

# The Sentinel

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UUP - Oneonta

December 2008

*"Positive anything is better than negative nothing."*

- Elbert Hubbard

## *December 2008: An End and a Beginning*

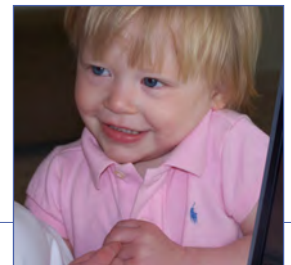
*By Bill Simons, Chapter President*

Fifty-seven Decembers ago—in 1941—shortly after the attack on Peal Harbor brought America's entry into World War II, British Prime Minister Winston Churchill met with his great ally, U.S. President Franklin Delano Roosevelt, in Washington. With the world at war, the stakes were never higher for humanity; years of great sacrifice lay ahead. Yet, assisting FDR in lighting the White House Christmas tree, Churchill articulated the need for respite in the midst of crisis: "Let the children have their night of fun and laughter. Let the gifts of Father Christmas delight their play. Let us grownups share to the full their unstinted pleasures before we turn again to the stern task and the formidable years that lie before us." We too now confront a great crisis; let us resolve, however, to celebrate this season and thus find the refreshment to sustain us in the days ahead—and to remember why it is that we persevere.

The final days of 2008 announce the end of one interval in the history of our nation and our College. We are in the midst of a developing fiscal crisis, perhaps the worst since the Great Depression. Challenges beckon, but so too do opportunities to build anew. In the months ahead, the members of UUP must come forward as never before to advocate for an embattled SUNY. Much will be asked of us. None will be exempt from the responsibilities of generating faxes, letters, phone calls, rallies, articles, advocacy meetings—and more. We must strengthen partnerships with College President Nancy Kleniewski, our brothers and sisters in CSEA and other unions, student leaders and those who will become so, and our friends and neighbors in the larger community. As the year 2008 ends, however, it is appropriate to recognize the officers — and rank-and-file — who have rebuilt the Oneonta chapter and made it a force to reckon with.

UUP owes thanks to many more individuals than the space allotted in this article allows for. Any recounting must begin with Vice President for Academics **Rob Compton**. Now tenured, promoted to Associate Professor, and a Fulbright Scholar, he had the courage to come forward prior to receiving permanent appointment — and his example has inspired many others to do likewise. Rob is the strong right arm of UUP Oneonta — and my dear friend; it is a rare day when we do not speak. Policy research/papers, negotiations with administration, workload, community service, joint Labor-Management grant proposals, newsletter articles, assessment of senior administrators, Rock the VOTE, individual member representation, legislative advocacy, building conduits between the chapter and the statewide union leadership, and all other UUP initiatives and decisions have Rob's imprint. Rob is unsurpassed as a policy wonk. Even during his Spring 2008 sabbatical in Zimbabwe, he remained in constant contact with the UUP Oneonta Executive Board from that dangerous and tumultuous land. Years of unstinting service have brought the first gray, and time has brought him a precious grandchild, but Rob's resolve, acumen, and courage remained undiminished. Count on it.

Vice President for Professionals **Norm Payne** has announced a new application for Professionals seeking promotion and salary augmentation. Norm's hard work on this issue merits thanks. To make that process functional, Norm has begun to hold a series of workshops for Professionals. Norm is monitoring the implementation of this new process. In addition, Norm continues to conduct research, analyze situations, disseminate important information, and advocate directions central to Professional concerns. Deliberate and persistent, he is the tireless voice of UUP of Professionals. Norm remains the first UUP officer to contact for Professional problems and questions.



### **The Holidays:**

*A Season to Remember  
What We Hold Most Dear:  
Bill's Granddaughter **Lily***

(continued -pages 2, 3, 4)

Wearing multiple hats, **Tom Horvath** has become indispensable to UUP Oneonta. As a member of the Executive Board, Health/Safety Officer, Secretary, and Academic Delegate, Tom has proved assertive and adroit on a variety of issues. In a deserted tunnel grown suspect, dormitories following asbestos remediation, and classrooms needing noise abatement, Tom collaborated on environmental testing with College Facilities. That extensive union background served him well during the Spring 2008 semester when Tom ratcheted up to the position of Acting Vice President for Academics during Rob's Fulbright sabbatical in Zimbabwe; Tom demonstrated tactical and strategic brilliance during that stint. He has significantly advanced a meaningful reckoning with fulltime faculty workload.

Thanks to our new and sagacious Treasurer **Mike McAvoy**, UUP Oneonta passes periodic audits with flying colors. As attested by his line item budget, resolutions, wise counsel, and monthly reports, Mike, an accomplished economist, brings meticulous and expert devotion to his stewardship of the treasury. As UUP Treasurer, Mike was well-trained by his illustrious predecessor, **Rich Tyler**, who served UUP for many years with devotion and skill. We thank Rich for past service and allowing us to continue to tap his extensive knowledge of UUP fiscal matters. Our iconic Director of Special Events, Loraine Tyler, invests our diverse gatherings, including those on Labor Day and semester's end, with grace and excellence. A former UUP Vice President for Academics with an unwavering commitment to the union, the campus, and the community, Loraine's diverse contributions enrich us in countless ways.



With verve and enthusiasm, Professional Delegate and Facilitator **Janie Forrest-Glotzer** maintains an extensive network of contacts with UUPers on campus and throughout the state. A multi-tasker, Janie, a former UUP of the year, mentors new leaders, assists Norm with representation for Professionals, served on the ad hoc contact negotiation committee, and advocates on family issues. Janie did an excellent job as former Director of **VOTE COPE**, the fund that allows for a strong UUP presence in matters legislative and electoral.

The indefatigable **Kyle Britton**, the new **VOTE COPE** Director, is off to a fine start, ensuring that the educational community is represented when important political decisions are made. In addition, Kyle contributes thoughtful articles to *The Sentinel* and provides the

Executive Board with the perspective of youth. A gifted performer and promoter of music, Kyle is organizing a UUP concert, featuring the music of the worker.

Academic Delegate **Gina Keel** has emerged as a core leader of the UUP Oneonta Executive Board. As Director of the critically acclaimed UUP Oneonta Labor Film Series, Gina highlights the synergistic relationship between culture and politics. Her union organizational skills have, through the years, strengthened the Rock the Vote initiative, legislative advocacy on behalf of SUNY in Albany, local flood relief, Labor Day presentations, and representation at the American Federation of Teachers conclave in Washington, D.C. In addition, during the Spring 2008 semester, Gina served the chapter as Acting Secretary, exhibiting a political scientist's eye for telling detail and contextual nuance.

Affirmative Action Officer **Chris Keegan** represents a new generation of UUP activist/scholars. His talents and idealism are merging. Committed to true equity, inclusion, social justice, and diversity, Chris brings dedication and resolve to the position of Affirmative Action Officer. At a recent UUP diversity panel organized by Chris, hard and crystalline truths were spoken by union stalwart **Fida Mohammad**.

**Paul Conway** did a superb job as Grievance Officer. He has now assumed the position as the chapter's first Mediator, a post for which his extensive background and training well equip him. In addition, Paul mentored his successor as Grievance Officer, the incomparable Renee Walker. As was the case with Paul, those who contact Renee are often in difficult emotional straits. Renee, as was Paul, is often dealing with individuals plagued by multiple and serious problems. Despite the intensity of such sessions, Renee listens carefully, elicits relevant information, and responds with tact and discretion. Ever mindful of her familial legacy of worker activism, she also provides eloquence to more public union issues.

Benefits Officer **Mona Hughes** does an exceptional job explaining medical, dental, vision, and drug insurance programs and provisions, which are often complex and detailed, to members in person and in newsletter articles. Mona is informative, supportive, sensitive, and assertive helping UUPers. She is a great Benefits Officer, and truly defines the position.

By their courage and example, **Caridad Souza-Watkins** and **Darwin Davis** remind us of that our

adjuncts, who contribute so much to the College, are not treated fairly. As a new generation of Part-Time activists emerges to articulate a more assertive agenda, it is appropriate to acknowledge the contributions of incumbent Part-Time Concerns Officer **J McDermott**, which include facilitating a summer orientation, giving voice to Campus Equity Week, and offering representation to individual part-time constituents.

**Linda Drake**, UUP's Community Service Director and College Executive Director of the Center for Social Responsibility, continues to coordinate the participation of UUP volunteers at the community kitchen of Saturday's Bread, Habitat for Humanity, collection drives, emergency relief, and other endeavors. Linda supervises a plethora of benevolent activities, staffed by volunteers that benefit our community and the world beyond. Linda's on-going flood relief work in the Gulf and in our region have made a decisive difference in many lives.

Thanks to UUP volunteers **Wendy Mitteager, Karina Cespedes, Elaine Downing, Devin Castendyk, Raymond Siegrist, Kristy Cable, John Chiang, Janet Frankl, Hanfu Mi, Ho Hon Leung, Nithya Iyer, Megan Ackley, Sen Zhang, Donna Mott, Alessandra Stradella, Scott Dickerson, K.O. O'Mara, and Denise Straut** for their great work, cheerful generosity, and welcoming presence at *Saturday's Bread*. Sign ups for the UUP contingent at *Habitat for Humanity* have included **Janie Forrest-Glotzer, Shannon Ebner, Diane Pierce, Jerry Blechman, Joann Barnhardt, Suzanne Miller, Melissa Fallon, Kerry Wagner, Andrew Kahl, Betty Tirado, Rebecca Hoey, Nancy Callahan, Bill O'Dea, and Maryann Dowdell**. For their labor at home construction and/or feeding the crew, their contributions are greatly appreciated.

The energy and creativity of Membership Director Teri Weigl has significantly increased our numbers. Utilizing innovative strategies, Teri has devoted much time to chapter development, and we are all the beneficiaries. A skilled writer, Teri also continues to write excellent articles, notable for their content and literary flair, for *The Sentinel*.

**Jill Attanasio** does a superb job as Editor of *The Sentinel*. Under Jill, *The Sentinel* continues its tradition of excellence. Attentive to content and style, Jill provides the union newsletter with an engaging and distinctive format and look. She is part of a continuum of great *Sentinel* editors that includes her predecessors, **Richie Lee, Nancy Cannon, Jim Greenberg, Kim Muller, and Kathy Meeker**. Jim, Director of TLTC, and Nancy, the definitive Reference and Instruction librarian, retain important positions in the UUP leadership. As Electronic Archivist, Jim is making new information and tools accessible to chapter members. Besides providing a visual documentation of UUP Oneonta as chapter photographer, Nancy is an Academic Delegate, journeys to the New York State Legislature to advocate for SUNY, serves on the Technology Issues Committee—and has provided a special personal support that transcends thanks. Jill, Jim, and Nancy contribute excellence, expertise, and experience to UUP.



Labor Relations Professional **Dennis Selzner** provides advise tempered by hard experience and a detailed knowledge of the contract. My wise mentors and valued friends of many years, former chapter presidents **Ed Wesnofske** and **Denny Shea**, continue to grant sage counsel, participate in SUNY advocacy, and return to action at critical moments. In the Spring 2008 semester, Ed attended key meetings, provided essential advise, and guided a spirited statewide campaign. Gifted philosopher and gadfly **Achim Koeddermann** provides iconoclastic perspective.

UUP Oneonta President Emeritus **Fred Miller**, peripatetic and informed, remains a superb political point-man, known and respected by state legislators as an advocate for higher education. In addition, as our retiree representative, he ensures that the concerns of our senior members are given strong voice.

UUP is ably represented on the Labor-Management Grants Committee by Sociology Department Chair **Alex Thomas**, Associate Professor (Geography) **Benjamin Dixon**, and Assistant Professor (Biology) **Vicky Lenz**. Outstanding scholars and teachers, they bring fairness, context, and expertise to the evaluation of grant proposals by UUP members.

**Betty Tirado** and **Mark Rice** are the two UUP appointees to the Employee Assistance Program (EAP) Program Committee. Betty and Mark do a great job representing the interests of UUPers on EAP. From family to financial matters, Betty and Mark ensure that EAP functions as an important source of referral.

As UUP Grants Officer, **Kathy Meeker** alerts members to funding opportunities. With great professionalism, she guides and supports the grant proposals of members. With Kathy's important contributions, Oneonta has been notable for UUP recipients of Drescher awards.

In her second year as a member of the UUP Executive Board, **Janet Frankl** has made invaluable contributions. Beyond her responsibilities as a Professional Delegate, Janet serves as the union's Disabilities

Officer. Janet has written articles for *The Sentinel*, volunteered at the chapter's community service initiatives, and voiced SUNY advocacy. Janet contributes insight, attention to detail, and a commitment to representing UUP Professionals.

**Jeri Anne Jerminario**, former president of UUP Cobleskill and a member of the Technology Issues Committee, and **Rita Szczesh** are Professional Delegates. They serve on the Executive Board, with defined responsibilities for representing Professionals. Through the Delegate Assembly and New Leaders Workshops, Jeri and Rita have undergone training for their important Professional positions.

**Joe Baldwin** remains a bulwark of the Elections and Credentials Committee. We salute **Chris Bulson** for her many years of excellent service on that important committee.

Former UUP Oneonta President **John Carney** protects institutional memory and brings meetings to order with a whistle that could stop a freight train. And **Peg Carney**, an incomparable office manager, loyally and expertly balances tasks and deadlines.

Please forgive me the many UUPers that I have not acknowledged; such omissions represent a lapse of memory, rather than an absence of appreciation..

Finally, regardless of your faith or, lack thereof, may the holidays and year ahead bring health and happiness to you and yours — and to all humanity.

### *Membership on Promotion and Tenure Committee, Science and Social Science Dean's Advisory Committee, and Behavioral and Applied Science Dean's Advisory Committee*

Promotion and Tenure Committee:

*Larry Armstrong, Larry Guzy, Bill O'Dea, Kathy O'Mara, Yolanda Sharpe, Gretchen Sorin*

Science and Social Science Dean's Advisory Committee:

*Tracy Allen, Gwen Crane, Jim Ebert, Constant Goutziers, John Relethford*

Behavioral and Applied Science Dean's Advisory Committee:

*Ed Beck, Craig Bielert, Joan Marshall, Fida Mohammad, Thomas Sakoulas, Anna Stave*

### *UUP Party: Sunday, December 14, 2-4 PM, at College Camp*

**UUP Oneonta will have its annual winter party on  
Sunday, December 14th,  
from 2-4pm,  
at the College Camp!**

It will be wonderful event that will brighten the winter season. The College Camp is a treasure. The lodge has a fireplace that will keep us warm. If it snows, the Camp road to the lodge will be plowed. Refreshments (desserts and beverages) and good people will make it a memorable event.

All UUPers are most cordially welcome, but due to space limitations members are limited to bringing one guest.

*Please RSVP by leaving message at the UUP voice mail at 436-2135. To help with planning, leave your name, telephone number, and indicate whether you are coming solo or will be bringing a guest.*

**Kudos to Loraine Tyler**, UUP's Director of Special Events, for once again organizing a festive occasion for UUP.

## Two Masons Were Cutting Stone: UUP Professionals in the Workplace

By Norm Payne, UUP Vice President for Professionals



Two masons were cutting stone for a church when a traveler asked each what he was doing. One mason said, *“I am killing myself cutting this stone day after day”*. The other said, *“I am building a place for people to find peace”*. **Each one of us in our respective communities has the choice of being one or the other of these masons.**

The Planning and Assessment of SUNY Oneonta Analysis and Action Plan- September, 2008 says: “The State University of New York College at Oneonta (SUNY Oneonta) has clearly positioned itself in the last five years as a highly selective institution of choice within the SUNY system. Through careful planning, assessment, and resource allocation, the College has had extraordinary success achieving its goals as determined through major performance indicators in areas such as enrollment, admissions, student retention and graduation, student satisfaction and engagement, faculty hiring, facilities management, and fundraising.”

These goals in part have been achieved through the efforts of hard working professionals. Professionals understood that the success of the college would start with their hard work, and they are up for the challenge. They understood to make this happen, their jobs would change. They would be required to learn new versions of Banner, staff up bigger and better open houses, change the way they were doing things, develop better ways of servicing students, and go the extra mile. In their plan to become a highly selective college, the former administration left out the part about rewarding all professionals for a job well done.

The Colleges’ plan included restructuring and adding management positions for this change, as well as compensating management for the colleges’ meteoric rise in position among SUNY and private colleges. A quick look at the ’96-’97 directory shows that there was one Provost, two Vice Presidents, and two Deans and still a host of Directors. Today we have one Provost, 4 Vice Presidents, 2 Deans, 2 Associate Provosts, 7 Associate Vice Presidents, and a host of Directors. Since 1997, success could be measured if the value of your work were reflected by an increase in your salary, a promotion, or both. After all, you would not get a raise unless you met the goals of the college. Quality of life could be closely tied to the amount of money you make, and therefore how much your work is valued. Management seems to have a plan for management.

It is easy to get caught up in this cycle of evaluation, identifying areas where we excel, and areas that need improvement and doing more to improve. We still keep doing the many things we are now doing well, but we will also change. In all this, some attention should be given to the “masons” that built the foundation on which our success is standing. Behind each of the major performance indicators are professionals performing valuable work in areas such as admissions, academic advisement, residence life, financial aid and more to accomplish the Presidents’ vision, the Vice Presidents’ directives, and the many Associate Vice Presidents’ goals.

When is it going to become clear that the goals of the college depend on the professional work force, and when will professionals see some of the fruits of the colleges’ extraordinary success?

The Planning and Assessment of SUNY Oneonta Analysis and Action Plan also says: “Specifically with respect to planning and assessment, since 1997 the College has been guided by its Comprehensive College Plan (CCP), a dynamic document that addresses seven institution-wide themes (Academic Quality, Enrollment Management, Student Engagement, Diversity and Inclusion, Quality of Campus Life, Community, External Support and Image) and is revised periodically (i.e., five times since 1997) to reflect changes in local context as well as in the higher education landscape more generally. The CCP derives directly from the College’s Mission Statement, and the processes of developing and revising the CCP have been widely participatory, with many campus groups and constituents providing input and feedback.”

Of these seven institution wide themes, Goal V., Quality of Campus Life, paragraph D. reads: “Provide development opportunities for all employees that promote professional growth, strengthen client-centered services, and enhance the quality of campus life.”

What is stopping management from improving the quality of life for the hard working professionals? Nothing. When we kept losing programmers, management looked at why this was happening and addressed that specific problem - they paid them more. Was their work valuable? Yes. Did it contribute to the College’s goals? Yes. Did that improve the employees’ quality of life? You would have to ask them. When the coaches got together and wrote a compelling argument of why their salaries should be increased using data from other colleges, and sent it to their VP,

their request was brushed aside. When the same document was presented to the president, they all received across the board increases. Why did it take such a battle for management to do the right thing? We all saw the paper, we know that there was not a shortage of money when management was restructuring. What strategy is management using to enhance their employees' quality of life? Most of us believe your quality of life is based, in part, on the amount of compensation you receive. If you helped the college meet its goals, you might get an increase in salary or a promotion, or both. Your contribution has been validated by the employer.

Just about every professional on campus has seen their work change, and increase, and are now doing more than they were before the push in 1997 to become a highly selective college. They took on more duties and responsibilities each year and enjoyed the fact that they were a part of this team to turn the college around and make us better. Professionals have done more with less, worked harder, smarter, longer, on order to get better students here, in larger numbers, orient them in the summer, house them, package their aid, bill them, pre-set them, advise them, and deal with their parents. The employees grew with the job and the challenge. Some of their ideas and methods of doing their job are why we are enjoying such success. When is it going to become clear that the goals of the college depend on the professional work force, and when will professionals see some of the fruits of the colleges' extraordinary success?

When a professional asks for a pay raise based on what they now do, compared to what the same position at a similar college does, they were met with the statement: "If they make more at that college, then go work there." or "Money is not a motivating factor, when it comes to working at Oneonta." We have lost several good people to other colleges because of that attitude. I would like to think that as we start a new chapter in the history of Oneonta, that some attention could be paid to the quality of life of professionals on this campus. It is time to make Oneonta a place that values the work we do. Strive to improve the quality of life for its employees with the same vigor we used to make Oneonta a highly selective college.

Raises and promotions do happen on this campus, since the inception of the CCP, there have been promotions for professionals. Most raises happen because of the hard work of a supervisor. They had to work the system, by begging, pleading or getting creative, they were able to get more money for a person they supervise. I worked hard on a new application for promotion. This application took 2 years and a hard battle to get approved. Why would there be such resistance to a fair, honest and informative application? One can only guess. This form empowers the employee. It defines, and outlines the steps they need to take. The former "application" had no mention of promotion. It was not clear who approved it, or denied it, and did not mention that a denial could be appealed to a committee. There is now an application that Professionals can use to apply for salary increases and promotions. The application is clear, and easy to understand. There were several workshops on promotions and how this form can be used increase your salary and quality of life. This application is available at the office of Human Resources. Professionals may contact me about the use of this application and the procedures for applying for a salary increase and/or promotion. I hope everyone will feel empowered by the new form and start a movement to increase their awareness of what they do, how much more they are doing, and how they can change their quality of life.

Five years ago Cortland used a similar application to raise the quality of life for its professionals, and it is still using it today. We are where Cortland was five years ago when it comes to compensation. We now have the tools needed to raise the quality of life for professionals on our campus, the one we built up, the one we keep up, because we want our community to be a place where all can come to learn, grow and prosper.

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## *Sentinel Quiz*



*In what classic Christmas movie does a court proceeding establish the existence of Santa Claus?*

The first person to email Nancy Cannon ([cannonns@oneonta.edu](mailto:cannonns@oneonta.edu)) with the correct answer will receive a UUP hat.

## ***RETRENCHMENT: From: UUP Policy Manual – Founding Principles (pages 4-7)***

(Editor's Note: Statewide UUP President Phil Smith cautions us: "I'm aware that on several campuses UUP leaders have been approached to engage in committees that will focus on 'solutions to the SUNY crisis.' Please keep in mind that, quite often, these committees morph into groups designed to place a "Rubber Stamp" on management plans to eliminate faculty or staff jobs and/or to increase workload'.Smith's bottom-line advice: "Don't get involved!" The rationale underlying this admonition appear below)

**That the policy of UUP shall be to oppose all layoffs** from faculty and staff positions at the State University except those occasioned by retirement or termination for cause;

That UUP strongly recommend to members of the faculty and staff of the State University that they not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity; and,

That UUP strongly urge the Chancellor's Commission on Priorities to devote its attention to identifying new and needed programs to serve the educationally by-passed groups in the State, to respond to the variety of unmet educational, cultural and social needs of the State, and to insure that the State maintain the invaluable resource of a highly-trained staff of professional resources; and,

That UUP establish with the Chancellor or other appropriate authorities means to insure that any shifting or cutting of resources not damage efforts to develop a meaningful affirmative action program; and,

That UUP use every available means, within and outside the framework of the contract, to implement these policies, in particular, to join with student and community groups and organized labor in pursuing the objectives of this resolution.

**DA: 10/10/75**

That UUP use all its bargaining power (and leverage available from its parent organizations) to have established a no-layoff policy in the State University – any reduction of personnel to be accomplished only by attrition.

**DA: 09/15/78**

That UUP use the full weight of its political and publicity resources, in addition to its use of the grievance process, to prevent further retrenchments; that every effort be made to compel administrators to prove the existence of unavoidable financial exigency, with an insistence that reallocation of resources, reorganization, cyclical deadlines in enrollments and other spurious justifications are simply unacceptable as cause for retrenchments; that UUP unilaterally announce that it will protest and seek to prevent any hiring of new faculty at an institution undergoing retrenchment; that UUP demand that the Chancellor of SUNY in conjunction with UUP Central develop uniform guidelines concerning retrenchment in labor/management meetings, such guidelines to be applicable to every campus of the SUNY system; that the UUP Executive Board immediately set up a special "Task Force on Retrenchment" to:

1. Inform all members in all chapters whenever a retrenchment action appears likely anywhere;
2. To mobilize the resources of UUP as a whole in order to prevent arbitrary retrenchments;
3. To explore new methods of putting maximum pressure on SUNY administrators beyond the formal provisions of Article 35, including picketing, use of adverse publicity, legislative resolutions, ad hoc alliances with the labor movement and student organizations, lobbying, etc., to block every retrenchment;
4. To conduct an immediate educational campaign so that the general public may be informed of the disastrous consequences of retrenchment upon their public educational system;
5. To authorize that UUP assign continued high priority to lobbying efforts establishing statutory tenure for the SUNY system;

That all chapters of UUP undertake to (a) develop local and particularly appropriate campaigns to stem retrenchment and (b) all members welcome retrenched colleagues to new departments with full tenure and seniority rights, through lend-lease programs, new hires, and any and all creative approaches to saving colleagues' jobs and income.

**DA: 10/05/79**

That any hiring of new academic and professional staff that depends for its funding on the termination of already employed faculty and staff will be combated by UUP through picketing, adverse publicity, communication with those who have been offered appointments to other people's jobs, and every other means at our disposal; that we will not accept the term "reallocation" as a pretext for "retrenchment;" that any appointments that are then followed by a retrenchment order will also be treated by UUP as constituting "hiring during retrenchment" and will be immediately opposed on the grounds that long-term commitments to those who have already devoted their careers to this institution have priority over promises to prospective employees who have not yet taken up their duties.

**DA: 02/06/81**

That all faculty and staff members associated with planning committees be asked to subscribe to the

following principle: “I will not participate in any plan to name programs or my colleagues for retrenchment and will resign from my committee if it attempts to do this”; That UUP will publish the name of all who refuse to subscribe to such a commitment; that if existing committee plans are later used for retrenchment, members who helped formulate them should be asked to repudiate publicly the improper use of their ideas and good names.

DA: 02/06/81

That the Delegate Assembly reaffirm UUP’s traditional policy calling for non-participation on campus priorities committees.

DA: 02/05/82

That the UUP Executive Board reaffirms its long-standing policy of opposing participation of UUP members in campus activities and committees which recommend priorities for layoffs and retrenchment of university programs and employees and that UUP publicize our position when necessary and appropriate.

EB: 01/13/89

That UUP continue to use every means at its disposal to resist layoffs in any form; and,  
That we call upon the local college councils to actively oppose such action by local college managers.

DA: 05/05/90

That UUP mount a campaign of resistance to current and prospective retrenchments and that it communicate the deeper implications of retrenchments to state policymakers, the public, and members of the university community, using demonstrations, appropriate media campaigns, intensified lobbying, and other appropriate means.

DA: 10/12/90

That UUP, at each chapter, demand an impact statement concerning the effects of any retrenchments, reallocations or reorganizations on programs that foster multicultural, gender and race-related diversity in our academic curriculum and our community.

DA: 05/04/91

### ***UUP/CSEA Thanks Habitat for Humanity Volunteers***

**UUP and CSEA thank their Habitat for Humanity volunteers for their generous contribution of time and work on Saturday, November 15th.**

Work began at 8:30 AM and ended at 4 PM. The main group of volunteers participated in the work crew; others provided a welcome lunch.

**Those who signed up included CSEA Vice President Veronica Diver, UUP Facilitator Janie Glotzer, Shannon Ebner, Diane Pierce, Jerry Blechman, Joann Barnhardt, Suzanne Miller, Melissa Fallon, Kerry Wagner, Andrew Kahl, Betty Tirado, Rebecca Hoey, Nancy Callahan, Bill O’Dea, and Maryann Dowdell. Rob Compton and Bill Simons delivered pizza. Kudos to Linda Drake, not only for her on-site work, but for coordinating the UUP/CSEA participation at Habitat for Humanity. Linda is the College at Oneonta’s Executive Director of the Center for Social Responsibility and UUP’s Director of Community Service.**

### ***The Sentinel Websites and Disclaimer***

#### **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](http://www.uuphost.org/oneonta). This site also includes other material concerning UUP Oneonta.

The statewide UUP website is located at [www.uupinfo.org](http://www.uupinfo.org). It contains information about members benefits and many other important topics.



## Union Dues Mandatory for New York State Public Employees

On **July 23, 2008**, New York State Governor David Paterson signed legislation “making union dues mandatory in perpetuity for all public employees who are covered by unions even if they opt not to join.” (Quoted from *The New York Times*, July 24, 2008) Prior to reaching Paterson’s desk, the legislation passed the Senate (62-0) and Assembly (140-5) by overwhelming majorities. The legislation encompasses academics and professionals represented by UUP. The law also covers other state and county employees, public school teachers, and additional cohorts.

The new legislation augments union resources for the representation of public employees. The Taylor Law requires unions to represent member and non-member public employees. At a time when American labor is under siege, this legislation is a significant victory for workers. Previously the legislation required renewal every two years.

Richard C. Iannuzzi, president of New York State United Teachers, the parent affiliation of UUP, observed, “If under the law we’re obligated to represent every employee, then it’s only fair that every employee pays something toward the cost of being represented.”

### UUP Encourages Recycling

**Solidarity, Justice,  
Environmental Responsibility**

Please



Thanks

### SAVE SUNY: VOTE-COPE

By Kyle Britton, Director, VOTE-COPE

*Are you tired of hearing Governor Patterson sing the long gone budget blues?  
Are you extremely worried about whether your next pay check will be sent to the bank?  
Are you exhausted, discouraged, and feeling lost?*



Well, brother and sisters in solidarity, ‘We’ can stand fast against the budget crisis, make change for the better for every student, faculty, reach out to our fellow united ones, and take a strong stance with our beloved communities! The economic war has emerged and ONLY ‘We’ can control decisions our congress makes! Too many good adjuncts are having their positions threatened! Too many students are already struggling to make ends meet! Now it’s time ‘We’ do our part and join together in solidarity and **SAVE SUNY!**

*Fill out the form below and do your part!*

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## *A Brief History of UUP: 1973-2008*

### **1973**

Representatives of the Senate Professional Association and the State University Federation of Teachers met to discuss a merger, leading to the formation of SUNY/United, later renamed United University Professions (UUP).

### **1970s**

Established the new organization (UUP) as a dominant force and increased union membership. Tackled women's issues and the outdated policy of refusing women the right to work once they became pregnant. New policies were implemented which allowed pregnant women to work as long as they are physically able and allowing women to use sick and vacation time to offset any leave without pay. Battled for job security and tuition waivers. Secured permanent status for professionals. Negotiated five days of family sick leave and sabbatical leave. UUP became certified as exclusive bargaining agent representing SUNY academic and professional faculty. Guaranteed minimum salaries for full-time employees, shortly followed by coverage of part-timers by a benefits package. Professional "quotas" for SUNY librarians are removed, winning promotions for librarians on the same basis as all academics. A similar victory was won for SUNY professionals earlier the same year. Secured a 9% salary increase. All bargaining unit members protected by \$5,000 in term life insurance provided by UUP. Membership doubles from 1977 to 1979.

### **1980s**

Campaigned for pay equity. Argued with the Governor's budget, saying it was "totally inadequate" and a "recipe for the destruction of SUNY." Rallied with unionists and students at a "Save SUNY" rally and achieved an increase in budget, averting the need for the more than 3,000 proposed layoffs. Suspended the call by a group of taxpayers for a graduated tuition increase based on parental ability to pay, saying that this proposal would force students to pay 60% of their overall education costs. UUP and the state inaugurated a newly negotiated statewide employee assistance program (EAP), aimed at offering confidential assistance in obtaining treatment and support from an appropriate human services agency. UUP secured the designation of E.F. Hutton & Co. as the agent through which bargaining unit members can make tax-sheltered investments through payroll deduction. Signed a historic agreement freeing up billions of dollars of TIAA-CREF retirement funds belonging to participants. New contract includes a 16.3% base salary hike during the life of the contract and innovations like giving \$1 million in Excellence Awards. Won a battle with the IRS, keeping employee benefits safe from being taxed. Influenced the return of millions of people to SUNY budget. Won \$3 million for distribution by the NYS/UUP Joint Labor/Management Disparity committee, which used the money to fund salary disparities. Opposed SUNY's attempt to impose parking fees to cure its budget woes.

### **1990s**

Worked for domestic partner and day care coverage. Dealt with new issues including distance learning, accelerated technological change, and the growing use of part-time employees. Appointed a new Retiree Legislative Action Group (RELAG) to develop a legislative program for retirees. Supported the formal organization of the New York State Theatre Institute (NYSTI) chapter, as UUP retained the bargaining rights to represent NYSTI workers even though the state cut the budget and transferred control of the institute to a public benefit corporation. Secured flexibility legislation for SUNY's teaching hospitals. Completed the three-year-long oral history project, composed of more than 40 interviews detailing the story of UUP's founding and growth. Promoted SUNY two-year colleges to lawmakers and the public. Testified against hospital flexibility plan because it didn't take into account the mission of the teaching hospitals and it jeopardized the integrity of the bargaining unit. Co-sponsored "Operation Safeguard SUNY" focusing attention on the state university and its impact on the communities in which SUNY campuses exist. Supported the Campaign for Sweatfree in New York, opposing the sale of any sweatshop-produced merchandise to any SUNY campus.

### **2000s**

A slipping economy and state budget deficits threatened to massively cut programs and funding and force 4,000 layoffs. Focus on job security became first and foremost, followed by contract negotiations.

### **2003**

Worked with the chancellor to get assurance for no layoffs. Worked with political leaders to find new revenue sources to avoid budget cuts because of the fiscal deficit. Bargained for a new contract to fit the changing needs of members.

### **2004**

Succeeded in getting the legislative leaders in both houses to put language in the Green Book of legislative intent that

restricted layoffs. Reached an agreement on contract negotiations, resulting in a 15.6% payroll and a major increase of funding to the Benefit Trust Fund. Campaigned to raise budget funds for the SUNY colleges, highlighting bringing funding to the technology colleges. Stopped the proposal to privatize SUNY's teaching hospitals. Won a decision making SUNY responsible for paying minimum salaries to faculty classified as Geographical Full Timers. UUP became the leading role among higher education affiliates, surpassing AFT and NYSUT.

### 2005

Campaigned for increased funds in the state budget for more full-time faculty. Added to and created a broad range of benefit enhancements and discounts for members, including dental overage, eye exams and glasses coverage, infertility coverage, domestic partner eligibility benefits, and removing deductibles and co-pays from mastectomy prosthetics. Protected the rights of professionals in the Teachers Retirement System (TRS). Campaigned for health insurance for part-time workers and a disciplinary arbitration decision that ordered reinstatement of a suspended, tenured faculty member whom SUNY wanted to terminate.

### 2006

Campaigned for even more funds for more full-time faculty; Pushed for an Optional Retirement Program (ORP) pension equity bill. Achieved an increase in the state budget, providing \$25 million for enrollment growth and the creation of urgently needed, full-time, tenure-track lines at the state-operated campuses. Advocated for an Early Retirement Incentive (ERI) that was passed in the Legislature. The UUP Benefit Trust Fund added a broad range of new discounts and services. Addressed issues in media outreach, such as academic freedom, the needs of part-time faculty, and sovereign immunity.

### 2007

Pushed for legislation including: an Optional Retirement Program (ORP); Unemployment insurance for part-time faculty; Sovereign immunity, restoring public employee rights to sue their employer; The Fair Pay bill, barring employee pay discrimination based on sex, race and/or national origin; Prohibiting the diminution of health insurance benefits to SUNY retirees; and health coverage for all New Yorkers. Successfully advocated for an increase in budget, leading to an increased budget of \$143.2 million with an additional \$17 million in funding for the SUNY state-operated campuses. \$10 million of this additional funding was allocated for new faculty lines and SUNY's new Office of Diversity and Educational Equity, which UUP helped develop, along with Assemblyman Peter Rivera and his colleagues on the Assembly/Senate Puerto Rican/Hispanic Task Force. Supported nurses calling for an end to mandatory overtime which was later approved as a bill in the Assembly.

### 2008

**The future now calls. Historic struggles — and opportunities — confront us. Fiscal crisis necessitate that UUP strengthen coalitions across campus and communities throughout New York State. Let us remain true to our UUP heritage so that the next generation can build on our hard-won victories.**

## *Workload Creep*

*By Norm Payne, Vice President for Professionals*

“No good deed goes unpunished” so goes a cynical aphorism. I don't believe it. I do believe, however, that every member of the UUP bargaining unit needs to guard against workload creep. You are your own best resource: be vigilant. Inoculate yourself against workload creep.

If you are an academic or professional member of the UUP Oneonta bargaining unit and are performing a new task/project on a voluntary basis beyond your normal professional obligation/performance program, compose a written understanding with your chair/supervisor: both you and your chair/supervisor should sign the document. Retain the document in your files. The written understanding between you and your chair supervisor should note the performance of this voluntary task:

1. does not represent a precedent for purposes of future assignments to you;
2. does not represent a precedent for others on the campus; and
3. may occur more than once without affecting any part of this voluntary understanding.

The written understanding should also note that the above conditions will be in effect whether or not financial or other compensation is offered and accepted. However, financial compensation or a quid pro quo reduction in some other aspect of your work for the voluntary task undertaken is an effective means of underlining that the voluntary service was above and beyond your normal professional obligation/performance program.

## Executive Board Contact Info

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### Other Delegates & Alternates



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(d = delegate, o = office, h = home)