UUP REPORT

Submitted by: Lori Nash, President, Oswego Chapter

Presented at the General Faculty Meeting - September 19, 2016

1) Chapter Leadership

Officers

President: Lori Nash  
Vice President for Professionals: Bill Canning  
Vice President for Academics: Maureen Curtin  
Secretary: Winfield Ihlow  
Treasurer: Ed Lonky  
Officer for Contingents: Charlie Itzin  
Affirmative Action Officer: Bonita Hampton  
Grievance Chair for Professionals: Bill Canning  
Grievance Chair for Academics: Jim Early  
Membership Development Officer: Chuck Spector

Executive Board

Voting: Officers + Cindy Fuller, Larry Fuller, Steve Rosow, Steve Abraham, Bruce Altschuler, Deborah Curry, Christine Body, and Bill Schleinitz

Nonvoting: Ben Allocco, Lakeisha Armstrong, Barbara Beyerbach, Nichole Brown, and Don Vanouse

Delegates to the Statewide Delegate Assembly

Statewide Executive Board: Lori Nash

Academic Delegates: Maureen Curtin, Cindy Fuller, Larry Fuller, Steve Rosow, Ed Lonky, Charlie Itzin, Steve Abraham, Jim Early, Bruce Altschuler, Deborah Curry, Virginia Fichera, Chuck Spector, and Bennet Schaber

Professional Delegates: Bill Canning, Christine Body, Bill Schleinitz, and Winfield Ihlow

We are currently permitted to send 10 Academic Delegates and 5 Professional Delegates to the Delegate Assembly
2) **Elections**

UUP will be holding elections in Spring 2017. There will be chapter elections for the following positions: President, Vice President for Professionals, Vice President for Academics, Secretary, Treasurer and Officer for Contingents, Academic Delegates, and Professional Delegates.

Only UUP members are able to run for office and vote in these elections.

Agency fee payers are not able to either run for office or vote in elections.

*What is an agency fee payer?*

Agency fee payers pay fees rather than dues for the benefits and services that they receive from UUP.

*What benefits and services do members and fee payers receive from UUP?*

Most importantly, members and fee payers enjoy the terms and conditions of the Agreement Between UUP and the State of New York.

Here are the key provisions of this agreement:

- **Compensation**  
  salary minimums for most positions, on base salary increases, service awards, discretionary salary awards, compensation for being a department chairperson

- **Health Insurance**  
  medical coverage, hospital coverage, retiree/dependent coverage, mental health and substance abuse treatment services, prescription drug services, medical flexible spending account

- **UUP Benefit Trust Fund**  
  dental and vision plan

- **Leave**  
  sick leave, vacation leave, sabbatical leave, disability leave, holiday leave

- **Academic Freedom**  
  the right to inquire, teach, and research without limitation in one's own subject

- **No Discrimination**  
  the right to be free from discrimination on the basis of sexual orientation and all forms of illegal discrimination
Appointment ☰ the right to a notice of appointment, which specifies rank, type, duration, salary, effective date and benefits for which employee is eligible (part-time)

Evaluation and Promotion ☰ the right of professional employees to procedures for being evaluated and promoted

Personnel Files ☰ the right to examine one's personnel file

Notice of Non-Renewal ☰ the right for term employees to receive proper notification if they are being non-renewed

Joint Labor/Management Committee Program ☰ Individual Development Award Program (IDAP), Drescher Awards

Program for Tuition Assistance ☰ the option of enrolling in a course on a tuition-free basis when space is available

Grievance Procedures ☰ the right to grieve violations of the contract and to have representation by UUP when grieving a contract violation

Discipline Procedures ☰ the right to be disciplined only for just cause and to have representation by UUP facing possible disciplinary action

Labor/Management Meetings ☰ the right to meet with management to discuss matters of interest

3) Negotiations

Our most recent agreement between UUP and the State of New York ended on July 1, 2016.

Because of the Triborough Amendment to the Taylor Law (the law that governs the relations between public sector unions and New York State), the terms and conditions of the July 2, 2011 – July 1, 2016 contract will continue until a new contract is negotiated.

The Negotiations Team:

• Develops contract proposals and engages in negotiations with the state.

• The Team has been meeting with the state. The first meeting was on July 15. At this meeting proposals were exchanged. These proposals are posted on the UUP website. In order to access this information, you need to be a UUP member.
The Negotiations Committee:

- Reviews input from members and provides feedback to Negotiations Team prior to development of contract proposals.
- Votes on the contract proposals developed by the Negotiations Team.
- Approves the final draft of the tentative agreement, so that it can be sent to the UUP membership for ratification by a majority of those voting.

Lori Nash is the Oswego Chapter representative on the Negotiations Committee.

4) Membership and Mobilization

Increasing union membership and mobilizing members has been a key priority of UUP and it will continue to be a key priority into the future.

- The State takes note of union membership
- Unions are being threatened by those who want to weaken and eventually eliminate unions.
- The Supreme Court recently decided in favor of public sector unions with the Friedrichs v. California Teachers Association decision. This decision allowed unions to continue to collect fees from members of public sector bargaining units who enjoy the benefits of union membership, but do not want to join the union – agency fee payers. We should not be complacent, though, as there are many more cases that are in the pipeline.

The power of a union is in its members. If a union is weak, it cannot negotiate a good contract.

The Benefits of Membership

Only members can vote on the collective bargaining agreement, hold union office, and elect union leaders.

Also, only those who have been a UUP member will be able to maintain membership after retirement and be eligible for benefit programs.

5) July 2, 2011 – July 1, 2016 Contract

Deficit Reduction Leave

2013-2014 fiscal year - pay reduced 5 days
2014-2015 fiscal year - pay reduced 4 days

Total 9 days - 7 will be repaid

Beginning June 30, 2016, the State began to repay the 7 days in equal amounts over 39 payroll periods.

**Service Awards**

Full-time employees who have not already received a service award receive a $500 on base increase for being granted permanent or continuing appointment, or a second 5-year term appointment in an Article XI, Appendix A title, or 7 consecutive years as a lecturer or Article XI, Appendix B, Division III sports title, or Article XI, Appendix A

Part-time employees who have completed 8 years of consecutive service, as well as multiples of 8, receive a $500 lump sum payment.

**Discretionary Awards (DSA):**

1 % of total of salaries on June 30, 2016 will be given out as discretionary awards

28% of this figure must go to part-time employees (academics and professionals).

"Each campus will receive an allocation of the 28 percent from the total of the basic annual salaries equivalent to their actual percentage of the part-time population as of the June 30th pool determination" (§20.11).

To be eligible for DSA, one needs to be on the payroll on June 30, 2016 and at the time of payment.

NOTE: Being on sabbatical does not exclude someone from DSA. Also, adjuncts who taught in the Spring 2016 term are eligible for DSA even though they are not still on the payroll in June.

**New York State/UUP Joint Labor/Management Committees**

**Affirmative Action/Diversity Committee**

- Dr. Nuala McGann Drescher Leave program
  There is no funding available for this program at this time. This program will continue if
new funds are put into this program in the next contract.

Professional Development Committee

• Individual Development Awards Program

Jennifer Fogel and Winfield Ihlow are the Co-Liaisons for IDAP.

$25,122 available for projects and activities that take place between July 2, 2016 – March 31, 2017

There will be one round of funding.

The deadline for applications is February 3, 2017.

• Joint Labor-Management Workshops

Amy Plotner and Lori Nash submitted applications to the NYS/UUP Joint Labor-Management Committees to host 3 workshops:

i) Managing Change with Skill and Finesse

ii) Respectful Communication and Conflict Resolution

iii) Enhance Your Supervisory Skills

We are waiting to hear whether Oswego will be given the opportunity to host one or more of these workshops.

6) Voter Registration and Education

Allison Rank UUP member and FA representative is currently teaching a course called “Vote Oswego” in which students learn how to run a non-partisan voter registration and get out the vote campaign on campus.

The Vote Oswego campaign started on August 26.
There are 5 interns and 20 “staff” (the students in the Vote Oswego class).

Phase 1: Registration
Phase 2: Voter Education

Registration Goal  1200 voter registration and absentee requests combined.
20% from the first 2 weeks of the campaign
30% from Blitz Week (the last week in September) 50% in the last 72 hours of the campaign.

Results since August 26
341 voter registrations
569 absentee ballot requests (submittable)
125 absentee ballots that require correction

"Coalition Day" - September 29 from 10:00 a.m. - 3:00 p.m.
Fun day where student groups display poster board about why it is important for their group to vote.

Student Association and UUP are supporting the great work that Allison and her students are doing. Thank you SA President Emily Nassir for connecting UUP to Allison and SA Director of Legislative Affairs Alex George!

You can follow the work of Vote Oswego on Twitter.

7) **UUP Fall Gathering**

The UUP Fall Gathering is this Friday

Date:   September 23
Time:  3:30 - 7:00 p.m.
Place:   Fallbrook Lodge
Cost:   $5 per person
         Free for new faculty and professional staff
         Children under 12 are free

**Schedule**

3:30   Bar will be open
4:00   Information tables available
4:30   The Oswego Jazz Project will start playing
5:00   Dinner starts being served
5:30   UUP Statewide Secretary Eileen Landy will speak

**Information tables:**

There will be a general UUP information table and a UUP Oswego Chapter Adjunct/Contingent Concerns table. There will be someone from Human Resources who will be available to answer questions, especially from new faculty and professional staff. There will be a number of vendors: Sprint, Davis Vision, Delta Dental, Aflac, USI Affinity, Liberty Mutual, TIAA, and Voya.