

# Negotiations



August 2015

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

## 2015: Negotiations at a glance

### UUP 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 professional 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.

### Negotiations Process Begins

Negotiations Committee and Team members will hold an initial meeting at 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.

### 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.

### Delegate Assembly 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 will hold an open meeting 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 Contract Proposals

The Negotiations Team and Negotiations 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.

### Bargaining 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.

### About UUP ...

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



# Negotiations Team



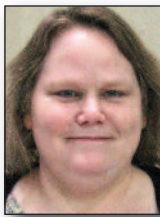
***Chair/Chief Negotiator***

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