

UUP sets sights on part-timers' needs

A group of more than two dozen chapter presidents, UUP officers, UUP/NYSUT labor relations specialists and part-time UUP members came together in June to develop strategies on the best way to improve the working life of the state university's most exploited workers—part-timers.

"We're calling this the 'Year of the Part-timer' because we're putting our energy and resources into getting SUNY to improve the pay of our part-time colleagues, who have been exploited by the University for far too long," UUP President William Scheuerman said.

And when the union sets its sights on something, it is—more often than not—successful in achieving it, he added. Case in point: UUP has negotiated for its part-time members one of the best benefits packages in the nation, including full-year health benefits and contractual salary increases for eligible employees.

UUP now has better pay in the crosshairs, Scheuerman said: "It's all about the money. The state has it and we want it."

Some significant steps already have been taken at the campus level, from Albany to Plattsburgh, Buffalo to Long Island. Using the contractual labor/management forum, various chapters have been able to secure evaluations for appointments, on-base salary increases, year-long appointments, recognition of seniority and right of first refusal for courses they've previously taught or are qualified to teach.

According to statewide Executive Board member Glenn McNitt, chapter president at SUNY New Paltz, the union this spring secured a 20 percent, on-base increase in part-timer salaries at New Paltz, a jump of \$400 per three-credit course.

On other campuses, union and management have agreed to



LEFT: Warren Randall of SUNY Stony Brook outlines some strategies to increase the pay of his part-time colleagues.

BELOW: Kris Bendikas, Albany, says her chapter has won many benefits for part-timers.

appoint adjuncts as assistant professors—not as lecturers—clearing the way for part-timers to be promoted to associate professor or professor with salary increases.

"These are great successes and important first steps," Scheuerman said, "but we need to do more."

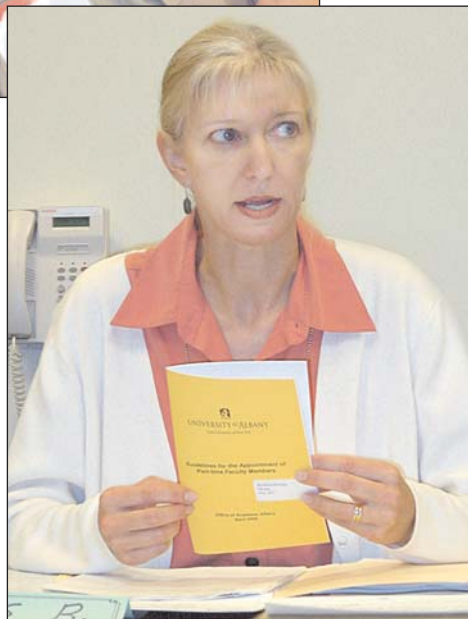
UUP hopes to use its powers of persuasion to convince the state that part-timers' salaries must be increased. The union plans to spend the summer hammering away at SUNY system administrators, reminding them that UUP has stepped up to the plate for the University in the past.

"We help SUNY get the money it needs to operate," Scheuerman said. "All we're asking for is our fair share."

The group expects to meet again in the fall.

Watch for upcoming issues of *The Voice* for more coverage on "The Year of the Part-timer."

— Karen L. Mattison



KAREN L. MATTISON PHOTOS