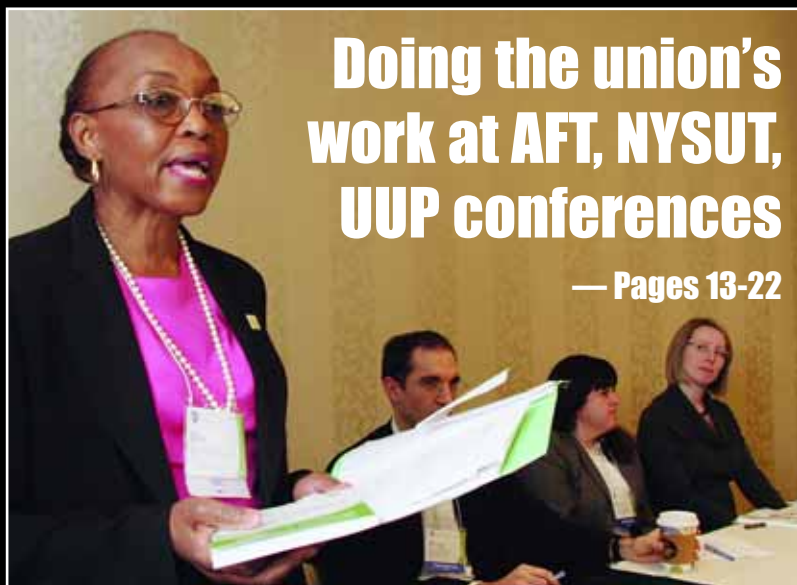
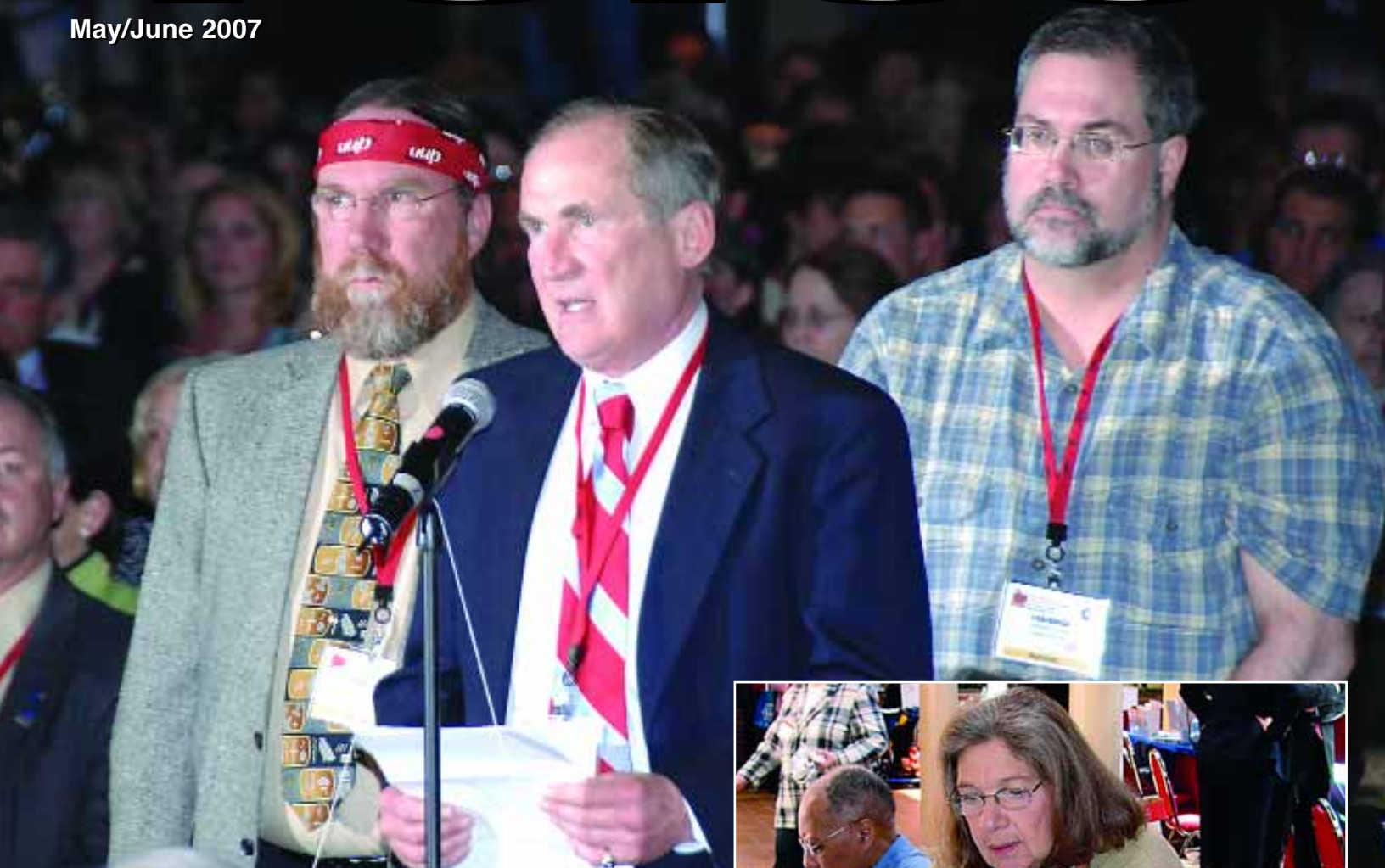


THE Voice



May/June 2007



**Doing the union's
work at AFT, NYSUT,
UUP conferences**

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ALSO INSIDE: UUP, STATE CONTRACT PROPOSALS (SEE CENTERFOLD)

DEADLINES AND COMMITMENTS



May

- 7-8 NYSUT Committee of 100, Albany
- 11 UUP Executive Board meeting, Albany
- 19 American Labor Studies Center symposium
at NYSUT headquarters
- 28 UUP Administrative Office closed for Memorial Day

June

- 7-10 AAUP Annual Meeting, Washington, D.C.
- 19-20 UUP New Leaders Orientation, Albany
- 21 UUP New Delegates Orientation, Albany
- 22 UUP Executive Board meeting, Albany
- 26-29 NYSUT New Local Presidents Conference, Albany

WEB SITES OF INTEREST

www.sefa.state.ny.us

This site explains the role of the State Employees Federated Appeal, which is a joint venture of state employees, unions and not-for-profit groups that provides funding for more than 4,000 community-based programs. Since 1983, SEFA has raised more than \$110 million.

www.labornet.org

LaborNet was founded in 1991 to build a democratic communication network for the labor movement. Through the Association of Progressive Communication and with other independent labor communicators on the Internet, LaborNets are now established in Canada, the United Kingdom, Austria, Germany and Korea. LaborNet has helped support LaborTech conferences around the world, and defends the Internet from censorship and the privatization of information that would limit and destroy workers' rights to communicate and build world unionism.

(Editor's note: The Voice welcomes contributions to WEB SITES OF INTEREST and READING LIST, as well as your letters. Send your suggestions and letters to Director of Communications Denyce Duncan Lacy at ddlacy@uupmail.org or to Publications Specialist Karen Mattison at kmattiso@uupmail.org.)

LETTERS POLICY

The Voice welcomes timely letters about union and university issues, politics and other events relevant to UUP's concerns. All letters are subject to editing for length, accuracy and clarity. Please type or e-mail your letters, limit them to 300 words, and include your name and daytime phone number for verification. E-mail letters to Denyce Duncan Lacy, UUP director of communications, at ddlacy@uupmail.org, or send them to her attention at: The Voice, United University Professions, P.O. Box 15143, Albany, N.Y. 12212-5143.

FROM HERE ON IN ...



13 Cover story: Affiliates — UUPers take part in the policy-making actions of UUP, NYSUT and the AFT. Shown are UUP President Bill Scheuerman at the NYSUT mic, with officers Ed Quinn and Fred Floss standing behind; UUPer Joan Levinson showing Carol Braund how to send a computer fax at the DA; and Ora Bouey presenting at an AFT conference.

Cover photos: Donald Feldstein, Darryl McGrath and Miller Photography

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INSERT UUP/STATE PROPOSALS



THE Voice

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The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 32,000 academic and professional employees of the State University of New York.

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UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with New York State United Teachers.

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The VOICE is a member of the American Federation of Teachers Communications Association and the International Labor Communications Association.





By William E. Scheuerman
UUP President
bscheuer@uupmail.org

“WE NEED TO TAKE THE CONCEPT OF SOLIDARITY OUT OF THE REALM OF RITUAL AND MAKE IT MORE CONCRETE AND REAL.”

Let's organize, not celebrate

For better or for worse, I'm an iconoclast by nature. So, I hope you're not surprised when I tell you that I'm suspicious of rituals because they often replace the reality that gave birth to them in the first place. When that happens, the ritual becomes independent of the experience it is celebrating, and this sometimes becomes a substitute for the work we need to do. If you want to know what I mean, take a look at organized labor's treatment of “solidarity.”

Solidarity is the concept that holds organized labor together. Remember the role of *Solidarnosc* in Poland a generation ago? *Solidarnosc* helped overthrow an empire. That says it all. The idea of solidarity is as fundamental to unions as air is to our lungs. Without solidarity organized labor would die. That's why unions celebrate the idea.

UUP is typical in its celebration of solidarity. Like many other unions, we open our annual meetings — we're a higher education union so we have three annual meetings a year — with the singing of that great labor hymn: “Solidarity Forever.” Now, I admit, Mac and the Mackettes, who lead the singing, don't always hit every note, but they still sound good and, besides, singing is a collective enterprise. We love to proclaim the power of our mighty union! And singing “Solidarity Forever” makes us feel good, perhaps even a bit rebellious. The song is just the beginning. Inevitably, sometime during the meetings our Solidarity

Committee will recommend donating funds to a worthwhile cause. This makes us feel even better. And that's one of the problems facing the labor movement.

KEEPING IT REAL

Celebrating our history and helping the oppressed are good things. But these rituals should never substitute for the real work of the union. That's why we need to take the concept of solidarity out of the realm of ritual and make it more concrete and real.

The labor movement is dying. Only about 7 percent of private-sector workers are organized. The public sector is under the gun too. Witness the vicious attacks by political extremists on our public schools and teachers' unions. There's nothing abstract about what's going on here: Organized labor has its back against the wall. Look at the issue of solidarity in terms of basic needs such as health care. A generation ago, labor unions negotiated good health care packages for their members. As organized labor grew and prospered, the number of people with decent health insurance grew with it. Health insurance was viewed as a human right. Nowadays, as labor's numbers decline, the percentage of the populace covered by health insurance drops too. Today those of us with good health coverage are seen as islands of privilege that society cannot afford anymore. Just last January, President Bush went after what he dubbed gold-plated health insurance plans.

Let's get with it. Solidarity is not an

abstract ritual. It's about bread and butter issues such as health care, decent salaries and job security.

THE PRINCIPLE OF SOLIDARITY

We need to connect the idea of solidarity with the reality of tough issues. How do we do this? We can start by channeling our energies into growing the labor movement. This means we need to stop the bosses from intimidating workers who want to organize, a goal we can realize by convincing congress to pass the Employee Free Choice Act (EFCA). The EFCA penalizes employers for harassing workers who attempt to organize. In short, it creates a level playing field for unions. And how about boycotting virulently anti-labor companies such as Walmart? Sounds good. But it's easier said than done. Let's face it, in many small towns, Walmart is the only place to shop. Besides, the box store's slave labor goods are cheap. But that's the point. Solidarity is about results, not about feeling good. No one said the price of solidarity is easy.

The struggles we face are life threatening to the labor movement. It's nice to celebrate our past successes and feel good about labor's pantheon of heroes and heroines, but let's get past singing about them and start acting more like them. To paraphrase Joe Hill, don't celebrate — organize.



T. HARRISON

Proposal exchange kicks off negotiations for UUP, state

An upbeat attitude and an optimistic sense of purpose set the tone April 19 when UUP and the state met to exchange contract proposals.

"We need a bigger room," UUP President William Scheuerman joked as he surveyed the standing-room-only meeting of the two sides at UUP headquarters in Albany.

The cordial atmosphere continued as Scheuerman turned to the business at hand.

"Let me welcome you all," he told the state's negotiators. "We're looking forward to another round of negotiating. We're responsible — when we make a commitment, we keep it. And we're very pragmatic."

Gary Johnson, the new director of the Governor's Office of Employee Relations, is a familiar face to UUP. He comes to GOER from UUP's statewide affiliate, NYSUT, where he had been an associate counsel since 2004. Prior to NYSUT, Johnson had worked with the New York State Public Employment Relations Board and had also been an assistant counsel at GOER in the 1990s.

Johnson invoked the history of rigorous but respectful negotiations between UUP and the state in a brief response to Scheuerman.

"I honor your remarks regarding our obligation to negotiate together," he said. "I'm sure that's the way it will be this time."

The two proposals are included as an insert in this issue of *The Voice*.

DELEGATES BRIEFED AT 2007 SPRING DA

Scheuerman carried the theme of a fresh start with the new administration into UUP's Spring Delegate Assembly, when he told nearly 300 delegates that Johnson is "a consummate professional" with whom UUP enjoys a "terrific relationship."

"We are now at the table, and we're not in bad shape," Scheuerman said. "The stars seem aligned for negotiations. We don't know how the money will work out, but we're there now, and we should be able to deliver you a good package."

Delegates also had a chance to hear a more detailed explanation of the proposals and pose questions to the Negotiations Team members during a Negotiations Briefing Saturday morning at the DA. The briefing was standing room only, as UUP Vice President for Academics and Chief Negotiator Frederick Floss reminded delegates that the union's proposal is a reflection of the membership at large.

"We've taken almost a year to put together our package and take all of your concerns, so we could put them together



KAREN L. MATTISON

UUP President Bill Scheuerman, right, and GOER Director Gary Johnson exchange contract proposals.

in our proposal," Floss said. "This isn't Bill's proposal and this isn't my proposal — this is the members' proposal."

Floss cautioned the delegates, however, that it's impossible to predict when UUP will have a new contract. The current contract expires July 1.

"Initially, the state may say 'Yes' to something, and we may change it later," he said. "There's really no way to say, 'Yes, we've got something,' until Bill and Gary Johnson shake hands on it and we tell you we've got an agreement."

Although the current contract expires July 1, all of its provisions continue until a new agreement is reached, with the exception of those contract articles containing specific "sunset" dates.

— Darryl McGrath

No holds barred

UUP sues to keep Upstate Medical University within SUNY

UUP has escalated its drive to keep Upstate Medical University in Syracuse part of SUNY by initiating a lawsuit.

The litigation, filed March 27 in state Supreme Court in Albany, seeks to derail the Berger Commission's mandate to merge Upstate and neighboring Crouse Hospital under the control of "an entity other than SUNY."

UUP alleges the Berger Commission's recommendation to join the two hospitals — which became law Jan. 1 after the Legislature failed to reject or amend it — is unconstitutional, irrational and illegal because it seizes decision-making capacity that by law belongs to elected officials.

COMMISSION WENT TOO FAR

"It was not up to the Berger Commission to make a public policy decision about a public institution," UUP President William E. Scheuerman said in announcing the lawsuit. "Only the state Legislature has the authority to make a policy decision to take a public entity out of public control, and there is no rationale for making such a decision for Upstate Medical University."

UUP contends the Berger Commission exceeded its authority by recommending a change in governance or the privatization of any SUNY entity. UUP also points out the Commission never explained why it seeks to remove Upstate Medical University from SUNY governance, nor did it suggest what form the new governance should take.

In the lawsuit, the union argues that separating Upstate Medical University from

DONALD FELSTEIN



Assemblyman Jack Quinn, left, and UUP statewide VOTE/COPE Coordinator Tom Tucker of SUNY Buffalo talk about how important SUNY-operated hospitals are to New York state during a recent Committee of 100 advocacy event hosted by NYSUT. Tucker was joined by hundreds of his K-12 union colleagues.

menting the Berger Commission's recommendations and have already taken steps to do so. For example, as noted in the suit, Upstate

SUNY would undermine its vital public health, teaching and research mission.

DOOR TO NEGOTIATION STILL OPEN

The filing of the lawsuit does not close the door on finding a negotiated solution with the governor and the Legislature, but the lack of any such agreement thus far forced the issue.

"Time limits in the court system require this step to keep all options open," explained NYSUT President Richard Iannuzzi. Attorneys for NYSUT are handling the litigation for UUP.

"We are filing suit to protect the rights of our members and the health of the patients they serve, but at the same time we will continue to look for ways to work cooperatively with the state to resolve this issue," Scheuerman said.

Named in the suit as defendants are New York state, Gov. Eliot Spitzer, the state Health Department (DOH) and its commissioner Dr. Richard Daines, the Commission on Health Care Facilities in the 21st Century (commonly known as the Berger Commission), and its chairman Stephen Berger.

DOH and Daines are named since the agency has the responsibility for imple-

Medical University President David Smith has been ordered by DOH to complete an agreement to merge Upstate Medical Center and Crouse by Dec. 31, 2007. If he fails to do so, DOH could revoke Upstate's operating certificate.

Also named are the state Dormitory Authority and its executive director, Maryanne Gridley. The agency was assigned to conduct research for the Berger Commission.

WAGING BATTLE ON OTHER FRONTS

UUP's fight to keep Upstate Medical University within SUNY also continued in other areas. The union launched a multi-media campaign that included a 30-second TV commercial which aired in Albany and central New York in late March. The commercial warned of the consequences of removing University Hospital from SUNY, including the possible loss of the regional trauma center, the Clark Burn Center and affordable medical education.

UUP moved beyond its traditional advocacy to conduct an innovative Internet media campaign to rally support. The union spearheaded a "viral" online campaign, asking recipients to forward the

see **LAWSUIT**, page 7

Advocacy pays off

New budget spells dividends for SUNY

Weeks of traveling to Albany by UUPers, crowding into elevators packed like sardines, and knocking on the doors of dozens of state lawmakers have paid off for UUP in the form of a positive state budget.

"Last year's budget that provided \$148.8 million in additional funding for SUNY's state-operated campuses was the best higher education budget in a generation," said UUP President William Scheuerman. "This year, we did even better."

In the flurry of activity that preceded passage of the new state budget April 1, the Legislature added \$17.5 million in spending for SUNY. Combine that with the additional \$143.2 million included in the Executive Budget, and the overall increase comes to \$160.7 million.

But this positive outcome could not have happened without the tireless advocacy of UUP, fueled by the union's final two advocacy days as the Legislature prepared to enact the final budget.

NYSUT COMMITTEE OF 100

Nearly two dozen UUPers were among a total of 740 members of NYSUT, UUP's statewide affiliate, during NYSUT's Committee of 100 advocacy day.

"This is the first year we've had such a large group," noted NYSUT Executive Vice President Alan Lubin. Among their targets: keeping Upstate Medical University in Syracuse part of SUNY, despite the Berger Commission's recommendation to merge Upstate with neighboring Crouse Hospital under the control of an entity other than SUNY.

"This is part of an ideologically motivated attack by right-wing groups

trying to undermine the legitimacy of public education," said Stephen Allinger, NYSUT's director of legislation.



DONALD FELDSTEIN

New York State Theatre Institute Chapter President John Romeo, left, tells Assembly Majority Leader Ron Canestrari that NYSTI remains committed to bringing theater arts to students.

"NYSUT stands with UUP," he said, referring to the lawsuit that was filed eight days later.

UUPERS HEED CALL TO PRESS HOSPITALS ISSUE

"We're worried about the possible death of public hospitals," Kathy Southerton of Stony Brook HSC told Sen. John Flanagan, adding she was disappointed lawmakers didn't overturn the Berger Commission report when they had the chance in December.

Political Action Committee Chair Tom Tucker of SUNY Buffalo expressed to Assemblyman Jack Quinn the union's opposition to the Berger Commission recommendation regarding the SUNY hospitals. "Hopefully this can be fixed," Tucker said.

FINAL ADVOCACY DAY

Close to two dozen UUP members from around the state descended on Albany for Retiree/Tech Sector/ NYSTI Advocacy Day.

NYSTI Chapter President John Romeo made the most of the opportunity by meeting with state Assembly Majority

Leader Ron Canestrari.

"We're committed to giving kids a little bit of theater culture," Romeo told Canestrari while asking for funding for NYSTI to accomplish its mission. "We're the only cultural event some schools get to see."

Canestrari expressed support for NYSTI, telling Romeo, "You do a great job."

UUPers also put in their final pitch for additional funding for more full-time faculty during their visits to nearly four dozen lawmakers.

MORE WORK TO BE DONE

The final budget included up to \$10 million to hire as many as 150 more full-time faculty.

"While we hoped for more, these added funds keep the momentum going by enabling SUNY to hire more full-time faculty for the second year in a row," Scheuerman said. "But our work is far from done. We need to press our efforts next year to help replenish the number of full-time faculty diminished by years of underfunding."

—Donald Feldstein

"Last year's budget was the best higher ed budget in a generation. ... This year we did better."

— UUP President Bill Scheuerman

Lawsuit ...

(continued from page 5)

link to their friends and associates, who in turn would forward the link to their respective contacts.

Banner ads purchased at more than 500 Web sites targeted specifically at Internet users in a 15-county area around Syracuse directed them to a streaming video that powerfully makes the case for keeping Upstate Medical University within SUNY. The banner ad reached nearly four million Internet visitors.

The video — also accessible through the UUP, NYSUT, AFT and AFL-CIO Web sites — spotlights a bicyclist who received lifesaving treatment at Upstate Medical after suffering a head injury, plus a hospital nurse and a Syracuse firefighter touting the vital services of Upstate and why it should remain a SUNY hospital. Hundreds of thousands of New Yorkers received the video via e-mail from UUP, the AFL-CIO and the International Association of Firefighters.

More than 100,000 students at SUNY and Syracuse University (SU) who use Facebook also got access to the video. The intent: to garner support from other SUNY campuses and from SU students who stand to lose vital medical services in their own backyard.

The video links to an e-mail message directed at Gov. Spitzer, telling him to keep Upstate Medical University within SUNY.

UUP's viral campaign also features an online petition circulated to thousands of concerned citizens warning that privatizing SUNY's Upstate Medical University would be wrong for New Yorkers. Nearly 3,000 people signed the petition in the first week, many composing their own messages. The petition will be sent to the governor this spring.

Among the impassioned messages on the petition is one that states: "If it's privatized and taken out of SUNY, it's likely that any services that don't turn a profit will be shut down — and that would include the only level-one trauma center in the 14 counties surrounding Syracuse and the only burn unit serving the surrounding 27 counties. For some in upstate New York, the distance to a level-one trauma center would double. Simply put, taking Upstate out of the SUNY system and privatizing it would cost lives in upstate New York."

— Donald Feldstein

'Labor in Schools' symposium planned

Integrating labor studies into the K-12 curricula is the topic of the American Labor Studies Center's (ALSC) first statewide conference designed to give elementary and secondary school teachers the resources and materials they need to incorporate labor history into the classroom.

UUP President William Scheuerman serves as ALSC treasurer.

The conference — in cooperation with the New York State Labor History Association and a wide variety of other organizations — is scheduled for 10 a.m. to 3:30 p.m. Saturday, May 19, at NYSUT headquarters in Latham. An optional tour of the Kate Mullany National Historic Site in Troy will follow at 4 p.m.

ALSC Executive Director Paul Cole will open the conference by highlighting the wide variety of resources available on the ALSC Web site — www.labor-studies.org — including classroom simulations on organizing a union and bargaining a contract; biographies; a bibliography; glossary of labor terms; labor quotes; filmography;



photos; labor songs; labor policy issues; and a collection of lesson plans, courses and online curriculum materials.

One workshop, "Hardball and Handshakes: The History of Labor Relations in Major

League Baseball," is a standards-based thematic unit that relies on the National Baseball Hall of Fame's extensive collection of primary resources to bring history alive. It uses the history of labor relations in major league baseball as a case study to probe the question of why people form unions.

Other workshops include an in-depth look at resources and activities on child labor and actions students can take to address the issue; using the arts and music to teach labor history; and using the Kate Mullany story as a case study for using local history to teach students about the efforts of workers to organize.

The one-hour workshops will be offered twice.

More information on the symposium can be found at laborsymposium@aol.com.



Buffalo EOC students, UUPers spread the word

UUP members and students from the Educational Opportunity Center (EOC) at the University of Buffalo distributed literature during the New York State Association of Black and Puerto Rican Legislators 36th Annual Conference held in Albany. The students — from the EOC's Medical Assistance Program — are, standing from left, DeAqualon Jones, Rosa Lamont, Cilicia Jones and Angelique Fisher. UUPers from the EOC are, seated from left, Lorna Arrington and Trudy Munford. Arrington is a member of the union's Executive Board and serves as chair of the EOC Concerns Committee.

What have you gained from this ?



Donna Belgrave-Calder
Brooklyn HSC

"I learned so many things I hadn't known, like the different areas of an improper practice. My knowledge has increased, including how to resolve problems."



Linda Veraska
System Administration

"I had the chance to meet the people in Chapter Development and get a sense of what the union represents. I feel like we're all working together."



David Torres
Fredonia

"It was good to learn about the structure of UUP in Chapter Development and how things work. I got a feel for how much support there is for the union. I had never seen the union at work."



Robin Torpey
Alfred

"Learning about the Taylor Law was useful because we have a number of issues on our campus that we have questions about."



Cuiting Li
Oneonta

"The problem-solving workshop was very useful to me. It helped me understand how UUP helps us and what we need to do to receive support."

INTERVIEWS, PHOTOS BY DONALD FELDSTEIN

Growing a new

When it's time to pass the torch of union leadership at various levels to the next generation, UUP wants to ensure it has people equipped to assume the responsibility. Toward that end, UUP attracted 65 trainees to its Spring Leadership Workshop in Cooperstown in mid-April.

THE IMPORTANCE OF LEADERSHIP

"The more of you who are involved, the more effective we'll be," said UUP President William Scheuerman in welcoming the conference attendees. "We are the most effective advocate for SUNY and for high-quality public higher education," he said.



David Scholl of Upstate asks a question during a workshop.

Scheuerman told the participants their first responsibility is to the 32,000 members the union represents.

"Never forget that we are the servant of our members," he said.

Scheuerman reflected on the major issue UUP has been involved in on behalf of its membership. He brought the trainees up to speed on the union's latest efforts against the Berger Commission's plan to

merge Upstate Medical University in Syracuse with neighboring Crouse Hospital as a non-SUNY entity, including UUP's lawsuit. Scheuerman warned of the consequences if SUNY is removed from governance at Upstate Medical University.



UUPers Alex Thomas of Oneonta, left, and Jody Latvis of SUNY Buffalo listen to a discussion on the Taylor Law during a workshop in Cooperstown.



Nandika Ekanayake of Brooklyn HSC participates in a workshop.



Chris Taverna of Fredonia learns about chapter development.



Danny Too of Brockport hones his skills on ways to solve problems on campus.

generation of union leaders

"The implication is that if Upstate Medical is removed from SUNY, SUNY's other two hospitals in Brooklyn and Stony Brook are next," he said.

INCENTIVES TO LEAD

For many of the participants, the workshops represented their first foray into union leadership.

"Some people in my unit who were not union members recently lost their jobs. That clearly showed me the importance of union representation," said Linda Veraska of System Administration, explaining her strong motivation for enrolling in the leadership workshop.

For David Torres, an information technology professional at Fredonia, it was his past work experience that led him to become more active.

"I've worked in different factories with and without unions. The morale was higher in the factories that had unions," he explained. "I've been at Fredonia four years and knew I wanted to be involved in UUP."

FIVE WORKSHOPS OFFERED BY LRSS

Attendees were able to choose from among five two-day workshops conducted by UUP/NYSUT labor relations specialists.

- "Effective Meetings: Effective Results" covered issues ranging from preparing an agenda and conducting a meeting, to how to maximize participation and get results.

- "UUP: Chapter Development" detailed the organiza-



Tracie Guzzio of Plattsburgh, center, and her union colleagues Michael Behun of SUNY Buffalo, left, and Robert Barr of Cobleskill participate in a workshop on conducting effective meetings.

tional structure and activities of UUP and its chapters.

- "Forums for Problem Solving" presented a roadmap of options to address what kinds of solutions are available for members' problems.

- "Collective Bargaining and the Taylor Law" went beyond defining the law to explain terms such as good faith negotiations, improper practice and past practice.

- "Grievance II" provided a detailed presentation of standards applied in grievance cases, and the tests for just cause in disciplinary actions against employees.

—Donald Feldstein



Fern Becker of Purchase, right, asks a question during a workshop on chapter development, as Phyllis Kurz of Old Westbury listens.

DONALD FELDSTEIN PHOTOS

UUP reports results of chapter elections

The following is a list of UUP members who have been elected to serve in various chapter positions. The elections were conducted in accordance with UUP procedures. Ballots were mailed to home addresses of chapter members March 14 and were counted April 12-14 by tellers of the statewide Elections and Credentials Committee.

The term of office for each position is June 1, 2007, through May 31, 2009.

Note: The Oswego Chapter election was not finalized at Voice press time.
Codes: VPA = Vice President for Academics (A) = Academic
 VPP = Vice President for Professionals (P) = Professional
 TBD = To be determined

Albany President/Delegate Merbler, Candace A.
 VPA/Delegate Steen, Ivan D.
 VPP/Delegate Abraham, J. Philippe
 Secretary Jewell, Carol H.
 Treasurer Wessman, James W.
 Part-Time Concerns Rep Bendikas, Kristina

Alfred President/Delegate Rees, Robert E.
 VPA/Delegate Richmond, Catherine W.
 VPP/Delegate Gleason, Ray D.
 Secretary Poucher, Carol M.
 Treasurer D'Arcy, Mark E.
 Wellsville Campus VP Drumm, Roger A.
 Affirmative Action Chair TBD
 Membership Development Officer TBD
 Part-Time Concerns Rep Cassidy, Yvonne L.

Binghamton President/Delegate Wood, Darryl M.
 VPA/Delegate Dix, James A.
 VPP/Delegate Goldman, Frances L.
 Secretary/Treasurer Shepherd Jr., Edward J.
 Part-Time Concerns Rep Kilmarx, Beth L.

Brockport President/Delegate Owens, Gary O.
 VPA/Delegate Fink, Herbert C.
 VPP/Delegate Belle-Render, Sharon D.
 Secretary/Treasurer Too, Danny
 Part-Time Concerns Rep Street, Stephen M.

Brooklyn HSC President/Delegate Blackman-Stroud, Rowena J.
 VPA/Delegate Anderson, Virginia M.
 VPP/Delegate Bond Jr., Edison
 Secretary Doherty, Mary C.
 Treasurer Houston, Frederick
 Grievance Chair Gerech, Simon Abe
 Part-Time Concerns Rep McTigue, Ellen

Buffalo Center President/Delegate Zubrow, Ezra
 VPA/Delegate Casarella, Gary A.
 VPP/Delegate TBD
 Secretary Hare, Denise Y.
 Treasurer Foti, David C.
 Affirmative Action Officer Wardlaw, Roosevelt
 Communications Officer TBD
 Grievance Chair (A) Zarembka, Paul
 Grievance Chair (P/T) TBD
 Negotiations Chair (P) Ballard, David P.
 Part-Time Concerns Rep TBD

Buffalo HSC President/Delegate Dannenhoffer, Raymond P.
 VPA/Delegate Melendy, Thomas E.
 VPP/Delegate Covelli, Frederick L.
 Secretary Doherty, Leah
 Treasurer Derrick, Toni Jacoby
 Grievance Officer McDuffie, Deborah L.
 Membership Officer Schimpfhauser, Frank
 Part-Time Concerns Rep Schimpfhauser, Frank

Buffalo State President/Delegate Stempniak, Richard A.
 VPA/Delegate Bryski, Bruce G.
 VPP/Delegate Bilhr, Richard J.
 Secretary Baker-Stein, Maurice E.
 Treasurer Spyra, Camille A.
 Grievance Chair (A) Pendleton, Michael S.
 Grievance Chair (P) Jones, Deborah
 Part-Time Concerns Rep Richardson, Jean E.
 Steward Coordinator (A) McFarland, S. Diane
 Steward Coordinator (P) Zulawski, Marcy Ann

Canton President/Delegate Butler, David F.
 VPA/Delegate Kisciunas, Raymond G.
 VPP/Delegate Hartle, David W.
 Secretary Bucher, Mary L.
 Treasurer Waldruff, Terry L.
 Part-Time Concerns Rep Boyd, Edward G.

Cobleskill President/Delegate Fort, James W.
 VPA/Delegate Clifford D. DaVis
 VPP/Delegate Ramsey, David P.
 Secretary Perez, Carl J.
 Treasurer Eldred, Melody E.
 Part-Time Concerns Rep Youngs, Michael S.

Cortland President/Delegate Ashley, Lawrence R.
 VPA/Delegate Dangler, Jamie F.
 VPP/Delegate Ruoff, Hailey M.
 Secretary TBD
 Treasurer Pasquarello, Thomas E.
 Part-Time Concerns Rep Owens, Elizabeth F.
 Chapter Executive Board Wiegard, Anne
 Chapter Executive Board Kattau, Colleen
 Chapter Executive Board Van Hall, Dawn M.
 Chapter Executive Board Schaffer, D. Jo

Delhi President/Delegate Taylor, John W.
 VPA/Delegate Miller, Michael F.
 VPP/Delegate Brislin, Shawn P.
 Secretary Underwood, Debra A.
 Treasurer Carlson, Scott
 Part-Time Concerns Rep TBD

Empire State President/Delegate Gilbert, Jay
 VPA/Delegate Butler, Richard J.
 VPP/Delegate Loughman, Ann L.
 Secretary TBD
 Treasurer Angiello, Joseph L.
 Grievance Chair Musoke, Moses S.
 Part-Time Concerns Rep Berger, Jacqueline G.
 Chap Exec Bd-Central NY Kravec, Maureen T.
 Chap Exec Bd-Coordinating Malone, Pamela J.
 Chap Exec Bd-Dist Lrng Ortiz, Phillip A.
 Chap Exec Bd-Genesee Valley Puskas, David
 Chap Exec Bd-Grad Programs Voetterl, Robin A.
 Chap Exec Bd-Hudson Valley Arieux, Marianne
 Chap Exec Bd-Long Island Leaker, Catherine J.
 Chap Exec Bd-Metropolitan Giordano, Justin A.
 Chap Exec Bd-Niagara Frontier Ruper, Rosemary
 Chap Exec Bd-Northeast Jones, Reynolds C.

ESF President/Delegate View, John E.
 VPA/Delegate Maraviglia, Frank L.
 VPP/Delegate Borgstede, William R.
 Secretary/Treasurer Culkowski, Justin F.
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 Retiree Concerns Rep Maraviglia, Frank L.

Farmingdale President/Delegate Smiles, Michael C.
 VPA/Delegate Reganese, Robert J.
 VPP/Delegate Pauze, Yolanda
 Secretary Madeska, Valerie
 Treasurer Simins, Robert J.
 Part-Time Concerns Rep Eritta, Elena

Fredonia President/Delegate Allan, Timothy R.
 VPA/Delegate TBD
 VPP/Delegate Torres, Idalia
 Secretary Harper, Jean B.
 Treasurer Berkley, John L.
 Affirmative Action Officer Arnaut, Ziya
 Amenities Officer Bonds, Kathleen D.
 Grievance Chair (A) Aghazadeh, Seyed-Mahmoud
 Grievance Chair (P) Bonds, Kathleen D.
 Membership Dev Officer Siddiqui, Khalid J.
 Part-Time Concerns Rep Torres, David P.
 Retirement Concerns Officer Nelson, Malcolm

Genesee President/Delegate Stolee, Margaret K.
 VPA/Delegate Kaplan, Randy B.
 VPP/Delegate Buggie-Hunt, Tabitha
 Secretary Klima, Cynthia A.
 Treasurer Bearden, James
 Part-Time Concerns Rep Kennison, Weston L.

Maritime President/Delegate Warkentine, Barbara E.
 VPA/Delegate Cooney, Dennis F.
 VPP/Delegate Aragon, Roland
 Secretary Leschinsky, Elizabeth
 Treasurer Manzi, Anthony E.
 Part-Time Concerns Rep Fallen, Eric S.

Morrisville President/Delegate Engle, James D.
 VPA/Delegate Hogle, John Thomas
 VPP/Delegate Huerta, Raul A.
 Secretary/Treasurer Cleland, Gladys L.
 Part-Time Concerns Rep Tewes, Jan B.

New Paltz President/Delegate McNitt, F. Glenn
 VPA/Delegate Brown, Peter D.G.
 VPP/Delegate Kelder, Richard B.
 Secretary Smith, Linda K.
 Treasurer Dunefsky, Alan
 Grievance Chair Fialkow, Lawrence A.
 Part-Time Concerns Rep Aspengren, Yvonne J.

NYSTI President/Delegate Romeo Jr., John L.
 VPP/Delegate Kammer, Karen M.
 Secretary Saplin, Christine Boice
 Treasurer Chromey, Beth A.
 Part-Time Concerns Rep Melita, Sara L.

Old Westbury President/Delegate Franco, Candelario
 VPA/Delegate Livingston, Martha
 VPP/Delegate Martinez, Elliana
 Secretary Smith, Patricia A.
 Treasurer Samuel, Steve P.
 Part-Time Concerns Rep Visconti, Victor Joseph

Oneonta President/Delegate Simons, William M.
 VPA/Delegate Compton, Robert W.
 VPP/Delegate Payne, Norman E.
 Secretary Horvath, Thomas G.
 Treasurer Tyler, Richard F.
 Membership Director Weigl, Theresa A.
 Part-Time Concerns Rep McDermott, James J.

Optometry President/Delegate Picarelli, John J.
 VPA/Delegate Bass, Sherry J.
 VPP/Delegate Oliver, Kim
 Secretary/Treasurer Hankins, Hedy
 Part-Time Concerns Rep TBD

Plattsburgh President/Delegate Curry, David G.
 VPA/Delegate Guzzio, Tracie C.
 VPP/Delegate Doty, Gina L.
 Secretary/Treasurer Volkman, Karen E.
 Part-Time Concerns Rep Branagan, Kay A.
 Chapter Executive Board (A) Kever, Robert D.
 Chapter Executive Board (A) Hensarling, David M.
 Chapter Executive Board (P) Hoffmann, Patricia

Potsdam President/Delegate Rhoads, Laura S.
 VPA/Delegate Klawitter, Victoria
 VPP/Delegate TBD
 Secretary Chambers, Holly E.
 Treasurer Brouwer, Peter S.
 P-T Concerns Rep Johnson-Weiner, Karen Marie
 Chapter Exec Comm Zvacek, Bret R.
 Chapter Exec Comm Sullivan-Catlin, Heather A.
 Chapter Exec Comm Goodman, Jacqueline K.
 Chapter Exec Comm Kelly, Deirdre L.

Purchase President/Delegate Delate, John J.
 VPA/Delegate Lehrer, Warren I.
 VPP/Delegate Nassisi, Richard T.
 Secretary Kyff, Jean K.
 Treasurer Rankine, Paula D.
 Affirmative Action Officer Rajan, Ravi S.
 Grievance Officer Wildrick, L. Eric
 Part-Time Concerns Rep Wildrick, L. Eric

Stony Brook President/Delegate Schmidt, John P.
 VPA/Delegate Kinney, Daniel W.
 VPP/Delegate Shertzer, Arthur M.
 Secretary Ecker, David V.
 Treasurer McAteer, Charles F.
 Part-Time Concerns Rep Randall, Warren

Stony Brook HSC President/Delegate Southerton, Kathleen
 VPP/Delegate Vidal, Carlos M.
 VPP/Delegate Gizzi, Carol
 Secretary Manning, Tina Maria E.
 Treasurer Hines, Edward W.
 Part-Time Concerns Rep Kube, Carolyn S.

System Admin President/Delegate Schumacher, John E.
 VPP/Delegate Siddall, Anne E.
 Secretary/Treasurer Case, Meredith C.
 Grievance Chair Schumacher, John E.
 Part-Time Concerns Rep Follis, Benjamin D.
 Chapter Exec Bd-Computer Ctr Leirey, John P.
 Chapter Exec Bd-NY Net Poplawski, David A.
 Chapter Exec Bd Veraska, Linda L.

Upstate President/Delegate Smith, Phillip H.
 VPA/Delegate Lyon, Michael J.
 VPP/Delegate Braund, Carol V.
 Secretary Pettengill, Carl M.
 Treasurer Bundy, Rosemarie P.
 Part-Time Concerns Rep TBD

Utica/Rome President/Delegate Romero, Rafael F.
 VPA/Delegate Hsie, Atlas J.
 VPP/Delegate Durr, Michael E.
 Secretary TBD
 Treasurer Perta, Steven J.
 Part-Time Concerns Rep TBD

Family farmers

Siblings carry hands-on knowledge into classes, community

It's past dinner time at the Sharon Springs home of Cynthia and Eric Shelley, but that's not evident as the pair finishes their evening chores on the family farm with efficiency and concentration but also obvious enjoyment.

The Shelleys — who are brother and sister, UUP members and instructors in SUNY Cobleskill's School of Agriculture and Natural Resources — were up at dawn on this clear spring day doing chores at the farm they co-own before heading to campus. But now, 15 hours later, as they milk the silky-furred Boer goats and collect eggs in the chicken coop, they are following the time-honored rule of successful small farms, where there is an especially narrow margin for error: Take care of the comfort and well being of your animals before you take care of yourself.

"This is my lab," Cynthia said, looking around the goat barn and smiling at the antics of the vocal mother goats calling their kids. "This is where I learn what's going on in the world."

STANDING OUT

Family members can be found on the academic and professional faculty at several SUNY campuses, but the Shelleys stand out for the way their work lives and farming lives connect and then extend to their community and to their students. They grew up on a small farm outside of Rochester and were active in farming organizations in high school. Now, Cynthia raises and sells goats under the name of Patina Dairy Goats, and Eric is the owner-operator of "Cowboy's Custom Cutting," a state-licensed mobile meat processing service in a trailer that he

drives from farm to farm.

Eric is believed to be the first mobile meat processor to operate under licensing and inspection of the state Department of Agriculture and Markets, and the state developed new regulations to cover mobile processing when Eric started doing it. Many of his customers sell their products locally at places such as the Troy Farmer's Market.



Cynthia Shelley feeds several goats at once.

Right, brother Eric shows off the fruits — ah, meats — of his labor.

DARRYL MCGRATH PHOTOS



"Small local production is becoming more popular. The 100-mile diet is becoming more popular too," said Eric, referring to a movement in food consumption that favors small local farmers over the mass production techniques and heavy reliance on fossil fuels of large farms. "As for my business — there were so many local producers who were having a lot of frustration getting things processed. Now, I go to the farm."

Both Shelleys graduated from Cobleskill with associates' degrees in applied science. Cynthia, 37, went on to Cornell University for her Ph.D. in agricultural education. She's an assistant professor of animal science at Cobleskill.

Eric, 33, was an instructor at Cobleskill for four years in the late '90s before trying

dairy farming. He returned to Cobleskill in February 2006 as the manager and instructor at the campus meat lab, where livestock from the college and local farmers is slaughtered. (The college sells both meat and live animals from its own herds.) The goal of livestock farming is a healthy, profitable supply of meat for the marketplace, Eric explained, and thorough instruction in the humane handling of the animals at this end stage, and the sanitary processing of their meat, is a sometimes difficult but always critical lesson for students.

COOPERATIVE EXTENDED FAMILIES

Cooperative extended families are a tradition in American farming, and the Shelleys are continuing that way of life. Eric and his wife, Melissa, a registered nurse, live in the circa-1800s house on the Shelleys' farm along with Cynthia and her partner, Roger Barkman, a zoologist and animal scientist who works at an Albany computer firm. Eric and Melissa are expecting their first child.

Both couples share household chores. On this night, Roger was the chef, and Eric and Shelley sat down to the grilled chicken and vegetables he had prepared while they were completing the evening farm chores. Melissa was working a night shift at St. Peter's Hospital in Albany.

The Shelleys say that their separate focuses on livestock breeding and processing give them a unique perspective for their lectures. Each respects the work of the other; both understand the full span of a farm animal's life. And just as their students learn from the Shelleys' experiences, the Shelleys say they learn from each other.

"What we are constantly learning is that you never leave college knowing everything," Cynthia said.

— Darryl McGrath

And the survey says ...

The Voice asks 'So, how are we doin'?' and readers respond

Union newspapers and magazines have a long, proud history in the United States, and UUP's membership magazine, *The Voice*, strives every day to earn its place alongside such storied company.

In keeping with that goal, *The Voice* recently surveyed its readers, and the results speak to what the magazine is getting right as well as what it could be doing differently.

"I've always been interested in politics, legislation and related issues, so I especially appreciate your coverage in those areas."

— Reader comment
Member, Tech Sector College

Respondents came from both academic and professional faculty, part timers and full timers, newcomers and retirees, and from all types of campuses. The majority of respondents in all categories were members, not agency fee payers. In all categories, the respondents' answers revealed them to be discerning, well-read and confident about what they do and do not want.

The good news: More than 90 percent

of the people surveyed are reading *The Voice*, at least some of the time, with 87 percent saying the magazine is covering news and issues that

national labor or political issues and events (82 percent).

Among the topics that readers want to see more of: benefits, higher education trends; and the contract.

ALL RESPONSES HELPFUL

UUP President William Scheuerman said the good, the bad and the in-between reactions are all valuable.

"It's great to see how many different representatives of our bargaining unit took the time to tell us how *The Voice* is doing,"

Scheuerman said. "We're constantly reviewing the best way to give our members the information they need. Very simply put, a union exists for its members. Surveys such as this tell us what we need to improve, and that in turn will help us serve the membership better. We thank all of *The Voice* readers who participated. Now, we plan on putting their responses to good use."

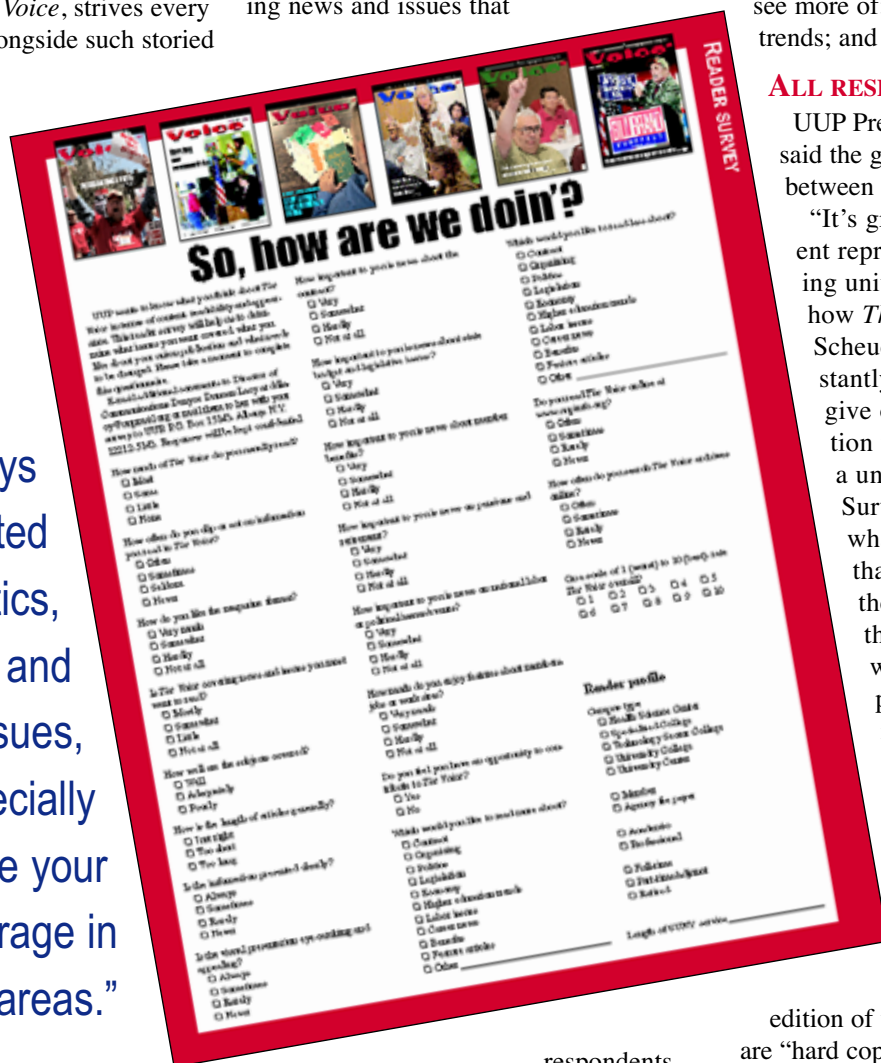
As UUP leaders are discussing the best ways to do that, they are also debating the best way to get *The Voice* and other information out to people. It's known that some *Voice* readers prefer the online

edition of the magazine, while others are "hard copy only" readers. The survey reflects that divide: Only 11 percent of respondents "often" or "sometimes" read *The Voice* online or search *The Voice* archives via the UUP Web site (www.uupinfo.org).

Although these figures indicate the debate may not be resolved for a while, Scheuerman took the mixed responses as a positive sign.

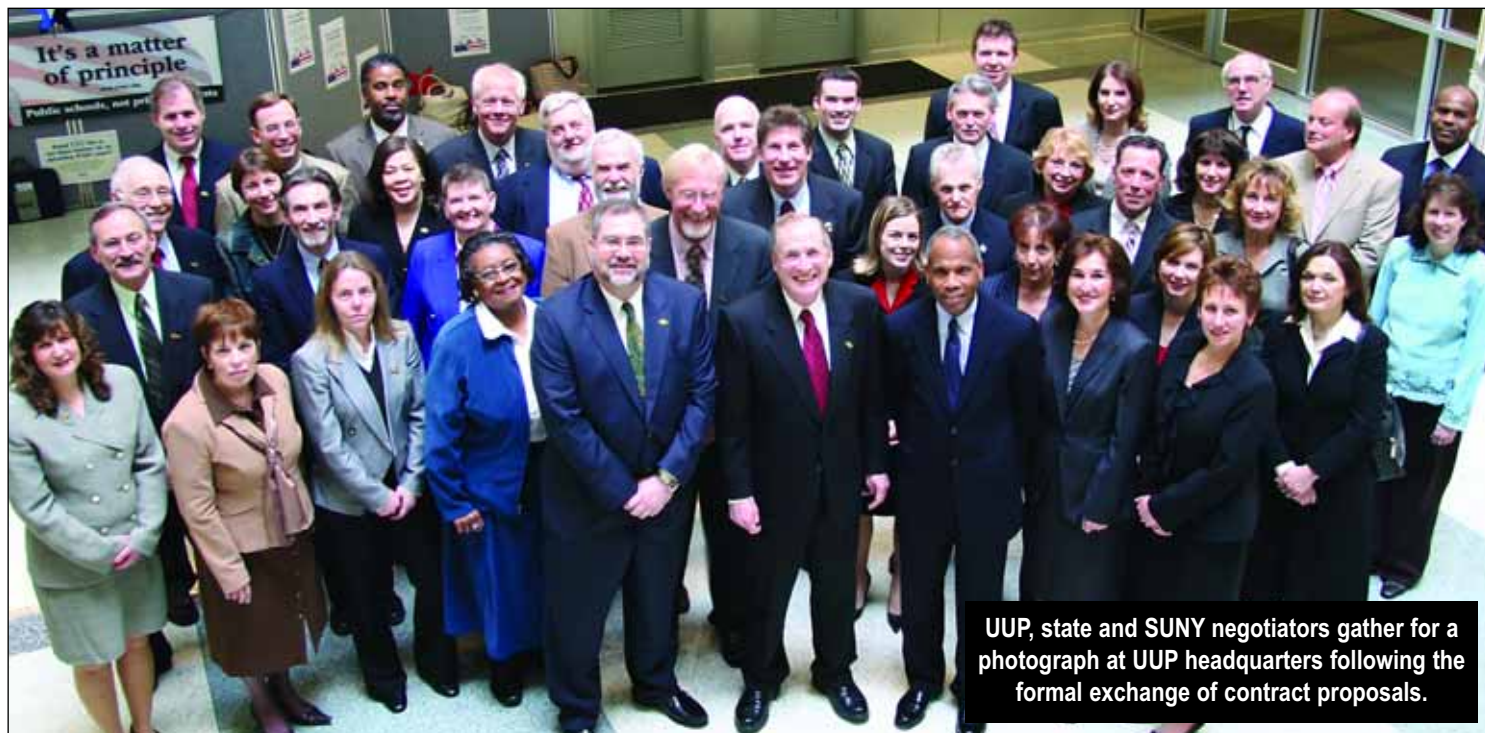
"A union is an open, democratic place that welcomes healthy debate," he said. "*The Voice* has a diverse readership, and the challenge now for us is to determine the best way to meet the needs of all."

— Darryl McGrath



respondents want to read. More than 90 percent of those surveyed also like the format — or design — and consider it eye-catching or appealing.

Readers have strong opinions on what they want to see in *The Voice*. Tops on their list: information on member benefits, with 95 percent saying such information is "very" or "somewhat" important to them. Pensions and retirement, as well as state budget and legislative issues, rank almost as high, with 94 percent describing these subjects as very or somewhat important. Also important, although to slightly fewer readers: the contract (87 percent) and



UUP CONTRACT PROPOSALS 2007

The accompanying package of contract proposals is based on the issues, ideas and concerns of importance to United University Professions (UUP) members across the state. These proposals are the result of numerous meetings, interviews, polls and surveys conducted in an attempt to ensure a democratic, inclusive process. The officers of UUP, as well as the union's Negotiations Team and Negotiations Committee, are confident that the result reflects the critical needs of our diverse, committed membership.

Foremost is the need for an equitable and competitive compensation package that recognizes the contributions UUP members make to the University and to the state of New York, as well as the

need to recruit and retain a first-rate academic and professional faculty. The proposals also address issues unique to public higher education and the SUNY work environment.

UUP has, time and again, demonstrated its commitment to the University. It has been SUNY's leading advocate in the halls of the Capitol, as well as in the higher education community throughout this nation. It has acted responsibly in the wake of the challenges faced by New York; it has acted pragmatically as it fashioned this package. UUP stands ready to examine areas of mutual interest with the state in order to conclude negotiations in a timely manner and to reach a fair agreement that meets the needs of our members.

CONTINUATION OF ARTICLES

United University Professions proposes to continue the following articles of the 2003-2007 Agreement between the State of New York and UUP subject only to the updating of dates where necessary and appropriate, and such reorganization and renumbering of the provisions to which the parties mutually agree.

ARTICLE 2: Unchallenged Representation
 ARTICLE 3: Exclusive Negotiations
 ARTICLE 4: Definitions
 ARTICLE 5: Policies
 ARTICLE 6: Benefits Preserved
 ARTICLE 8: Labor/Management Meetings
 ARTICLE 9: Academic Freedom
 ARTICLE 10: No Discrimination
 ARTICLE 11: Employee Organization Leave
 ARTICLE 12: College Meeting Space
 ARTICLE 13: Bulletin Boards
 ARTICLE 14: Mail Distribution
 ARTICLE 15: Payroll Deduction
 ARTICLE 17: Information and Data
 ARTICLE 18: Board of Trustees' Meetings
 ARTICLE 24: Access to Employees
 ARTICLE 25: Compensation of Department Chairpersons

ARTICLE 26: Jury Service
 ARTICLE 28: Medical Assistance
 ARTICLE 29: Clinical Practice
 ARTICLE 32: Notice of Non-Renewal
 ARTICLE 33: Job Security Review Procedures
 ARTICLE 34: Transfer Rights
 ARTICLE 35: Retrenchment
 ARTICLE 36: Contracting Out
 ARTICLE 37: Retirement Income Supplementation Programs
 ARTICLE 38: Parking
 ARTICLE 42: Professional Development Committee
 ARTICLE 43: Safety and Health Committee
 ARTICLE 44: Technology Committee
 ARTICLE 45: Campus Grants Committee
 ARTICLE 46: Family Benefits Program/Work-Life Services
 ARTICLE 47: Employee Assistance Program/Work-Life Services
 ARTICLE 48: Housing and Meal Charges
 ARTICLE 50: Indemnification
 ARTICLE 51: Savings Clause
 ARTICLE 52: Management Rights
 ARTICLE 53: Conclusion of Collective Negotiations
 ARTICLE 54: Legislative Action

UUP PROPOSALS

ARTICLE 1 RECOGNITION

Resolve the composition of Professional Services Negotiations Unit.

ARTICLE 7 GRIEVANCE PROCEDURE

Provide equity in and access to the administration of the grievance process, with appropriate consequences for non-compliance, respectively applied equally to both parties.

ARTICLE 16 LISTS

Increase the content and improve the quality of information provided to UUP, including but not limited to additional membership profile information.

ARTICLE 19 DISCIPLINE

Amend the discipline process to further protect due process, just cause, notice, suspension, and timeliness.

ARTICLE 20 DIRECT COMPENSATION

Establish competitive salary levels for all employees.

Redress the long-term decline of UUP salaries relative to salaries in higher education institutions in the regional and national markets.

Provide across-the-board raises for each year of the next agreement.

Assure that part-time employees are paid equi-

tably relative to full-time employees.

Address the long-term equity and lack of parity experienced by librarians.

Rectify the salary issues for institutions that have experienced changes or expansion of mission.

Establish minimum guaranteed increases upon receipt of promotion and continuing or permanent appointment.

Establish a salary plan to address disparity, compression, length of service, promotions and recruitment.

Increase location pay, include eligibility for part-time employees, and clarify eligibility for employees on leave without pay.

Resolve compensation issues related to: extra service work; compensation for activities that exceed normal professional obligation, evolving modes of instruction and other professional work; on-call/re-call; shift differential; compensatory time, and FLSA overtime, so that employees are treated in a fair and consistent manner.

ARTICLE 21 STATEWIDE JOINT LABOR/MANAGEMENT COMMITTEES

Continue all existing Joint Labor/Management Committees and increase their funding.

ARTICLE 22 TRAVEL ALLOWANCES AND RELOCATION EXPENSES

Provide individual flexibility for travel and lodging arrangements where it improves the cost effectiveness of the use of state funds.

ARTICLE 23 LEAVES

Increase the maximum number of vacation days for which an employee can be compensated upon separation of service.

Increase the maximum number of sick days and employee can accrue.

Increase the maximum number of accrued sick days for conversion at retirement and assure access to the conversion benefit when a catastrophic illness reduces the accrued sick days below the maximum.

Establish contractual guarantees for and flexibility in the use of a family leave policy.

Broaden the provision on absences due to extraordinary circumstances to include instances when an employee is prevented from reporting to work by weather or other emergencies.

Provide a sick leave donation program for all employees.

Provide each employee with five personal leave days per year.

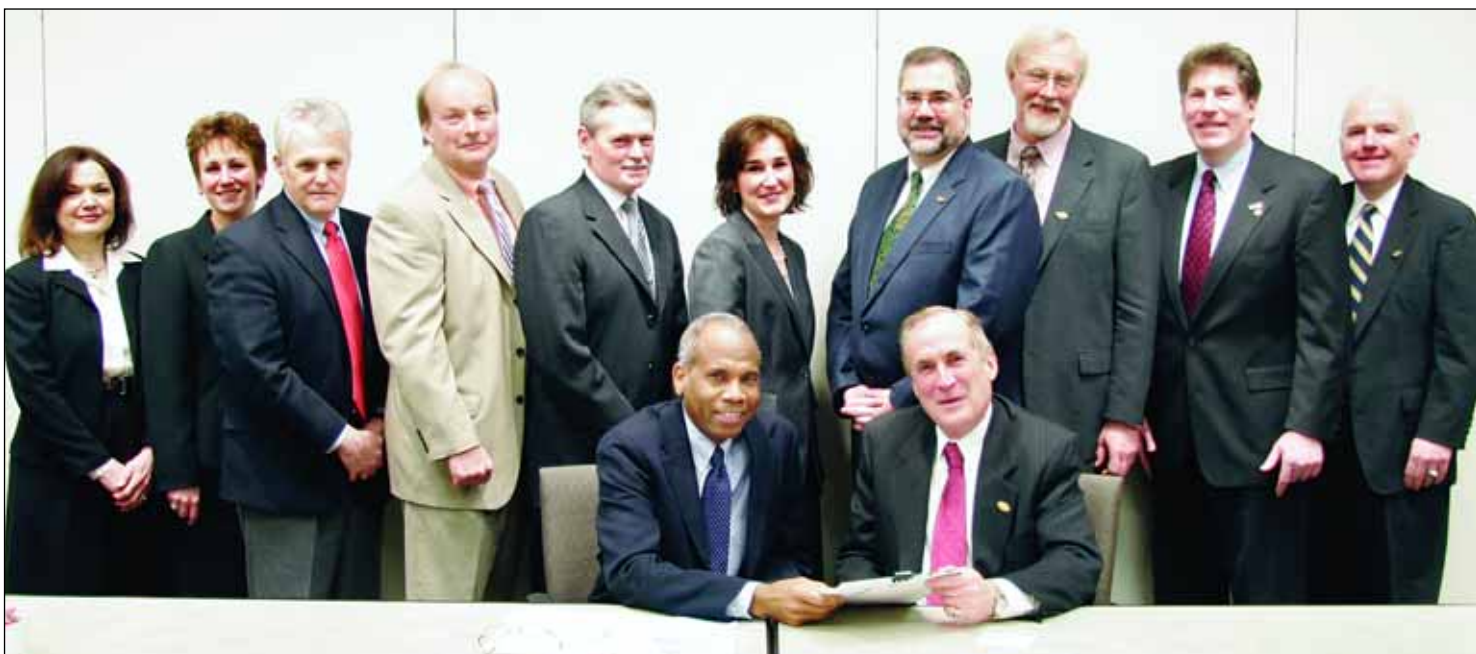
Provide time-and-a-half compensation for all employees required to work on negotiated holidays.

Provide paid time for professional development.

ARTICLE 27 PROFESSIONAL MEETINGS

Solve time, leave and funding problems encountered by employees who are required to participate in work-related conferences and who are required to complete continuing professional education requirements for licensure, certification and renewals.

KAREN L. MATTISON



UUP President Bill Scheuerman, seated right, exchanges proposals with Governor's Office of Employee Relations Director Gary Johnson, seated. From left are state and SUNY negotiators Phyllis Volpe, Leisl Zwicklbauer, John Currier, Chris Eatz, Ray Haines and Jeannine Morell,

followed by UUP VP for Academics and Chief Negotiator Fred Floss, Assistant to the Chief Negotiator Mike Smiles of Farmingdale, UUP/NYSUT Director of Staff Peter Martineau and UUP/NYSUT Associate Director of Staff Martin Coffey.

UUP PROPOSALS

ARTICLE 30 APPOINTMENT, EVALUATION AND PROMOTION

Establish procedures to pay newly hired employees in a timely manner from their first day of professional obligation and establish a transition fund to better attract and retain quality candidates to the University.

Establish fair and equitable procedures for the recruitment, appointment, and reappointment for part-time employees that recognizes their critical importance to the University.

Ensure opportunities for qualified part-time faculty to obtain full-time employment by conversion of part-time positions into full-time positions.

Ensure consideration for current part-time and full-time employees who apply for vacancies.

Modify the Article 11 Title D (Coaches: Division III Sports) procedures for appointments and expand the terms of professional obligation to include such matters as recruitment of athletes.

Resolve the abuse of professional obligations.

Improve promotional opportunities for professional employees.

Clarify the time frame for converting temporary appointments to term appointments for part-time employees at Empire State College.

Eliminate the abuse of qualified academic rank, temporary, probationary and part-time appointments.

Provide copies of all appointment letters at a campus to the UUP chapter in a timely fashion.

Establish a joint labor/management process for the orientation of new employees and

training of supervisors.

Modify the procedures for the use of the recommendation of the College Committee on Professional Evaluation and the College Review Panel.

Discuss the length of time required for continuing and permanent appointment.

ARTICLE 31 PERSONNEL FILES

Restrict the use of and access to official personnel files.

ARTICLE 39 HEALTH INSURANCE

Offer a competitive and affordable comprehensive health insurance and prescription drug program, extend eligibility requirements, and address geographical differences in the distribution of participating and nonparticipating providers.

Extend health insurance coverage to dependents when an employee dies while in active service when the dependents would have continued eligibility to receive this coverage had the employee been retired.

Address the issues faced by domestic partners and same-sex couples.

ARTICLE 40 UUP BENEFIT TRUST FUND

Increase funding to continue and enhance benefits and services of the UUP Benefit Trust Fund.

ARTICLE 41 JOINT COMMITTEE ON HEALTH BENEFITS

Provide for the full and complete participation of UUP in plan creation and governance of health benefits.

ARTICLE 49 PROGRAM FOR TUITION ASSISTANCE

Waive tuition and fees for bargaining unit members and their dependents at SUNY and establish reciprocal arrangements with other public higher education institutions.

ARTICLE 55 DURATION

Discuss the duration of the contract.

NEW ARTICLE PRETAX TRANSPORTATION PROGRAM

Expand the pre-tax transportation program to all location in New York State.

NEW ARTICLE SICK LEAVE EXCHANGE PROGRAM

Restore the Sick Leave Exchange Program.

NEW ARTICLE VACATION BUY-BACK

Implement an accrued vacation days exchange program for employees.

STATE PROPOSALS

Continuation Of Articles

The State proposes to continue the following articles of the 2003-2007 Agreement between the State of New York and the United University Professions. The proposal for continuation of these articles is subject only to the updating of dates where necessary and appropriate, and any reorganization and renumbering of provisions mutually agreed to by the parties. The proposal to continue these articles is also premised on the understanding that all prior agreements, understandings, and negotiating history regarding the interpretation, mutual intent, and/or applicability of any of these provisions shall remain intact.

Article 1—Recognition

Article 2—Unchallenged Representation

Article 3—Exclusive Negotiations

Article 4—Definitions

Article 5—Policies

Article 6—Benefits Preserved

Article 7—Grievance Procedure

Article 8—Labor/Management Meetings

Article 9—Academic Freedom

Article 10—No Discrimination

Article 11—Employee Organization Leave

Article 12—College Meeting Space

Article 13—Bulletin Boards

Article 14—Mail Distribution

Article 16—Lists

Article 17—Information and Data

Article 18—Board of Trustees' Meetings

Article 19—Discipline

Article 24—Access to Employees

Article 25—Compensation of Dept.

Chairpersons

Article 26—Jury Service

Article 27—Professional Meetings

Article 28—Medical Assistance

Article 29—Clinical Practice

Article 30—Appointment, Evaluation and

Promotion

Article 31—Personnel Files

Article 33—Job Security Review Procedures

Article 34—Transfer Rights

Article 35—Retrenchment

Article 36—Contracting Out

Article 37—Retirement Income

Supplementation Programs

Article 38—Parking

Article 42—Professional Development

Committee

Article 43—Safety and Health Committee

Article 44—Technology Committee

Article 45—Campus Grants Committee

Article 48—Housing and Meal Charges

Article 49—Program for Tuition Assistance

Article 50—Indemnification

Article 51—Savings Clause Article

Article 52—Management Rights

Article 53—Conclusion of Collective

Negotiations

Article 54—Legislative Action

STATE PROPOSALS

In the event the Union does not agree to the inclusion of the aforementioned articles in the successor Agreement, the State reserves the right to withdraw or amend these proposals. Such modifications may include, but not be limited to, the submission of new State proposals in regard to these articles.

NOTE: All proposals by the State are made subject to the course of negotiations and final agreement. For example, the State may withdraw or amend the previous offers in proposals when responding to Union demands. The State reserves the right to submit additional proposals for negotiations no later than a date mutually agreed upon by the parties. All proposals are presented with the understanding that they describe concepts and may not necessarily represent final contract language.

ARTICLE 15 PAYROLL DEDUCTION

The State proposes to explore the exclusive use of direct deposit of paychecks.

ARTICLE 20 Direct Compensation

The State is prepared to discuss employee compensation issues within the context of the State's fiscal priorities.

ARTICLE 21 Statewide Joint Labor-Management Committees

The State is prepared to discuss and review the structure, goals, and objectives of the Statewide Joint Labor/Management Committees to ensure they are meeting the parties' needs. The State also proposes to discuss funding these programs within the context of the State's fiscal priorities.

ARTICLE 22 Travel Allowances and Relocation Expenses

The State proposes to discuss the reimbursement methodology.

ARTICLE 23 Leaves

The State remains committed to utilizing the workforce effectively and efficiently to meet current demands. To this end, the State intends to discuss part-time leave accruals.

ARTICLE 32 Notice of Non-Renewal

The State is interested in discussing various

issues regarding the application and practicability of the Article 32 language to enhance efficiency and cost effectiveness.

ARTICLE 39 ARTICLE 41 Health Insurance Joint Committee on Health Benefits

For over 20 years, labor and management have worked together to provide State employees and their families with access to quality healthcare that is necessary, appropriate and affordable for all payors. Our goals have been seriously challenged over the past four years with the seemingly unabated increases in healthcare costs coupled with an aging workforce and expensive new technology.

In 2003 the employee share premium for the Empire Plan was \$405 for individual coverage and \$1,682 for family coverage. For Plan year 2007, the individual and family premium will be \$554 and \$2,329 respectively, an increase of approximately 37.5 percent in four years. It is the State, however, that continues to be responsible for the major share of healthcare cost inflation resulting in 2003 to 2007 premium **increases** of \$1,344 for individual coverage and \$3,012 for family coverage.

It is imperative that our health insurance costs be contained. Otherwise, in the not too distant future, neither the State nor the State's employees and retirees will be able to afford to maintain the level of benefits we all enjoy. Therefore the State's efforts will be focused on the following three areas:

- To continue rational cost sharing through premium contributions and user copayments, deductibles and coinsurance at levels that reflect the actual cost of the services and/or supplies provided through the New York State Health Insurance Program;
- To develop, implement and monitor processes to ensure that services such as advanced diagnostic procedures and supplies such as durable medical equipment are appropriate, cost effective and provide a benefit to the Plan and Plan enrollees; and
- To prepare for a changing workforce by examining the State's obligation to employees who leave through retirement or vesting.

ARTICLE 40 UUP Benefit Trust Fund

The State will be prepared to discuss the continuation of the Employee Benefit Fund. This discussion should take place in the context of negotiations of Article 39, Health Insurance.

ARTICLE 46 ARTICLE 47 Family Benefits Program/Work-Life Services Employee Assistance Program/ Work-Life Services

The State proposes to evaluate and continue to integrate both programs to provide a comprehensive and cohesive approach to work-life programs. The goal is to improve services to the State and its employees, promote wellness, and reduce administrative costs and inefficiencies.

ARTICLE 55 Duration

The State is prepared to discuss the matter of the term of a successor Agreement within the context of negotiation of the provisions of an overall Agreement.

POLICIES OF THE BOARD OF TRUSTEES ARTICLE XI

Section 6 Subsection (g) – Athletics

The State proposes to discuss the minimum length of term appointments of Athletic titles.

Subsection (h) – Fundraising

The State proposes to review the current positions and make needed additions.

New Section Appendix D

The State proposes to discuss the appointment structure for Director and Associate Director titles involved in direct patient care at our hospitals and clinics as a way of promoting our commitment to the highest standard of patient care.

POLICIES OF THE BOARD OF TRUSTEES General Statement

The Board of Trustees of the University has the legal and contractual right to change its Policies from time to time. By engaging in any discussion regarding the content of the Policies, the State does not waive its right to assert any time hereafter that the subjects of the Policies may not be appropriate subjects of collective negotiations.

UUP President Bill Scheuerman outlines how the national federation can shape the future of higher education.

UUP members lead the way at national conference

UUP has been ahead of its time in striving to balance the needs of its part-time members with the need to increase its ranks of full-time and tenure-track faculty.

That was the consensus among UUP members who attended the AFT Higher Education national conference in Portland, Oregon, March 29-April 1. The conference theme was “Solidarity in Action: How AFT Can Shape the Future of Higher Education,” and both the workshops and the talks by national higher education activists resounded with the need to protect the academy from an onslaught of attacks by conservative ideologues.

“The ideologues think teaching is a version of preaching – and they want us to preach their ideology,” said UUP President William Scheuerman, who also serves as chair of the AFT Higher Education Program and Policy Council. His remarks came as he led a forum of PPC members who fielded questions from the nearly 400 higher education unionists attending the conference. Scheuerman also later delivered the remarks at the opening plenary.

PROMOTING EQUITY

During the opening plenary, Scheuerman summarized the scope of the conference – and the goals of AFT’s new Faculty and College Excellence (FACE) campaign – by telling enthusiastic listeners “Our aim is nothing less than to achieve full equity in pay and benefits for non-tenured and part-time faculty, while strengthening the ranks of our full-time and tenured faculty.”

UUP members attending the conference said the program highlighted UUP’s role as national leader in meeting the aims outlined by Scheuerman.

“UUP stands out in several areas, including the gains we’ve achieved for our members who work part time,” said UUP Vice President for Academics Frederick Floss. “And with our activism in defending academic freedom, we’ve been able to establish ourselves as a national presence among higher ed unions. The name ‘UUP’ is known not just to our AFT sisters and brothers, but to other organizations and unions around the country.”

UUP’s name became even better known during the conference, as Scheuerman and a handful of other AFT leaders participated in an early morning “radio tour,” conducting phone interviews with radio stations around the country, to explain the FACE campaign. Scheuerman and his AFT colleagues reported that the interviews were a great way to get out the message that public universities and colleges need public support in confronting budget cutbacks and attacks by conservative factions.

UUPERS LED WORKSHOPS

UUPers who led workshops included: UUP Vice President for Professionals John Marino, who moderated a discussion on outsourcing and job security for professional staff; Ora James Bouey, Stony Brook HSC, who moderated a talk on access to college for first-generation, low-income students; and Patricia Bentley of
see **CONFERENCE**, page 18



DARRYL McGRATH PHOTOS

AFFILIATES

Leading and learning: UUPers benefit from AFT topics

Ora James Bouey, a UUP member from Stony Brook HSC, has been to at least a dozen AFT Higher Education Issues conferences. UUP member Jacqueline Berger, of Empire State College, was at her first. But this year’s conference in Portland, Ore., from March 29 to April 1, offered both women a rejuvenating opportunity to share ideas with like-minded colleagues in higher education from around the country.

Bouey, who serves on the AFT Affirmative Action Committee, moderated a workshop on college access for first-generation, low-income students. It was one of many workshops and panel discussions she has moderated for AFT Higher Education over the years, but she still finds the experience engaging.

This year’s topic “did provoke a lot of discussion,” recalled Bouey.

see **TOPICS**, page 19



BOUEY

Spring DA

Delegates elect officers, Executive Board; conduct business

Delegates to the 2007 Spring Delegate Assembly in Albany elected three incumbent officers and eight members of the union's statewide Executive Board.

President William Scheuerman, Secretary Eileen Landy and Membership Development Officer Edward Quinn ran unopposed in their bids for re-election.

"I am proud to serve UUP as its president for another two years," Scheuerman said. "It is a privilege to lead a union of hard-working and committed members who are always willing to lend a hand to their colleagues in need."

Returned to the Executive Board were Weston Kennison of Geneseo, Glenn McNitt of New Paltz, Michael Smiles of Farmingdale and Darryl Wood of Binghamton. Elected to their first board terms were Laura Rhoads of Potsdam and Ezra Zubrow of SUNY Buffalo. Caroline Bailey of ESF was elected to the board following a two-year hiatus. The eight Executive Board candidates also ran unopposed.

All candidates were elected to two-year terms.

Delegates adopted a constitutional amendment to change the name of the union's statewide Standing Committee on Legislation to the UUP Outreach Committee. Committee members will continue to advocate for the state university, and to help define the union's annual legislative program.

RESOLUTIONS ADOPTED, REFERRED

Among the resolutions approved are ones requiring UUP to:

- Convey prayers of solidarity, friendship and heartfelt compassion to the entire Virginia Tech community;
- Establish an annual statewide affirma-



T. HARRISON PHOTOS

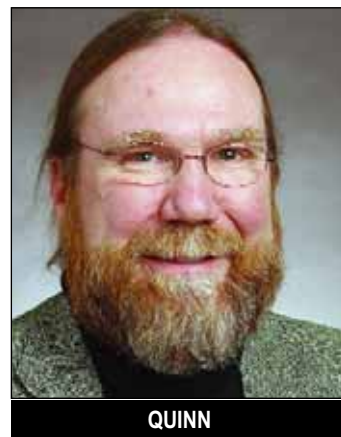
Delegates raise their hands in support of a motion to have the secretary cast one vote to re-elect President Bill Scheuerman to another two-year term. Similar votes were cast for Secretary Eileen Landy, Membership Development Officer Ed Quinn and eight statewide Executive Board seats.



SCHEUERMAN



LANDY



QUINN

tive action workshop, beginning in 2008, to train members of chapter Affirmative Action committees and others in the role and implementation of affirmative action policies in the University;

- Schedule a Women's Health open hearing during the 2007 Fall DA in Buffalo in conjunction with the Coalition of Labor Union Women (CLUW);
- Support justice for workers at Smithfield Packing in Tar Heel, N.C., in their bitter struggle to organize, including a

demand to Smithfield Foods that Tar Heel managers stop all forms of abuse, intimidation and violence against workers;

- Publicly declare support for the Employee Free Choice Act, and encourage members to stress their support to legislators; and,
- Not serve Coca-Cola products at its events, conferences and meetings, and will urge chapters to press for the termination of contracts with Coca-Cola on their campuses. The resolution comes as a



BAILEY



BOND



KENNISON



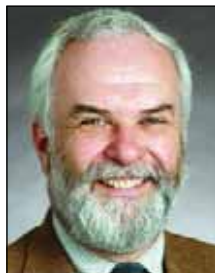
McNITT



RHADS



SMILES



WOOD



ZUBROW

direct result of the company's use of extreme violence against trade unionists in Colombia.

In response to the recent Supreme Court decision to uphold a law passed by Congress that would criminalize the late-stage termination of pregnancies, delegates passed a resolution calling on UUP to oppose the interference of politicians in medical decisions that undermine a woman's access to a medical procedure that could save her life. UUPers are also encouraged to: stress to lawmakers the union's position that a woman has a right to control her reproductive life; ask NYSUT, AFT and the American Association of University Professors (AAUP) to share these concerns with their members; and ask UUP chapters to pass similar resolutions.

Delegates were up in arms about the firing of approximately 30 academic and professional faculty members at Marymount College, despite assurances that its consolidation with Fordham University in 2000 would have little impact on the terms and conditions of employment of faculty represented for 30 years by AAUP. In response, delegates passed a resolution to bring the plight of the Marymount faculty to the attention of NYSUT, AAUP and the appropriate accreditation agencies, and to have Fordham University placed on the AAUP list of censured colleges. UUP will also encourage its members to share employment opportunities at SUNY with the fired faculty.

Two resolutions were referred to the Executive Board: one that would condemn the news media for inflammatory coverage

of spree violence and similar tragic events, and a second that asks UUP to purchase CLUW T-shirts for the 26 members of the union's Women's Rights and Concerns Committee and to fund a speaker for the Women's Health open hearing in the fall.



KAREN L. MATTISON

New Paltz UUPers Donna Goodman, left, and Susan Lehrer read the draft resolution on late-stage termination of pregnancies during the Solidarity Committee meeting. Delegates later adopted the resolution.

PAY EQUITY PETITION CIRCULATED

A petition to pass pay equity legislation in New York state was circulated to delegates by Sally Knapp of Albany, chair of the union's Human and Civil Rights Committee. The petition, initiated by the New York State Pay Equity Coalition and Women on the Job, urges lawmakers to pass The Fair Pay Act (A-2712/S-3936) in the state Assembly and Senate.

For more information, go to www.womenonthejob.org or contact Women on the Job at (516) 883-1405.

see **DA BUSINESS**, page 16

Delegates approve 07-08 spending plan

Delegates to the Spring DA unanimously approved UUP's annual spending plan, which includes an operating budget of \$7.94 million for the 2007-2008 fiscal year.

The budget "reflects our union's priorities for 2007-2008: contract negotiations, legislative activities, and recruitment of new activists," said statewide Treasurer Rowena Blackman-Stroud.

In her report to union delegates, Blackman-Stroud noted that UUP set aside \$250,000 for contract negotiations with the state, which officially kicked off April 19 with the exchange of proposals.

"Since negotiations are UUP's highest priority, it is understood that expenditures over and above this allocation will come from the Reserve Fund," Blackman-Stroud said. "However, the president may allocate a portion of any increased dues revenue, above our budgeted amount, for negotiations



BLACKMAN-STROUD

expenses before shifting funds from the Reserve Fund." The current four-year contract with the state expires July 1.

Delegates also approved the allocation of \$500,000 for the annual legislative advertising campaign.

"This money is used for our statewide and regional legislative activities aimed at preserving the viability of our University and union," Blackman-Stroud said.

"This budget came together after months of extensive discussions and debate at the state and chapter levels," she added. "UUP has a proud history of obtaining maximum input from our members, and it shows. This budget puts money where our members want it most."

That sentiment became apparent during the DA, when several delegates commended Blackman-Stroud for her hard work on the annual budget.

"Thank you for a detailed and well-balanced report," said longtime delegate Lawrence Wittner of Albany.

— Karen L. Mattison

Chapter presidents share strategies; get updates

Chapter presidents and vice presidents came together prior to the start of the Spring DA to talk about the issues that affect them most. Atop the list: how to get the most from campus labor/management meetings and how much money in the state budget is earmarked for their campuses.

THE SURVEY SAID ...

Cortland Chapter President Lawrence Ashley was asked to address his colleagues on results of an informal survey he conducted regarding effective chapter labor/management meetings. He received responses from 33 presidents and vice presidents from 22 chapters.

Ashley grouped the responses into five categories: Pre-table suggestions; Going to the table; At the table; Post table; and General.

Pre-table suggestions included: know the facts and the contract; be prepared to compromise; gain administrators' trust; and work with labor relations specialists.

Recommendations for going to the table include limiting the number of topics to four or fewer, preparing counter-proposals and crafting questions in advance.

Once at the table, chapter leaders recommend being professional, giving thanks where warranted, and being tough, patient, persistent, succinct, firm, understanding and vigilant.

"And leap tall buildings in a single bound," Ashley quipped. "It's tough to be all of these things, I know, but any one of them could make the difference."

Ashley said respondents felt strongly about scheduling follow-up discussions, as well as keeping the chapter membership informed of progress on key issues.

Other recommendations: Establish a meeting schedule for the year; delegate responsibility to other chapter officers; open the process to members; and watch for issues that divide the membership.

"This report has been a big help to me personally because I still have a lot to learn," said Kathleen Southerton, the newly elected chapter president at Stony Brook HSC. "I know that I must have the facts and do my homework on both sides of the issue, and to tap into the resources that UUP offers."

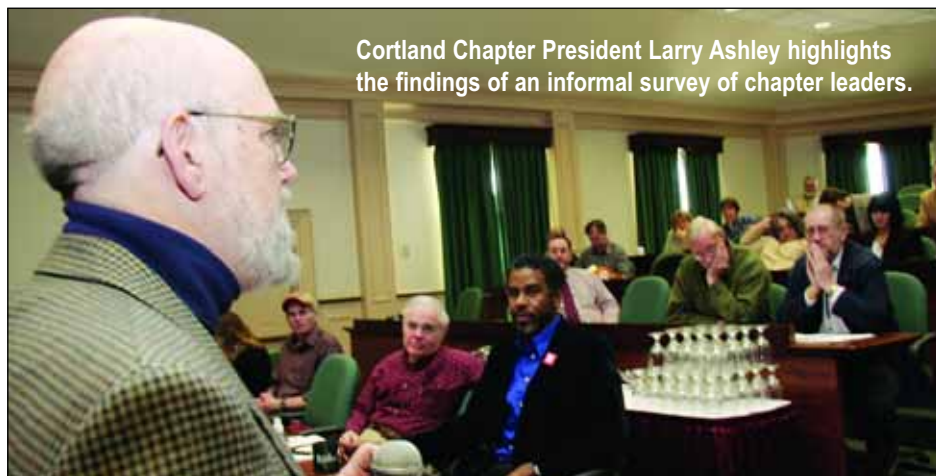
Southerton said she was pleased but not surprised that several chapter presidents approached her to offer their assistance.

"They're willing and able to help me because they've been doing this for a long time," she added. "I will have no problem

ment. He said the "professional organization for future teachers" is a perfect way to show future educators how the union can have a significant role in their professional careers.

"It's a no-brainer," Rapaport said. "We have, with your help, the opportunity to enroll student members in teacher-prep schools and to graduate folks with a pre-disposition for union membership."

UUP members interested in helping NYSUT get the project off the ground should contact Thomas Anapolis at NYSUT headquarters at (518) 213-6000.



Cortland Chapter President Larry Ashley highlights the findings of an informal survey of chapter leaders.

DARRYL MCGRATH

contacting other chapter presidents from similar campuses and ask questions. I would do anything if I felt it would better our situation at Stony Brook HSC."

STUDENT MEMBER PROGRAM

NYSUT Vice President Robin Rapaport told the chapter leaders that NYSUT is establishing a "new member initiative" to bring students in college education programs into the labor move-



RAPAPORT

BUDGET UPDATE

President Scheuerman said state support for SUNY is up this year, but the way the numbers were presented in SUNY's 2007-08 Financial Plan understated the actual gains.

In a report to chapter leaders, UUP Director of Legislation Thomas Kriger said UUP is working with SUNY and the Legislature to clear up this issue.

The bottom line: "There's more money for campuses than what shows on paper," Scheuerman said. "Don't let campus managers be fooled by the initial numbers. There is money available to do campus projects."

— Karen L. Mattison

DA business ...

(continued from page 15)

PROFESSIONALS LOOK AT OUTREACH

Professional members discussed the best way to improve outreach and communications to chapters. Among the ideas considered: regional meetings on topics such as promotions and permanent appointments; and the best way to balance electronic and

hard-copy communications between union leaders and the membership.

Vice President for Professionals John Marino encouraged delegates to send him any suggestions that members offer.

'BASKET BAZAAR' A SUCCESS

More than \$1,800 was collected during the union's annual spring fund-raiser to benefit

the UUP College Scholarship Trust Fund.

The highlight of the event was the raffle of two dozen baskets donated by chapters, individuals, trustees and staff — as well as a mountain bike donated by Liberty Mutual. Honorary Fund Trustee Gertrude Butera of Alfred spearheaded the event.

— Karen L. Mattison

Political consultant opines on elections

Most UUPers may not know Raymond Strother's name, but they do know the outstanding TV commercials his Washington, D.C.-based advertising agency has produced for UUP. UUP delegates know him now, thanks to the inspiring and captivating address he delivered to the Spring DA.

"I am a liberal," he proclaimed in beginning his speech, in which he reflected not only on his upbringing in Texas but also his work in past presidential campaigns.

"While other parents sang Irish lullabies to their babies, my father sang about Joe Hill," he recalled. "Liberalism is in my genetic code." He lamented how right-wing forces have succeeded in turning "liberal" into a dirty word.

"Only a fool would make predictions on the upcoming election — so here I go!"

— *Raymond Strother, President Strother-Duffy-Strother*

"We have allowed the right wing to turn the word liberal into something like the taste of rotted meat," he said.

Strother also told delegates about his experience in national politics, as an advisor for former Sen. Gary Hart's presidential campaign in 1984.

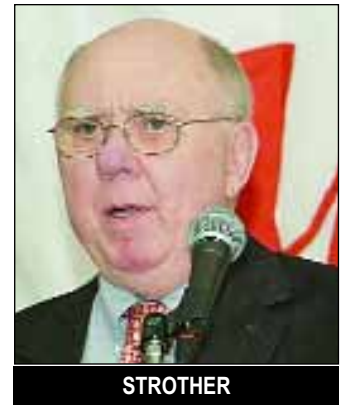
Notwithstanding his experience, he said it is too difficult to predict the outcome of political races.

"The wise men in D.C. said Hart didn't have a chance," Strother said. But after Strother pumped all of Hart's campaign's funds into Des Moines prior to the Iowa caucus, Hart catapulted

to a second-place finish in Iowa and a victory in New Hampshire weeks later.

While it seemed Hart was on his way to the nomination, Strother said, "Something went bump in the night." An internal dispute over a campaign ad in Illinois led to Hart being asked at a debate, "If you can't run your campaign, how can you run this country?"

Knowing that such "bumps" occur in presidential races and that more could happen this time around, Strother said, "I hope you've gathered from what I said that only a fool would make predictions on the upcoming



STROTHER

race — so here I go!"

Strother predicts Sen. Hillary Clinton will not wear well under constant pressure, leaving Sen. Barack Obama and former Sen. John Edwards to fight it out. He believes Edwards will emerge as the nominee.

On the Republican side, Strother predicts former Massachusetts governor Mitt Romney will win, unless former Tennessee senator Fred Thompson joins the race.

— *Donald Feldstein*

Chapters earn kudos for communications efforts

Eight chapters were recognized for the top-notch communications efforts of their newsletter editors, writers, photographers, artists and Webmasters during the eighth annual UUP Chapter Journalism Contest.

The competition is supervised by the UUP Communications Department and is judged by professional journalists from the Capital District.

Chapter newsletters, Web sites and members earning this year's awards were:

General Excellence

Best in Class (I): System Administration, *System: UUP*, edited by Anne Siddall; **Best in Class (II): SUNY Stony Brook, *Insight***, co-edited by Dawn Svoboda-Pappas and Diane Rodriguez; **Award of Merit: SUNY Farmingdale, *Unifier***, edited by Yolanda Pauze; and **Honorable Mention: SUNY Cortland, *The Cortland Cause***, edited by Alex Reid.

Best Web site

Best in Class: Purchase, *www.uuphost.org/purchase*, Webmaster William Lundmark; and **Honorable Mention: Upstate Medical University, *www.uupinfosyr.org***, Webmaster Dan Dippel.

Best Feature Story

Best in Class: SUNY Stony Brook,



Winners in this year's UUP Chapter Journalism Contest, back row from left, are: Larry Ashley, Cortland; President Bill Scheuerman; Mike Smiles, Farmingdale; Charlie Spector, Oswego; John Delate, Purchase; and Anne Siddall, System Administration. Other recipients, front row from left, are: John Schmidt and Judy Wishnia, both of SUNY Stony Brook; Norm Payne, Oneonta; and Phil Smith, Upstate Medical University.

Insight, "UUP Marches for Freedom, Justice and Democracy," by Sarah Battaglia; and **Award of Merit: SUNY Oneonta, *The Sentinel***, by William Simons.

Best Editorial or Column

Best in Class: SUNY Stony Brook, *Insight*, "Grandma's Advice to the Young," by Judith Wishnia; and **Award of Merit: SUNY Farmingdale, *Unifier***, "It's Just a

Matter of Your Priorities," by Michael Smiles; and **Honorable Mention: SUNY Oswego, *In Touch***, "Let's Not Get Burned by FIRE's Rhetoric," by Donald Masterson.

Best Art or Photo

Best in Class: SUNY Stony Brook, *Insight*, march photos; and **Award of Merit: SUNY Cortland, *The Cortland Cause***, picnic photos by Dawn Van Hall.

— *Karen L. Mattison*

UUP looks at the best way to energize newer academics

How can UUP get younger faculty to become active in the union? That was the question UUP Vice President for Academics Frederick Floss put before academic delegates during the Spring DA.

Past underfunding of SUNY has exacerbated the problem, Floss said. "At various times, SUNY stopped hiring academics," he said. "As a result, we don't have a lot of mid-level people to move up."

Floss said the union is doing what it can to get younger academics involved, ranging from leadership and tenure workshops to the Working Paper Series. A Task Force on New Academic Recruitment has been assembled and is working on the issue.

"We know that new academics are busier than ever," said Laura Rhoads of Potsdam, task force chair. "So we're looking at using new technology to connect with academics at a time that's more convenient for them."

There was no shortage of suggestions from the audience.

Knowing that younger academics can get frustrated rounding up the backing they need for

their projects and research, Thomas Windt of Canton suggested the union could help. "We should help make it easier for new faculty to obtain the support and funding they need," he said. "We hope they'll say, 'The union helped me. I'll help the union.'"

Zhongchun Jiang of Cobleskill said his chapter has achieved some success approaching new academics.

"Our chapter has a lot of newer, younger academics who have not yet signed a membership card," Jiang said. "We go out and talk to them, encouraging them to join and to get involved."

Bruce Altschuler of Oswego suggested a similar grassroots effort: "It's incumbent upon each of us to talk with new faculty and get them interested. If each of us activates a couple of members, we'll be set."

Geneseo Chapter President Margaret Stolee surprised her fellow academics with an approach her chapter has used with good success.

"We drew a large crowd of young members to retirement workshops," she said. "We were surprised that so many people in their thirties would be interested in hearing about retirement plans."

The five-member task force is working to present its report in June to the union's statewide Executive Board. Task force members fully realize the importance of their mission.

"If we don't get faculty involved in the union in their first five to 10 years, chances are they'll never get involved," said task force member Timothy Hoff of Albany.

— Donald Feldstein



RHOADS



Above, UUPer Philippe Abraham of Albany listens to a discussion on higher ed trends.

Below, UUP VP John Marino moderates a panel on job security for professional staff. On his left is Jo Anne Edwards of Vermont State Colleges United Professionals.

Right, Geneseo UUP member Tom Matthews participates in a panel on building coalitions to protect the free exchange of ideas on campus.



Conference ...

(continued from page 11)

SUNY Plattsburgh, who led "Overcoming Gender and Family Bias on Campus."

Scheurman introduced the keynote speaker, Ted Kirsch, president of AFT Pennsylvania, who delivered an impassioned message on the need to attract and keep new members.

"Our members must understand the importance of politics," Kirsch said. "We have to be involved. And it's not going to happen unless you ask. Get our members involved in our issues, and we will be successful."

Labor attorney Donna Euben gave the talk during the conference luncheon. Euben, who is counsel to the AFL-CIO Lawyers Coordinating Committee, touched on the recurring theme of the conference as she reviewed the attacks against higher education from conservative movements inside and outside of government.

Workshops in the conference focused on strengthening the position of the union on campus and fending off budget cutbacks, attrition, outsourcing and threats to pensions. Among the topics: an analysis of the Spellings Commission on Higher Education; developing activism among contingent faculty; and building coalitions to protect the free exchange of ideas on campus.

The closing plenary also reflected that long-range view, with a discussion and forum about AFT's draft statement on academic freedom. The discussion was timely, as participants in a workshop on federal higher education legislation had earlier learned that the Academic Bill of Rights — a thinly-veiled attempt to limit academic freedom through mandatory "balance" in classroom lectures — remains a threat at the federal level, at least in the Senate.

— Darryl McGrath

Topics ...

(continued from page 11)

The impassioned and heartfelt exchanges in the Access workshop characterized a shift Bouey has noted at the AFT conference. Ten years ago, the workshops focused on organizing and collective bargaining. Now, with AFT membership and the conference growing, the topics appeal to a wider range of campuses — such as community colleges — and an increasingly diverse population of academic and professional faculty.

“I don’t think there’s been a time when I’ve attended this conference that I didn’t gain from it,” Bouey said.

UUP LEADS OTHER UNIONS IN PART-TIME ISSUES

Berger, who co-chairs the Part-Time Concerns Committee with Wes Kennison of SUNY Geneseo who is also a part-timer, discovered there were so many workshops geared toward part timers, she couldn’t choose just one or

two. So, she went to all four — listening, participating and learning. And she loved every minute of them.

“I really think this conference is wonderful,”

Berger said as she prepared for her final workshop.

“It’s a great opportunity to talk to leaders from around the country and see what’s going on.”

As Berger swapped information with her colleagues from other parts of the country, she realized that many other AFT locals have yet to achieve the gains made by UUP for its part-timers.

“The support we get from the union as a whole strengthens our case,” Berger said. “We have some benefits no other unions have yet. None of them has health insurance for their members who work part-time.”

— Darryl McGrath



KAREN L. MATTISON

AFFILIATES

NYSUT RA

Union delegates raise their voices as one

More than 2,000 NYSUT delegates — including more than 80 UUP members — raised their voices as one during last month’s Representative Assembly, in a gathering that invoked the many urgent issues education unionists face this year.

Tops among those issues: NYSUT’s effort to shift federal education policy away from rigid standardized testing and a blame-the-messenger attitude toward schools, teachers and faculty. Instead, NYSUT is seeking a federal funding policy for public education that puts money where the need is greatest, while also examining ways to strengthen the entire support system behind each child — including the support from the student’s family.

In keeping with this focus, NYSUT’s “Just One Thin Dime” campaign, announced at the RA, will ask the federal government to increase education spending by 10 cents on the dollar.

The funding push was just one illustration of the unified voice at the April 26-28 gathering that carried the theme: “We are NYSUT.” The slogan speaks to both the strength and the diversity of the more than 587,000 members of UUP’s

Above, Brooklyn HSC UUPer Jack Termine passes out fliers during the NYSUT RA in Washington, D.C. The fliers ask delegates to help UUP “Save Upstate” by going to www.saveupstate.com and sending a message urging Gov. Spitzer to reject plans to merge Upstate with privately run Crouse Hospital.

statewide affiliate.

In keeping with NYSUT tradition when the country is heading toward a presidential election, this year’s RA was in Washington, D.C. There, delegates heard from New York Sen. Hillary Clinton — the Democratic front-runner in a large field of hopefuls — as well as from New York Gov. Eliot Spitzer and state Comptroller Thomas DiNapoli.

Spitzer is already considered a strong supporter of public education, including public higher education.

Still, NYSUT President Richard Iannuzzi reminded representatives that a union’s hardest work often follows notable gains.

“From pre-K through post grad, in our schools and in our health care facilities, in our two first-class public university

see **NYSUT RA**, page 20

Right, Sen. Hillary Clinton, a front-runner for the Democratic nomination for president, promises that education reform would be a major feature of her administration.

Far right, Gov. Eliot Spitzer discusses the future of education in the New York state.

NYSUT RA ...

(continued from page 19)

systems, SUNY and CUNY, and in our community colleges and private colleges, you, our members from every sector of our great pluralistic union, understand that before us is work that we can and will finish,” Iannuzzi told the audience.

UUP members already know that their hardest work in memory lies ahead, as they continue their efforts to block the recommendations of the Commission on Health Care Facilities in the 21st Century. The recommendations in the report issued by the commission — which became state law Jan. 1 — targeted SUNY hospitals for mergers and privatization. NYSUT members and affiliates gave UUP strong support in this critical issue, which UUP President William Scheuerman has said threatens not only health care in New York state,

but the future of UUP.

Tops on the state’s list: SUNY’s Upstate Medical University, which is slated for merger with Crouse Hospital, a private facility. Scheuerman, as the leader of NYSUT’s largest higher ed local, introduced a special order of business to keep Upstate within the SUNY system — one of six resolutions introduced by UUP and passed by the full body at the RA, and one of two within that half-dozen which opposed the Berger Commission.

“New Yorkers depend on Upstate and

the rest of the SUNY hospital system for services that we believe would be lost forever if the Berger Commission’s plan for privatization goes through,”



KAREN L. MATTISON PHOTOS



What makes this year’s RA especially important?



Nuala Drescher
Buffalo State

“The restoration of NEA into its proper place in the state labor movement was important. We had Sen. Clinton and Gov. Spitzer address key issues. And, most important, we got statewide support to protect public medical education threatened by the Berger Commission.”



James Fort
Cobleskill

“To have such visibility with someone who may be the next president of the United States, as well as the governor and the comptroller, made this gathering very important. They chose to be here, so it speaks to the value they place on NYSUT for support and advice.”



Jasmine Tang
Geneseo

“I came to hear Gov. Spitzer and Sen. Clinton talk about their views on our issues. I was glad to hear Hillary say that we shouldn’t just spend money on testing but should demonstrate our knowledge. Not all students can do well on a test.”



Robert Kasprak
Optometry

“The special order of business on the Berger Commission was important to us and to SUNY, and that got unanimous approval. It was nice to see the enthusiastic support (from our K-16 colleagues) on the special order. It demonstrates that we’re all in this together.”



Pamela Wolfskill
Stony Brook

“This was my first NYSUT RA and I was amazed by the solidarity among the delegates, especially on the No Child Left Behind fiasco. I was also impressed by the support UUP received in its opposition to privatizing SUNY hospitals. I am proud to say ‘We are NYSUT.’”

Photos, interviews by Darryl McGrath and Karen L. Mattison

KAREN L. MATTISON



UUP COARM Chair Judy Wishnia of Stony Brook accepts a journalism award from NYSUT President Dick Iannuzzi. The award of merit was given for an article on the national Conference on Aging, written by Albany retiree Don Cohen.

Scheuerman said. "We need the support of our sisters and brothers in NYSUT to send a message to the Legislature that this cannot happen."

The other UUP resolutions included:

- Opposition to recent U.S. Senate action on definitions of rape and sexual abuse;
- A protest against a U.S. House bill legalizing warrantless wire-tapping;
- Opposition to the static reimbursement rates of state and federal health insurance programs; and,
- A special order of business in support of the faculty, staff and students of Virginia Tech following the recent shooting massacre on the campus.

UUPers were everywhere at the RA — taking the microphone on the floor of the full assembly to speak in favor of UUP resolutions; turning out in a show of support for their resolutions during com-

mittee meetings; and receiving accolades during the annual NYSUT Journalism Awards Luncheon.

The Active Retiree — the newsletter of UUP's

Committee on Active Retired Membership — won an award of merit for best feature story.

COARM Chair Judith Wishnia accepted the award on behalf of writer Donald Cohen of Albany.

Clinton's appearance at the RA spoke to the importance of NYSUT on the national scene, as the senator arrived during a weekend of criss-crossing the country for campaign stops. In her remarks, she criticized the direction that public education has been heading under the Bush administration.

Clinton was especially critical of the increasing federal and state reliance on standardized testing. She said she supports the need to assess learning, but noted that an excessive reliance on testing leaves little room for developing critical thinking skills that students need for college and careers.

"I think it's time we had a president who cared more about learning than memorizing," Clinton said to strong applause. "The test has become the curriculum, rather than the other way around."

NYSUT representatives responded enthusiastically to Clinton, and backed up that reaction by passing a resolution recommending to the AFT that it give Clinton "its full consideration for endorsement" at AFT's Executive Council meeting in May.

Spitzer also noted the importance of education in a global economy.

"If we are going to compete, we must educate our children. And if we fail to appreciate that that investment is the single most important thing we can do, then we will have failed our children."

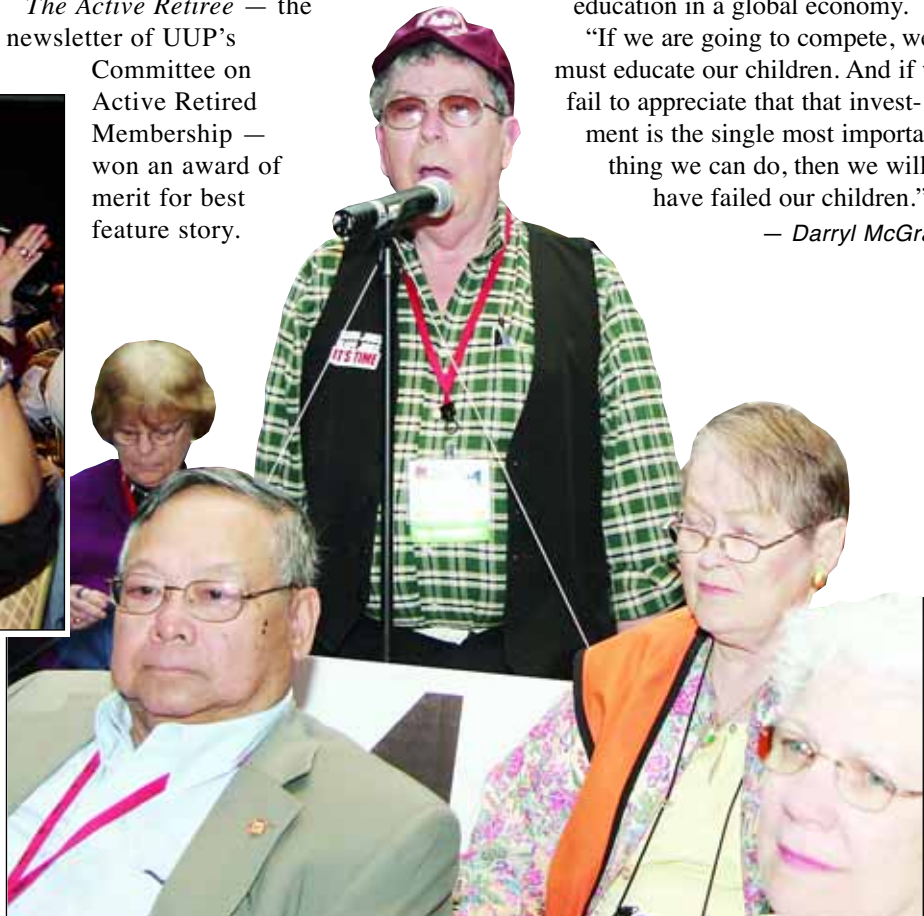
— Darryl McGrath

DARRYL McGRATH



Above, Lorna Arrington, SUNY Buffalo, joins fellow UUPers in cheering for a resolution opposing efforts to privatize SUNY hospitals.

Right, Potsdam UUP member Ed Alfonsin asks for a point of information during the RA, as other union delegates listen.



KAREN L. MATTISON

In accordance with UUP policy, results of affiliate convention elections are published in *The Voice*. Since there were fewer nominees than projected allocations, the Executive Board directed the secretary to cast one vote electing all valid nominees, as per election procedures.

X = Elected N/C = Not a candidate

[illegible]

Scholarships available for dependents

Did you know that the UUP Benefit Trust Fund has a scholarship program for eligible dependent children of actively employed UUP members who are eligible for Fund benefits?

The scholarship award is \$500 per semester. A maximum of one scholarship per dependent child will be awarded each semester even if both parents are UUP members. A total maximum of eight scholarships can be awarded per dependent child.

To qualify for the scholarship, your dependent children must:

- be eligible for and enrolled in the UUP Benefit Trust Fund on the last day of the semester for which they are applying;
- provide an official transcript listing a minimum of 12 undergraduate



Doreen M. Bango, Manager
Member Benefits & Services

credit hours earned toward degree requirements in the semester for which they are applying;

- have taken these credits at a state-operated SUNY school (e.g., this does not include community colleges, Cornell University, Fashion Institute of Technology, Alfred University or Alfred Ceramics); and,
- provide an official transcript showing a 2.0 grade-point average or higher in the semester for which they are applying.

The application must be postmarked within 60 days from the last day of the semester for which the dependent is applying for the scholarship.

For more information, please call the UUP Benefit Trust

Fund at 800-887-3863 or go to www.uupinfo.org.

Lifeline offers peace of mind for those living alone

Lifeline Personal Response & Support Services is endorsed by NYSUT Member Benefits Trust. This easy-to-use personal response service ensures adults living alone at home get quick assistance whenever it is needed, 24 hours a day, 365 days a year.

A simple push of a button, worn on a pendant or wristband, activates the Lifeline home unit. This unit dials the Lifeline Monitoring Center and establishes two-way voice communication. Within seconds, a certified Lifeline personal help associate has complete access to the subscriber's pertinent health history and personal profile on his or her computer screen. The associate communicates with the subscriber through a speaker, assesses the situation and summons appropriate help, whether it is a neighbor, relative or ambulance. The Lifeline associate then follows up to ensure that help arrived.



Lifeline personal help associates are caring professionals extensively trained in gerontology, stress management and monitoring. They undergo annual mandatory recertification.

Lifeline is not only for medical emergencies. It allows the subscriber to answer the telephone without rushing to grab a handset, a major cause of falls. Another major cause of falls is slipping in the shower or bathtub, which is why the help button is waterproof.

Lifeline also includes a reminder capability that can be used for medication reminders, appointment reminders, etc. Knowing that help is just a press of a button

away, Lifeline lets the subscriber and his or her family maintain peace of mind.

Bargaining unit members have special reduced pricing for this service. Subscribers pay an initial enrollment fee, plus shipping, handling and taxes. Thereafter, a monthly fee is charged. While no contracts need to be signed, there is a minimum commitment of three months. For more information, call Lifeline at (800) 543-3546, ext.1500.

Some communities offer Lifeline through hospitals, social services or groups for the aging. The Trust suggests members check these facilities for availability and pricing.

For information about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, call NYSUT Member Benefits Trust at (800) 626-8101, visit www.member-benefits.nysut.org, e-mail to benefits@nysut-mail.org or refer to your NYSUT Member Benefits Trust Summary Plan Description.



Save Upstate's Only Public University Hospital





This video is also available on YouTube, where you can add it to your favorites, share it with your friends, and spread the word about the importance of saving SUNY Upstate Medical Center.

Email the Governor !

Subject: Help Keep SUNY Upstate Medical Center Public

I am outraged that the Final Report of the Commission on Health Care Facilities in the 21st Century has become law.

The proposals to privatize the SUNY hospitals at Syracuse, Brooklyn and Stony Brook, as well as the Buffalo

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What we'll lose

How we'll lose it

What we can do

Save Upstate's Only Public University Hospital

Visit UUP's special Web site — www.saveupstate.com — to show your support for keeping Upstate Medical University within SUNY.

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