives have included enlarging recreational opportunities for our young, attracting a major downtown hotel, and envisioning a new performing arts theater complex. As Mayor, Kim is responsible for 200 employees and a \$13 million budget. On the SUCO campus, Kim is the Manager of the Grants Development Office. In addition, Kim is working with UUP to organize an Upstate Mayors' Coalition to advocate on behalf on SUNY.

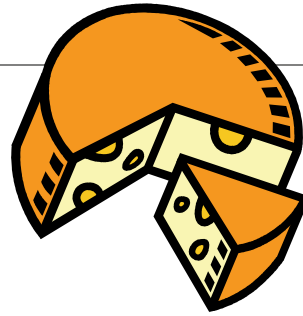
Barry Warren has been a catalyst for some of the best things in our community. As Director of the Center for Economic & Community Development, Barry provides businesses, local governments, the judicial system, and nonprofit organizations with technical assistance in the areas of organizational planning, public opinion surveys, focus-group research, economic-impact analysis, program assessment, and economic development.

Join us for this important Food for Thought. press solidarity, share in the fellowship, learn from Barry, and



more informed advocate for SUCO.

for this important Food for Thought. Come to express your solidarity, share in the fellowship, learn from Barry, and become a



In Pursuit of Social Justice: Ashok Malhotra and Linda Drake

By Bill Simons, President

UUP's commitment to social justice transcends contracts and budgets. We have an obligation to the betterment of community and world. UUP Oneonta stalwarts Ashok Malhotra and Linda Drake, who spoke at our February 24th *Food for Thought*, embody this commitment. Their personal partnership animates collaborative endeavors in pursuit of social justice. Linda and Ashok truly think globally and act locally. Possessed of an idealism leavened by pragmatism, they have bettered the lives of thousands.

Ashok has, for a generation, served the SUNY-Oneonta Philosophy Department as a Distinguished Teaching Professor, inspiring his students. As an example, a few years ago, a confused and dispirited young man contemplated dropping out of college; that young man, however, found a mentor in Ashok and, in time, emerged as a fine student and president of Oneonta's Student Association. A prolific scholar, Ashok has authored articles and books. The **Institute for Research on Unlimited Love: Altruism and Compassion and Service** recently honored Ashok's essay, "Building Character Brick by Brick by Building Elementary Schools in India." In its description of his philanthropic work in India, this essay connects Ashok's scholarship and community service.

Ashok is the founder of the Ninash Foundation, which builds and maintains elementary schools in India, where he often visits. Recipient of the Bharat Excellence Award from the Friendship Forum of India, Ashok is central to every aspect of this endeavor, including fundraising, recruitment of personnel, building construction, curriculum development, teacher training, supervision, and networking. His persuasive ability and authenticity have prompted many members of our community to participate in this campaign to better lives in the communities of India through the gift of education. Due to Ashok, there are Indian communities that today have Indo-International Schools, allowing children to acquire the tools to fashion a better life.

Linda Drake is Ashok's full partner and has given vital support to the establishment and growth of Indo-International Schools. In her own right, however, Linda stewards a benevolent community. Linda is the Director of the Center for Social Responsibility and Community at SUNY-Oneonta. The programs and activities that Linda has created, sustained, supervised, and supported on campus and in the larger Oneonta community are legion, encompassing initiatives that teach people to read, provide vocational training, grant opportunities

(See Social Justice, page 5)

UUP Holds Leadership Workshops for the Faithful



“I swear! The contract that got away was THIS big!”

Over a busy weekend in March, at the beautiful Sagamore Hotel in Bolton’s Landing, a select group of UUP delegates and volunteers gathered to hone their skills and learn how to help the rank and file. The pictures here and on page 5 are courtesy of Karen Mattison; the captioned (telepathic) transcriptions are courtesy of John Poindexter and the Total Information Awareness program



“We are SUCH a shoo-in for Best Variety of Attentive Poses: Table category.”



“All I need is a tall glass of iced-tea and my Drink-Bingo card is filled!”



“...and if we succeed in shrinking NY’s legislative leaders to this size, we can carry them around and squeeze them whenever we want!”



“You can’t have too much Prozac...”

In all seriousness: these folks, and many others, gave of their time and themselves to work for you. They deserve our thanks, and we salute all those who serve the union—in ways big and small.

Social Justice (continued from page 3)

for recreation, comfort the ill, share companionship with the lonely, feed the hungry, protect the environment, and grant respite to caretakers. Moreover, she has motivated students, faculty, and others to give of themselves for the betterment of campus, community, and world. For more information about the volunteer activities of SUCO’s Center for Social Responsibility, please e-mail Linda at DrakeLM@Oneonta.Edu. On March 20, 2004, Linda led a Oneonta UUP contingent of volunteers at *Saturday’s Bread*. As Adlai Stevenson said of Eleanor Roosevelt, so it might be said of Linda Drake, “She would rather light a candle than curse the darkness.”

The relationship between Ashok and Linda manifests itself in a synergism of service that has benefited communities both near and far. For more information about the Ninash Foundation, the Indo-International Schools or “Learn and Serve in India,” please contact:

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 SUNY Distinguished Teaching Professor
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 Oneonta, New York 13820 Tel. 607-432-0496
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Hmmmm....How Was UUP Able to Negotiate a Strong Contract Agreement with a Dysfunctional State Government Stuck in a Miserable Economy???

One of the reasons is the political clout UUP possesses because of its affiliation with the political-action arm of NYSUT: VOTE/COPE! What's in it for us?? A more powerful political voice equals better treatment at the bargaining table.

VOTE/COPE, the Committee on Political Education, directs the voluntary contributions of NYSUT members from all across the state, and contributes to the candidates and campaign committees endorsed and supported by NYSUT. This support is non-partisan, and based on candidates' records, stands, and voting history on public education issues. VOTE/COPE funds are completely separate from regular operating funds, and are used in every region and election district in the state. Giving to VOTE/COPE helps not just the state, but helps each NYSUT member as well.

At this time of the year our focus shifts to the new budget struggle about to begin. This budget, as we all know, directly affects our ability to do our jobs, our working conditions, the quality of education we can provide, and our goal of a new contract. We can and should keep ourselves well-informed, discuss issues with our fellow professionals, write letters to our legislators -

endeavors well worth the time and effort. As public employees whose workload, environment, and educational effectiveness are directly affected by the actions of our elected officials, it is crucial that we remain informed and networked to make our voices heard over the political din.

One easy way to aid in this struggle is to make a voluntary payroll deduction to VOTE/COPE. **As little as \$1 a week or pay period will help in this process.** If you are already contributing, I urge you to consider adding an extra \$1 per pay period, or any additional voluntary contribution you feel able to donate. I will be sending out contribution cards to all members shortly, and I hope that you will commit to supporting our mutual goals. For less than the price of a cup of coffee, you can aid in the process to affect change.

So what's in it for us? Nothing – if we don't contribute!

Contact Linda Randall (randallk@oneonta.edu) for the forms needed to begin voluntary payroll deductions.

Let's continue to make our collective voice heard – VOTE/COPE!





March 8 Labor Management Meeting Minutes

by Rob Compton

For Management: C. Blazina, P. Shea, S. Perry, D. Larkin, N. Nash, T. Rathbone

For UUP: B. Simons, R. Compton, J. McDermott, T. Horvath, M. Hughes, N. Payne, D. Selzner

I. Environmental and Safety Issues

A. Tunnel Update

1. UUP asked management for a summary of John van Raalte's January 27, 2004 retest and other tunnel related developments.
2. Management: the tunnel area continues to receive attention, has been routinely cleaned, and is now painted.
3. Management: recent readings show minimal fungi, about 1/3 to 1/10 of the previous tests; there may be some drought resistant spores. Also, a fan has been installed to facilitate air movement.
4. Management: there is some water seepage; a wet vacuum and squeegee are being used to clean up the area.
5. Subsequently, management noted that the State Department of Labor and the New York Public Employee Safety and Health Program (PESH) checked the area: that resulted in the replacement of some lights and the installation of hand rails.
6. UUP thanked management for the update and requested that report copies be catalogued in Milne Library, after an appropriate title and specific location are decided upon.
7. UUP Health and Safety Officer concurs with the low numbers involving bacteria, fungi and spores, but requests one more test in late summer due to seasonal variation.
8. Management to discuss this issue and return to it. They also state that they will adhere to established protocols and invite UUP to inspect tunnel.
9. UUP reiterated need for one more test. If the results are acceptable, this will effectively end the issue unless something new occurs.

B. Dorm Issues

1. UUP noted that our Health and Safety Officer communicated with DASNY regarding asbestos testing and remediation. Further, he has set up a meeting to discuss the issue and asks management for updates.
2. Management met with DASNY Director and was told that DASNY has retrieved many files pertaining to AAR work on the Oneonta campus.
3. UUP asked Management if DANSY outsourced their testing for asbestos.
4. UUP looks forward to a future, joint meeting with Management and DASNY for further discussion.

II. Faculty Activity Reports (FAR) for Part-timers

1. UUP asked Management if Part-timers are required to provide FAR since they are not compensated for non-teaching duties (and this may constitute service).
2. Management queried UUP to make sure that it understood the process and procedure involved with the FAR forms. Management noted that they have had some discussion on this issue among themselves.
3. Management also stated that adjuncts have the option of "receiving the pre-printed form and turning it around and sending it back." The form does provide chairs with information concerning the part-timer that can be helpful to the adjunct.
4. Management noted:
 - a. Adjuncts have flexibility to just turn it around and send it in;
 - b. It is the adjunct's prerogative.
5. UUP asked: is it contractual or a part of the workload, since they are not hired for service or research components?
6. Management and UUP agreed to return to this issue. **(See L/M Minutes, Page 8)**



L/M Minutes (*continued from page 7*)

III. Performance Program

- A. UUP stated that John Marino, UUP VP Professionals, will conduct a session for supervisors and employees regarding the Performance Program.
- B. Management noted that all Vice Presidents were given status reports by Human Resources (HR) regarding Performance Program compliance.
 - 1. HR will make certain that they have status reports.
 - 2. HR will have open office to move toward compliance.
 - 3. Management agreed that training for supervisors is acceptable; Management will attend.
- C. UUP: this vexing problem has existed for many years; Management concurred.
- D. Management stated that they will commit to working toward 100% compliance, as it is necessary for both sides.
- E. UUP notes that documentation creates an equitable meeting between supervisors and employees.

IV. Budget News

- A. UUP requested information regarding NY State budgetary developments
- B. Management stated that SUNY budget is flat and that is relatively good news, as we are not starting with a large cut.
- C. Both Management and UUP noted that a recent Education Equity Funding court case could have an impact depending on how it is resolved.

Adjourned at 3:40 pm

Editor's Note:

Statements made in The Sentinel do not necessarily reflect the opinion of UUP or any of its statewide representatives. The Sentinel welcomes your suggestions & complaints, but we urge you to shred them prior to submission. This will help us to comply with state and federal privacy policies.

Executive Board Contact Info

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President (d)	Bill Simons	SIMONSWM*	436-3498 (office)
VP for Academics (d)	Ed Wesnofske	WESNOFER	432-6770 (home)
VP for Professionals (d)	Norm Payne	PAYNENE	436-3218 (o)
Secretary (alt. d)	Rob Compton	COMPTORW	436-3048 (o)
Treasurer	Rich Tyler	TYLERRF	436-3648 (o)
Grievance Officer	Paul Conway	CONWAYPG	436-3923 (o)
Benefits Officer	Mona Hughes	HUGHESML	436-2490 (o)
Membership Director (alt. d)	John Carney	CARNEYJJ	432-5360 (h)
Newsletter Editor (d)	Richie Lee	LEERE	436-2493 (o)
Part-Time Concerns	J. McDermott	MCDERMJ	436-3055 (o)
VOTE/COPE Director	Linda Randall	RANDALLK	436- 3094(o)
AdministrativeAssistant	Peg Carney	ONEONTA@UUPMAIL.ORG	436-2135 (o)

Other Delegates & Alternates:

Janet Nepkie	NEPKIEJ	Tom DeMeo	DEMEOT
	436-3425 (o)		436-2188 (o)
Keith Fitzpatrick	FITZPAKB	Fred Miller	MILLEREW
	436-3507 (o)		988-9323 (h)
Joe Baldwin	BALDWIJC	Chris Bulson	BULSONCE
	436-3517 (o)		397-9345 (h)

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