

# Negotiations



August 2015

United University Professions: The nation's largest higher education union

## 2015: Negotiations at a glance

### Negotiations Structure

The UUP model for negotiations involves three distinct but interrelated groups of volunteers: the Negotiations Team, the Negotiations Committee and the *Ad Hoc* Advisory Committee. Article X of the UUP Constitution establishes the Negotiations Committee and the *Ad Hoc* Advisory Committee. UUP is committed to a vigorous process that provides many and varied opportunities for members to express their needs and concerns. The negotiations process reflects UUP's commitment to openness and member participation.

The Negotiations Team, appointed by and responsible to President Fred Kowal, represents UUP at the bargaining table and is responsible for negotiating the contract with the State of New York. The chief negotiator, UUP Vice President for Professionals J. Philippe Abraham, is the leader and spokesperson for the Team. He will be assisted by the associate/deputy chief negotiator Michael Smiles, and by Assistant Chief Negotiators Pamela Malone and Jason Torre. The Negotiations Team consists of the chief negotiator and 17 UUP activists. The Team will meet Aug. 18-20, 2015, to begin preparations for the negotiations process.

The Negotiations Committee's constitutional charge is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. Each chapter has a member on the Negotiations Committee. Each chapter nominates two additional representatives—one pro-

fessional employee and one academic employee—for the *Ad Hoc* Advisory Committee. These two chapter representatives are charged with compiling and presenting the concerns of the membership at their chapter for consideration as potential UUP proposals. On Dec. 16, 2015, each chapter's representatives on the *Ad Hoc* Advisory Committee will meet as part of a 100-plus-person work group to present member issues to the Negotiations Committee and Negotiations Team.

### The Process Begins

Negotiations Committee and Team members will hold an initial meeting prior to the 2015 Fall DA in Buffalo, Sept. 30, 2015, to prepare for the negotiations process. The first phase of the process will proceed through the 2015 fall semester and consists of a member survey, collection of Member Suggestion Forms, an open hearing at the Fall Delegate Assembly, and chapter visits by Negotiations Team members.

### About UUP ...

P.O. Box 15143, Albany, N.Y. 12212-5143  
518-640-6600 • fax: 866-812-9446  
800-342-4206 • www.uupinfo.org

*President* Frederick E. Kowal  
*VP/Professionals* J. Philippe Abraham  
*VP/Academics* Jamie F. Dangler  
*Secretary* Eileen Landy  
*Treasurer* Rowena J. Blackman-Stroud  
*Mem. Dev. Officer* Arthur M. Shertzer

Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

## **Member Survey**

The Negotiations Survey is conducted by the UUP Research Department. Through the survey, individual UUP members have an opportunity to provide information for potential negotiations issues. The survey will be available online at [www.uupinfo.org](http://www.uupinfo.org).

## **Member Suggestion Forms**

UUP provides Member Suggestion Forms to allow individuals the opportunity to offer detailed comments and suggestions on employment issues. State negotiators require details about the specific needs or problems addressed by UUP's proposals. The most convincing explanations are often anecdotal reports that document members' needs and experiences.

## **DA Open Hearings**

The Negotiations Team will meet with delegates at UUP Delegate Assemblies, starting with the 2015 Fall DA.

In addition to open hearings, Committee and Team members consult with delegates in numerous other informal ways. Committee and Team members wear name badges with special ribbons at DAs to facilitate identification and interaction with delegates.

## **Negotiations Team Chapter Visits**

The Negotiations Team has begun holding open meetings at each chapter during the 2015 fall semester. Chief Negotiator J. Philippe Abraham and other members of the Team listen directly to members' concerns. More than 30 chapter meetings have been scheduled from August through October. Chapter members are invited to participate and share their concerns in person with the Team. Contact your chapter office or visit [www.uupinfo.org](http://www.uupinfo.org) for information about the Team's visit to your chapter.

## **Preparation of Proposals**

The Negotiations Team and Committee will convene Jan. 19-21, 2016, to review the tabulated results of the Negotiations Survey, as well as member comments from the survey, member suggestion forms, and other communications. They will also consider member input from the negotiations chapter visits and open hearings. They will then begin the process of analyzing member input to create a package of negotiations proposals.

## **Talks Expected to Begin**

UUP's Negotiations Team and the NYS Team are

expected to exchange proposals for negotiations in spring 2016. The NYS Team includes representatives from the Governor's Office of Employee Relations, SUNY System Administration, the state Division of the Budget, and the state Department of Civil Service. Regular meetings occur throughout the ensuing months to negotiate a successor collective bargaining agreement. The current contract expires July 1, 2016. All contract articles continue until a successor contract is concluded unless specific contract provisions expire by explicit sunset dates.

## **Member Approval of Tentative Pact**

At the conclusion of the negotiations, the Negotiations Team presents a tentative agreement to the UUP Negotiations Committee. The Committee then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all UUP members. Members vote to ratify the tentative agreement. Ratification is conducted by a neutral third party, often the American Arbitration Association.



# Negotiations Team



## ***Chair/Chief Negotiator***

J. Philippe Abraham, Albany  
contract@uupmail.org



## ***Associate/Deputy Chief Negotiator***

Michael C. Smiles, Farmingdale



## ***Assistant Chief Negotiators***

Pamela J. Malone, Empire State College



Jason Torre, Stony Brook

## ***Members***

Bret E. Benjamin, Albany  
Douglas S. Cody, Farmingdale  
Raymond P. Dannenhoffer, Buffalo HSC  
Jennifer L. Drake, Cortland  
Patricia D. Ghee, Buffalo State  
Carolyn S. Kube, Stony Brook HSC  
Michael J. Lyon, Upstate Medical University  
Idalia Torres, Fredonia  
Thomas J. Tucker, Buffalo Center  
William J. Tusang, Cobleskill  
Paula S. White, Downstate Medical Center  
Anne Wiegard, Cortland  
Beth E. Wilson, New Paltz  
Ezra Zubrow, Buffalo Center