

UUP NOW!



ISSUE 7
SPRING 2018



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"We all deal with a lot of day to day "stuff" around here. Sometimes I lose the fact that we are all working in solidarity and how much the union represents the bigger picture." - UUP Buffalo Center Member

NEED TO DISCUSS A WORK ISSUE WITH A UNION REPRESENTATIVE?

For Academics:

Paul Zarembka, Grievance Chair for Academics
645.8686 or zarembka@buffalo.edu

Tara Singer-Blumberg, Labor Relations Specialist 634.7132
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WHO'S WHO IN THE BUFFALO CENTER CHAPTER

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CLICK HERE FOR UUP Buffalo Center Orgizational Chart

ABOUT UUP

United University Professions (UUP), a state-wide local of New York State United Teachers (NYSUT), is the bargaining unit for faculty and professional staff members employed by the State University of New York (SUNY) at all of its campuses and health sciences centers. In this capacity, UUP negotiates the employment contract between those members and the State of New York and represents those members and their interests throughout the life of the contract.

The contract describes the terms and conditions of members' employment, including salaries, performance programs and evaluation processes, conditions governing disciplinary actions, minimum and maximum salaries for each salary level (SL), health benefits, grievance procedures and a wide range of other rights, including parking at a minimum fee, tuition-free courses, and Individual Development Awards.

The UUP Benefit Fund also FUNDS and monitors dental insurance and vision care programs, which are administered by the state. The union studies many aspects of our working life and recommends improvements, attempts to correct problems, address injustices, and assure that all members receive rights and due process guaranteed by the contract and by the Taylor Law. It also supports a broad range of political actions through members' voluntary contributions to Vote COPE, the NYSUT Political Action Committee, which funds lobbying efforts on behalf of public education at all levels.

The union also sponsors many projects here at UB, such as voter registration drives, Take Our Daughters to Work Day, career development workshops, and scholarships for SUNY students.

BUFFALO CENTER CHAPTER

520 Lee Entrance
UB Commons, Suite 108
Amherst, NY 14228

Phone: 716.645.2013

Fax: 716.645.3374

Email: buffalocenter@uupmail.org

Website: uuphust.org/buffalo/



OFFICE HOURS

Monday - Friday
9:00 am - 3:00 pm

PRESIDENT'S OFFICE HOURS

Tuesdays
10:00 am - 2:00 pm



CONTRACT UPDATE

Our contract is rooted in political action. Come find out what you can do to support our negotiations team & assist in getting the contract YOU deserve.

UUP NOW IS YOUR NEWSLETTER!

We want to hear from you! We encourage and welcome articles submitted by members of UUP Buffalo Center Chapter. Please note that UUP NOW has the right to edit all submissions for space limitations, grammar, spelling etc.

Send feedback to the chapter office at buffalocenter@uupmail.org

Are you receiving UUP Buffalo Center Emails?

to subscribe to the chapter list-serv

UBUUP-NOTIFICATION-LIST@LISTSERV.BUFFALO.EDU



By: Ken Kern, VP for Professionals

When planning for any type of event, there are many factors that are considered. Date, time, and location are usually the easiest to set up. Will there be a theme? Will food be served? And what type? Is there a program involved, are there any games being scheduled? Or both? How many people are you inviting, and who are they? Whether you are a professional events planner, or simply organizing your child's 6th birthday party; there are 2 factors that you cannot control: the weather, and who will actually show up.

When the Buffalo Center Chapter first received word from the UUP Home Office, that they wanted all the UUP Chapters to show a unified support regarding contract negotiations for March 1st; there were only a few days to plan something. Ideas were discussed, notes were taken, and plans were made.

The first steps to the March 1st event were developed and implemented. A table was set up in the lobby to drum up support for the Rally for Respect. Petitions were signed, and information on the rally was promoted. On Tuesday evening, a poster making party was scheduled. The "usual suspects" showed up. They always show up. They always do. They are the familiar faces you see at all of our events, often the ones who volunteer for everything.

March 1st arrives, and here comes my first concern...is anyone really going to show up to the office at 4:30 in the morning? Is anyone really going to want to "paint the bull"---at 4:30 a.m.? Is anyone really going to volunteer to work outside for a couple of hours---at 4:30 a.m.? Is anyone one going to paint in the cold, dark, damp morning---at 4:30 a.m.?

They did.

Next up, the Rally for Respect. The first uncontrollable factor hits - the weather. Plans for being visible, and setting up the table outside for the gathering, was changed to inside the lobby. It was still damp and cold. Reports of an upcoming winter storm were being broadcast for later the day. The Rally was scheduled during the lunch hour. Is anyone really going to show up?

They did.

The "usual suspects" were back again. Board members were there. Department Reps were there. Ambassadors were there. They brought along coworkers and friends. UUP members who had not recently or ever participated in any UUP events were there. UUP home office was there. Our fellow brothers and sisters from other unions were there. Students were there. As the music played, more and more folks showed up, the gathering in the lobby was epic. But, would these folks march outside?

We did.

WE ALL DID!

With the music playing, and rally cries echoing throughout the march, we were all united. We were one. We were UUP! As we marched through the student union, and on to Capen Hall; more faculty, staff, and students joined the march. Students stopped in the courtyards to watch us march by. Staff and students lined up in the crossover bridges to see what we were doing; and offer their support.

Our message was simple. Our message was clear. Our message was delivered!

I've often referred to the Buffalo Center UUP as YOUR union. You are the "U" in UUP! On this day, the day we Rallied for Respect, YOU made me prouder than ever to be a member of the Buffalo Center UUP!



THANK OUR LUCKY STARS!

By: Tim Tryjankowski, Political Outreach Coordiniator

We sometimes need to stop, reflect and thank our lucky stars!

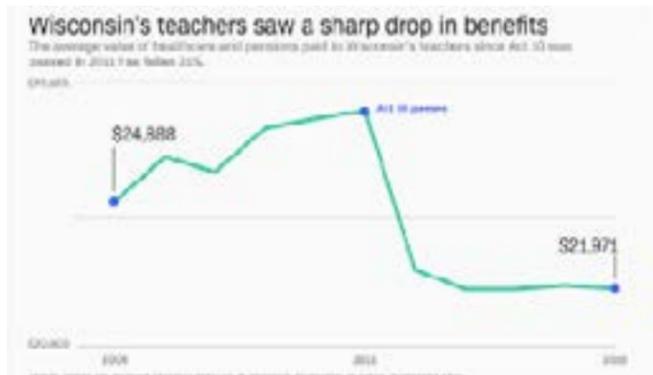
Happy New Year! The end of one year and the beginning of the next often allows us time to reflect on how fortunate we are in our own lives. Hopefully healthy, happy, roof over our heads, a good job etc. These are all things to be very thankful for.

As we closed the books on 2017 and now are full throttle into 2018 and another academic semester... please take a moment to reflect on the sometimes mundane that really make for a comfortable life, things that we too often take for granted but they are the essence of a quality life.

Our ability to come to work each day, provide wage and health insurance, eye glasses and other benefits for ourselves and our loved ones is squarely under attack in 2018. The Supreme Court will soon release a decision on the JANUS Case and our rights as union members, our benefits, our work conditions, our living wage will all be thrown into disarray. Are WE ready to protect our jobs, our benefits ... the things that we take for granted but are truly the essence of a happy life?

Workers across the country are waking up to this reality in 2018. Thankfully for us, many are taking up the challenge put before them and vowing to do all that they can to preserve good jobs, fair pay and proper benefits for themselves and thousands of others.

The images of University of Wisconsin Faculty and professional staff holding sleep-ins on the floor of their State Capitol are not things that happen to other people anymore. <http://money.cnn.com/2017/11/17/news/economy/wisconsin-act-10-teachers/index.html>



The backlash against YOUR job, YOUR pay and YOUR benefits will be hitting home in 2018 as a direct result of legislative policy set in motion by those currently in elected office. Their ideas worked in Wisconsin and crippled the education and public unions. That has become their blueprint for a similar onslaught at the national level.

Come to a UUP or NYSUT meeting, become informed, become active, campaign and VOTE for government officials that will reverse these trends and strengthen YOUR ability to be healthy, happy and employed in a proper work environment with good benefits. The first attack was thwarted when citizens stood up against the CONSTITUTIONAL CONVENTION. This defeat did not just happen, rather dedicated co-workers came together, devised a plan and took action to defeat the CON-CON by over 75%.

We need to thank our lucky stars, that we have STARS amongst us. Co-Workers that were never involved in UUP or political issues before stepped up and made phone calls, hung signs and wrote letters that educated and mobilized our union. Thanks to the effort of our STARS we as a whole got LUCKY. We pushed back and maintained the quality of life we deserve by defeating the CON-CON.

However, that was 2017.... The wolf is at the door once more. The JANUS Decision (with a newly appointed Supreme Court Justice) could bring new, heavier and nastier attacks on those things we take for granted. Are YOU mad, scared, READY to be the NEXT STAR?!!

As we close the books on 2017 please take a moment to THANK YOUR LUCKY STARS, those fellow UUP'ers that made calls, hung signs and got active (some photographed here)



As we embark on 2018 we need more than a few "shooting stars" we will need each and every UUP member to join us and form a CONSTELLATION. STRONGER TOGETHER UUP!

YOU can join the constellation! Contact UUP at 645-2013 or stop in for a free coffee at Suite 108 in The Commons and find out the myriad of ways you can make a difference and preserve all that we hold dear in our work lives and beyond!

The time to step up is NOW!

AMBASSADOR PROGRAM UPDATE

By: Kathleen "Kat" Kielar, Secretary

At the end of 2017, the UUP Buffalo Chapter was the first UUP Chapter in the state to launch the Ambassador Program. The program is designed for ambassadors to reach out to members to tell them about union news, as well as hear from our membership about how we can better our union. Currently, the program has 34 Ambassadors that have contacted approximately 430 members. We have just completed the first leg of the project – reaching out to members to update their address and contact information. Our membership consists of almost 3000 members, so you can imagine that there is much work to do!! If you are interested in being an Ambassador, please email Kathleen Kielar at kmkielar@buffalo.edu. She'll provide you with information on how to start. Our next leg will be for the Ambassadors to reach out to members asking them about what they like about UUP and what needs to be improved.

As we have made contact with the over 400 members, we quickly realized how out of date/incorrect our contact information is on our members. We are encouraging you to provide us with updated information by completing the following contact form. By helping us reach you, we can provide you critical information regarding Union news (e.g Contract negotiations, Supreme Court Cases, etc.).



Click here for the Janus Transcript

WELCOME, DANIELLE JUDGE!

Welcome to the Buffalo Center leadership team, Danielle Judge! Danielle comes to us through our affiliation with the American Federation of Teachers (AFT), and will be providing organizational support for our various outreach programs. Look to see Danielle at a variety of our upcoming functions.



IS YOUR DEPARTMENT REPRESENTED?

Admissions
Art
Athletics
Campus Living
Career Services Office
Center for the Arts
Chemistry
College of Arts & Sciences
Communication
Community Relations
Computer Science & Engineering
Dean of Undergraduate Education
Economics
Enterprise Services
Environment Health & Safety
EOC
Facilities
Graduate School of Education
History
Internal Audit
Law School

Learning & Instruction
Library & Informational Studies
Network & Classroom Services
Office of Research Advancement
Dean of Undergraduate Education
Psychology
Romance Languages & Literature
School of Engineering & Applied Sciences
School of Social Work
Student Life
Theatre & Dance
Transnational Studies
UB Sustainability
Dean of Undergraduate Education
University Communications
University Libraries - Law Library
University Libraries - Health Sciences
University Libraries - Arts & Sciences

[Click here for full Dept. Rep. List](#)



[Click here for notes from the February Department Rep. Meetings](#)

Did you notice that your department is NOT represented?

If so, we would like to take this opportunity to invite YOU to become a Department Representative. Even if your department is represented, you can become a member of that department's team. There is no limit to the number of Department Reps that a Department may have.

The Buffalo Center UUP derives its strength from its membership. The Department Representative Program is designed to reach ALL members. The Department Representative Program is needed to ensure two-way communication between chapter leadership and the chapter membership. Department Representatives are essential to the success of the chapter, and are the eyes and ears of the chapter.

Department Representatives serve as chapter leaders and internal organizing leaders at their specific worksites. As a Department Representative you help develop and maintain a strong union presence in every part of the University via effective employee advocacy, union visibility, union site meetings and other forms of communication, including social conversation and the sharing of news.

Basic Roles and Responsibilities include:

- Obtain/create an accurate list of members and non-members by location.
- Make personal contact with all department members in your area.
- Establish/maintain UUP bulletin boards in your area.
- Forward complaints, concerns and observations of department members to appropriate chapter leader(s).
- Contact non-members and encourage them to join.
- Become familiar with what the UUP contract covers. Refer contract questions to chapter officers so they can ask the chapter's Labor Relations Specialist for assistance with problems pertaining to enforcement or interpretation of the contract.
- Be able to answer basic questions about the structure of UUP.
- Learn about and inform your department members of union meetings, membership events, affiliate conventions, contract votes, workshops, etc. and urge participation
- Attend Department Rep meetings (usually twice a semester).

If you're unsure about committing to this position, I would like to invite you to our next series of Department Rep meetings. Please contact Ken Kern at khkuup@gmail.com – to sign up to become a Department Rep, or for further information and answers to questions you may have.



DID YOU KNOW: PRIOR SERVICE CREDIT

By: Tara Singer-Blumberg, Labor Relations Specialist

Dear Colleagues,

If you started at UB after having worked at another SUNY campus, please read on.

The Policies of the Board of Trustees entitles new employees who have satisfactory full-time prior service in a professional title at any one campus from requesting up to a maximum of three years prior service credit. This should be done at the time of appointment at another college (within 6 months). The approval of the request is in the President or President's designee's discretion, and must be decided on a case by case basis. See: POBT Article XI Title C(4)(3) <http://uupinfo.org/negotiations/pdf/BOTPoliciesrevised.pdf>

If you were previously employed at another SUNY campus, you can make the request for prior service credit by filling out the form on this page:

<http://www.buffalo.edu/administrative-services/forms-catalog/hr/prior-service-credit-request-for-state-professional-employee.html>

Tara Singer-Blumberg
Labor Relations Specialist

FOR ACADEMICS: INTELLECTUAL PROPERTY THEFT

Colleagues:

There is a growing problem of piracy of intellectual property from your courses by students. UUP has addressed this issue with SUNY and they are very concerned about this as well. The UUP state officers asked us to have the chapter Board members and all faculty members check the two main sites: Course Hero and Study Blue, however there are likely many more.

The way these sites work is that your students upload your course materials for either money or access to other faculty's course materials. They then sell it to new students in your classes.

UUP is concerned if any of your intellectual property has been put on these websites and are being sold without your permission. My understanding is that you can fairly easily access these sites. When I accessed Course Hero I found that slightly more than ten of the departmental courses from my department had materials there. I did not check if they were uploaded with the faculty member's permission or not.

If you do find out that your intellectual property has been uploaded without your permission, then please contact Kristen Rinker or myself so that we can begin to get an approximation of how big a problem this is at UB so that we can begin to take appropriate action to rectify the situation both for individual faculty members and for the university as a whole.

We know that this is a very big problem at SUNY Geneseo.

Best
Ezra Zubrow

STOP INTELLECTUAL PROPERTY THEFT!

UUP has learned that several private companies are posting course materials from SUNY faculty on their websites without permission. UUP is asking faculty to search these websites and inform Jamie Dangler, UUP vice president for academics, at jdangler@uupmail.org or 1-800-342-4206, if you find your materials posted.

UUP is seeking legal advice on possible action.

The websites in question are: [StudyBlue](http://www.studyblue.com); [Course Hero](http://www.coursehero.com); [StudySoup](http://www.studysoup.com); and [Chegg Study](http://www.chegg.com).

March 2018

URGENT

from UUP President Fred Kowal

Private companies selling faculty course materials

Possible theft of intellectual property: Faculty input needed for union action

It has come to UUP's attention that private companies such as StudyBlue, Course Hero, and Study Soup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
Course Hero: www.coursehero.com
StudySoup: www.StudySoup.com
Chegg Study: www.chegg.com

To inform UUP or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at jdangler@uupmail.org; 1-800-342-4206.

UUP brought this to SUNY's attention at a Feb. 15 state-level labor-management meeting and we agreed to work collaboratively to investigate and address this problem. Some UUP chapters have already discussed it at campus labor-management meetings and are exploring possible campus actions, including campus Student Code of Conduct and Disciplinary procedures.

UUP is seeking legal advice to consider possible action on behalf of impacted members and we need to identify faculty whose material has been posted without their permission.

We ask faculty to do the following:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to goo.gl/EUaYto



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.
518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG | FOLLOW US @UUPINFO

MEMBERSHIP MEETING HONORING TOM TUCKER

As part of the February Membership Meeting, the Buffalo Center formally recognized past president Tom Tucker for his service, dedication and leadership into not only UUP, but the labor movement in general. In the words of UUP President, Fred Kowal

"He's the most committed soldier to our cause. There isn't a union out there who wouldn't want a Tom Tucker as a member, an activist or a leader."

As part of the acknowledgements made, Tom's vision for an open and inviting Buffalo Center office was realized with the dedication of the supply and kitchen area as an informal gathering place to be known as **"The Tuck Stop"**.



STOP BY AND GET YOUR FREE CUP OF COFFEE, TEA, HOT CHOCOLATE TODAY!

Stop by the chapter office
(108 UB Commons)
Monday - Friday • 9am-3pm
for your free cup of coffee!



P.O. Box 13143
Albany, New York 12212-5143

(518) 640-6600 • (800) 342-4206
fax: (866) 812-9446 • www.uupinfo.org

United University Professions

Presented to Thomas J. Tucker
UUP Buffalo Center Chapter Meeting
February 14, 2018

I've known Tom Tucker for nearly thirty years. In that time, I've had the distinct privilege of calling him my friend and my union brother. I've seen him grow from a chapter activist to a statewide officer, from a Vote/Cope volunteer to a man who can schmooze any politician and make our union's case to any elected official.

Tom eats, drinks and sleep his union. He's the most committed soldier to our cause. There isn't a union out there who wouldn't want a Tom Tucker as a member, an activist or a leader.

We may be in a fight for our lives, but that's okay as long as I've got my Brother Tom by my side. He is tough as nails, crazy as a loon, and funnier than hell. What more would you want as a comrade and companero for all the battles to come?

Here's to you, Brother! Let's go kick some ass!

In Solidarity,

Frederick E. Kowal, Ph.D.,
President

Affiliations: NYSUT • National Education Association • American Federation of Teachers • AFL-CIO



EVENT BULLETIN

WEDNESDAY - MARCH 28th

Counseling and Discipline workshop

12:00 pm - 2:00 pm

Center for Tomorrow
Lunch will be provided

WEDNESDAY - APRIL 4th

IT ROADSHOW

12:00 - 1:00 PM

Computing Center -
Room 315

FRIDAY - APRIL 6th

ROADSHOW:

Registrars, Financial Aid,
Admissions, Campus Living

12-1 pm

Ellicott Complex
Porter locked lounge

WEDNESDAY - APRIL 11th

NEW MEMBER LUNCH

12:00 pm - 1:00 pm

in the chapter office
(108 Commons)

TUESDAY - APRIL 17th

Chapter Board Meeting

12:00 pm - 2:00 pm
in the chapter office

(108 Commons)

SAVE THE DATES

Dept. Rep. Meetings

APRIL 18th

APRIL 19th

12-2 PM

in the chapter office
(108 Commons)

WEDNESDAY - APRIL 25th

Permanent Appointment Workshop

12:00 pm - 2:00 pm

Center for Tomorrow
Lunch will be provided

May 4-5

UUP Spring Delegate
Assembly in Albany

YOUR UNION NEEDS YOU!

By: Alex Desha, Vote-Cope Coordinator

Brothers and Sisters,

It's no secret that the last several years have been a struggle for unions. The threats we face together as workers, families, retirees, and educators are mounting. This year UUP is fighting hard for our most basic collective bargaining rights, healthcare, pensions, and environment by mobilizing opposition to the upcoming referendum on the New York State Constitutional Convention (Con-Con). We are also preparing for action against deep-pocketed, anti-labor forces bankrolling the potential Supreme Court case Janus vs. AFSCME, a ruling that could decimate the ranks and finances of public unions nationwide.

[Sign the VOTE-COPE pledge card! Donate towards the issues you care about today!](#)

However, in the face of all these threats we have the opportunity to not just stand our ground - but to make real gains towards protecting the rights of our working families. Together UUP, NYSUT, and other public sector unions have a vision and strategy for a brighter future and give voice to our members on issues that impact our daily lives.

Your membership dues are not used to support political action. Every dollar you contribute to VOTE-COPE goes towards promoting solutions to the real problems our members face. 2017 and 2018 are big years for the Union. If every member of the UUP gave even \$1 per paycheck this year - it would add \$910,000 to

stand for our rights! [I stand with the UUP! I'll pledge \\$1, \\$5, \\$10 or more towards pro-labor, pro-education action.](#)

Regardless of our party affiliations, VOTE-COPE dollars go toward member issues - not parties. In this struggle, we are stronger when we stand together.

You can pledge to VOTE-COPE online at <http://uupinfo.org/votecopeco/index.php> (you'll need your member ID found on your paystub).

If you have any questions about what VOTE-COPE is please feel free to contact me. I look forward to hearing from you and working together to build a stronger union and better New York!

In Solidarity,



Alex DeSha

University at Buffalo UUP Member &
Buffalo Center Chapter VOTE-COPE Coordinator
adeshaUUP@gmail.com



WHAT DO WE WANT?



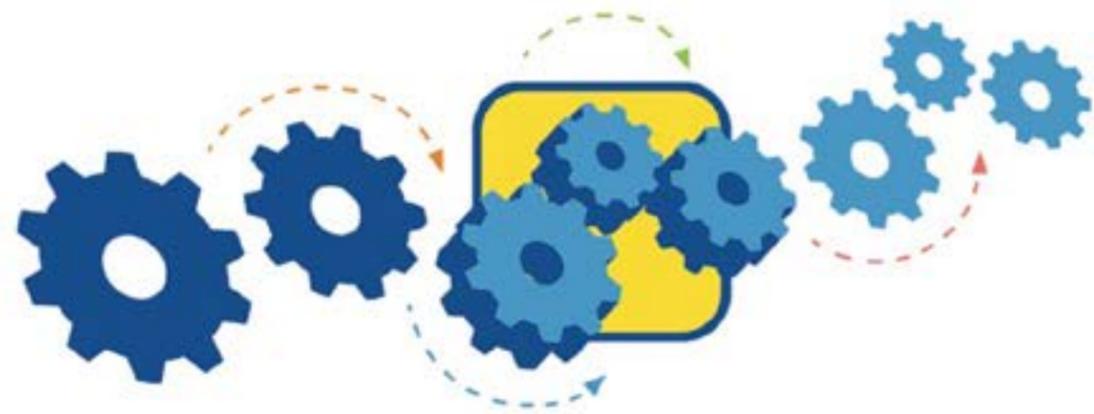
A CONTRACT!

WHEN DO WE WANT IT?



[Click here for ALL photos and videos](#)

NOW!



Exploring Emerging Technologies for Lifelong Learning and Success



Students, faculty, & staff who want to stay current with today's rapidly changing technology - enroll now in SUNY's new open-access course (#EmTechMOOC).

Develop lifelong learning strategies and gain the 21st century skills of communication, collaboration, creativity, and critical thinking, through hands-on discovery exercises.

As you explore, you will develop an ePortfolio to showcase your professional skills and accomplishments. Everyone can earn digital badges and a Coursera Certificate of Completion. Students, faculty, and staff from any SUNY institution are able to receive **Coursera Certification for free!**

The entire course can be completed in as little as 5 hours spread over 5 weeks.

Instructors: Consider adding MOOC content and activities to your courses.

Register now suny.edu/emtech
Follow us on social media #EmTechMOOC



The Buffalo EOC ATTAIN (Advanced Technology Training and Information Networking) is a statewide technology initiative funded by New York State to provide urban and rural communities access to state-of-the-art technology. It offers academic, occupational, and employability courses through technology. In addition, ATTAIN is a Certipoint Authorized Testing Center. Participants can become a certified Microsoft Office Specialist (MOS) and a certified Microsoft Technology Associate (MTA) at the ATTAIN lab. All services are free and open to the community. If you are interested in any of the ATTAIN programs, please contact Mayra Colon-Ruiz, Attain Lab Coordinator, at 645.1997 or email mcolon@buffalo.edu.

ATTAIN

Advanced Technology Training And Information Networking



UB Educational Opportunity Center
555 Ellicott Street, Room 405
Buffalo, NY 14203



**To learn more
contact the
UBEOC
ATTAIN LAB**

Mayra Colon-Ruiz
Lab Technology Coordinator
Phone: 716-645-1997
mcolon@buffalo.edu

Become a Certified Microsoft Office Specialist (MOS) and Microsoft Technology Associate (MTA) at the ATTAIN Lab

- workshops opened to all 17 years of age and older
- individualized, self-paced MOS and MTA preparation
- exam vouchers provided at NO COST
- access to Microsoft Imagine Academy preparation resources and videos
- GMetrix Practice Test license provided at NO COST
- the lab hours:
 - > Monday, Tuesday, Thursday— 9:00 a.m. to 5:00 p.m.
 - > Wednesday— 9:00 a.m. to 7:00 p.m.
 - > Friday— 9:00 a.m. to 1:00 p.m.



The State University of New York
University Center for Academic and Workforce Development

MEMBERS SPEAKING OUT

Four R's of Civilized Societies - Gun Violence Issue

Rights, Responsibilities, Rules of Law, & Respect for other's Rights^[1]

Mohammed Safiuddin, Ph.D., Research Professor Emeritus
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As individuals, families, communities, and nations, we have been bestowed with certain powers. These powers fall into categories of "Physical Power", "Intellectual Power", and "Spiritual Power". At the individual level, physical power comes from the body, often enhanced with personal tools and weapons, as well as monetary wealth. The intellectual power comes from the mind, often enhanced with technology, as well as socio-political status. The spiritual power comes from our soul, often enhanced with religious convictions. Similarly, at the national level, physical power is measured by military and economic strength. The intellectual power comes from the institutions of education, research, and technology. The spiritual power comes from the moral and ethical values of its people.

Within civilized societies, we as individuals, families and communities, claim the "Rights" to freely exercise these powers to protect and/or advance our own self interests or those of our friends and allies. Same appears to be also true for governments in a civilized international community of nations. However, the "Rights" to freely exercise these powers without "Responsibilities" results in conflicts at the boundary, where it begins to infringe on the "Rights" of others. In the absence of any ethical or moral framework to constrain the "Rights" of individuals and nations, at these boundaries from exercising their powers, a framework of "Rules of Law" is needed to protect weaker individuals, families, communities, and nations from abuse of power by the stronger ones. Unless we as individuals, families, communities, and governments, "Respect" others' Rights to pursue their own self interests, we cannot claim to be a civilized society. When individuals, communities, and governments choose to exercise their powers beyond the framework of laws and/or without respect for others' rights, conflicts arise resulting in violence and break-down of civil order. Those guilty of breaking the law and order in such conflicts are then brought to courts to face justice.

The Gun Violence/Terrorism Issue:

There is no controversy that America is the capital of gun violence, with as many as 2 deaths per 100,000 population, recorded in 2016. While pointing the finger at the illegal immigrants from the south of the border, and Muslim refugees from the war torn areas of the Middle-East, candidate Donald Trump focused his campaign on safety and homeland security. He advocated building a wall at the southern border and blocking admission of individuals in to the US from Muslim majority countries, while denying firearms as having anything to do with the problem, using the oft-repeated NRA mantra that "People kill people, guns don't kill people". He successfully used fear mongering against those searching for a reasonable solution to the problem, as an assault on the Second Amendment **Rights** to own and carry firearms ranging from a simple handgun/pistol to automatic military brand assault rifles, and got elected. After the bloody ISIS' recent terrorist attack in Egypt, he again tried to tie Latinos and Muslims with his tweet^[2] calling for building the "WALL" and to "BAN" the Muslims. Supported by NRA, his motto has now become "Muslims and Latinos kill people, guns don't kill people". Let's then analyze this problem within the framework of the "Four Rs of Civilized Societies". Within the scope of the Second Amendment of the US Constitution, everyone has the **Right** to possess firearms. However, like all other **Rights**, it does go with the **Responsibility** not to infringe on the **Rights** of others to their own life, liberty and pursuit of happiness granted by the same Constitution. The firearm deaths and injuries rank among the top of the list with other causes such as highway fatalities and drug overdose deaths, because too many owners of the firearms have no **Respect** for others' **Rights** to their own life, liberty and pursuit of happiness. Since a framework of **Rules of Law** exists to protect these **Rights** of others, we must then have similar **Rules of Law** for firearm owners. The NRA funded and supported agents in all branches of the government always draw parallel between automobile deaths on the highways and firearm deaths. Let us then develop a framework of **Rules of Law** similar to the one for personal automobiles, SUVs, trucks, etc.

1. **Minimum Age:** According to New York motor vehicles laws, an individual must be at least 18 years of age and possess a driver's license to buy/lease a vehicle, in order to make sure that the individual would exercise his/her Right to own and operate the vehicle with the Responsibility and Respect for others' Rights to operate their own vehicles on public highways. Also, the New York State labor laws limits employment of

children less than 14 years of age.

It is, therefore, logical that Rules of Law should restrict purchase of firearms to individuals over 18 years of age and must require a valid operating license issued by a government agency to certify that the individual has the necessary training to operate it with Responsibility and Respect for others' Rights to safety of their own lives and property. This would address the problem of gun deaths or injuries of 7,000 children each year in America. "In 2010, 91 percent of the children killed by guns around the world were American, where, according to the data, 19 children die from or are treated for gunshot wounds each day."^[3]

2. **Liability Insurance:** According to New York motor vehicles laws, every vehicle registered must carry liability insurance to cover property, personal injury losses, and death caused by the registered vehicle when operated without Responsibility and Respect for others' Rights to the security of their own lives and properties.

Unlike personal automobiles, which are designed for transportation, the firearms are intentionally designed to kill people and damage property. Hence, every firearm from a simple handgun to a military style automatic machine gun must carry liability insurance to cover property, personal injury losses, and death caused by the registered firearm when operated without **Responsibility** and **Respect** for others' **Rights** to the security of their own lives and properties. It is, therefore, logical that **Rules of Law** should require firearms to carry liability insurance. From a minimum of \$100,000 for a basic handgun to \$ 10 Million for military style machine guns is recommended. This would cover the medical costs of firearm injuries, minimizing the burden on personal health insurance payments. "Gunshot wounds cost Americans \$2.8 billion in hospital bills alone per year, according to a new analysis published in the journal Health Affairs, released coincidentally a day after the Las Vegas attack. That amount is more than 18 times last year's National Endowment for the Arts"^[4]. The article further states: "Mother Jones reported in 2015 that number as around \$229 billion, an amount that would include lost wages, physical therapy, security costs, police and criminal investigation costs, funerals, and other sad expenses brought on by firearms in the US". With this additional business opportunity for insurance companies, the overall health insurance premiums for all would come down drastically. In addition, a 50% sales tax on all ammunitions would further curb their sales.

3. **Public Safety:** According to New York traffic safety laws, licensed drivers are required to obey speed limits, and traffic control lights/signs to insure safety on our highways. Besides, certain codes also require motor vehicle operators to be in good health with sound minds, not intoxicated with alcoholic drinks or under the influence of drugs, which may impair their ability to operate it with **Responsibility** and **Respect** for others' **Rights** to safety of their own lives and property on the highways.

While it is true that guns don't kill people but people kill people, guns **are** designed to kill people, and most people of sound body and mind, not under the influence of alcohol or drugs, don't kill people. The sad statistics of almost 2 gun related deaths per 100,000, making America the gun death capital of the world, demands that we institute appropriate OWI [Operating While Intoxicated] laws similar to DWI [Driving While Intoxicated] **Rules of law** for motor vehicles. As mass murders carried out by individuals either intoxicated or suffering with mental disorders confirm that they cannot exercise their Second Amendment **Right** to operate it with **Responsibility** and **Respect** for others' **Rights** to safety of their own lives and property. Hence, possession of firearms by such individuals should be banned by **Rules of law**.

4. **Operating Zones:** An infrastructure of roads, bridges and limited access highways exists for the **Right** to operate motor vehicles within the laws governing their access and use. However, they are not allowed on grasslands, farms, bicycle pathways etc. to **Respect** the **Rights** of others. Texting and use of hand-held devices, while operating a motor vehicle, are not allowed in order to prevent accidents involving other vehicles or pedestrians, who may be exercising their own **Rights** to use the same zones of operation.

We have come a long way from the “bad old” days of “Indians & Cowboys” or Western TV shows of “Gun-smoke” and “Have Gun Will Travel” to turn our parks, schools, college campuses, libraries, movie theaters, airport terminals, and other public places to that era to settle differences with firearms. Whether “Open Carry” or “Concealed Carry”, firearms should not be allowed in open public places. These are not hunting grounds, and we do have civil codes to settle differences as a “**Civilized Society**”. If they are to be allowed in these places then, they should also be allowed in all local and national buildings, including the Halls of US Congress, the Supreme Court, the White House, and State Legislature Buildings and Courts.

While pointing fingers at Islam and Muslims, presidential candidate Donald Trump promised that safety and security of Americans from mass shootings would be his top priority. However, there have been over 289^[5] [and counting] mass shootings in America, since he officially took the oath of office as POTUS in January this year. Paraphrasing an old Indian [from South Asia] saying: “*Tongue has no bone so talk is cheap, but living up to it requires real backbone*”. Tweets and campaign speeches won’t address the “Gun Violence/Terrorism” Issue, leadership with a broad vision and a backbone to stand up to NRA, and their stooges in the US Congress, would.

References:

1. Mohammed Safiuddin; “Four Rs of Civilized Societies-Rights, Responsibilities, Respect for Other’s Rights, and Rules of Law”; Asia Times USA; August 2017 Issue; page 14
2. President Trump’s ‘Tweet’ on terrorist attack in Egypt: “Will be calling the President of Egypt in a short while to discuss the tragic terrorist attack, with so much loss of life. We have to get TOUGHER AND SMARTER than ever before, and we will. Need the WALL, need the BAN! God bless the people of Egypt.” [1:49 PM - Nov 24, 2017](#)
3. Ryan Bort; “Kids and Guns: Shootings Now Third Leading Cause of Death For US Children”; <http://www.newsweek.com/guns-kids-third-leading-cause-death-627209>; 6/19/2017
4. Kristin Hugo; “Guns Cost Americans 2.8 Billion Dollars Per Year in Hospital Care to Treat Wounds”; Newsweek Online; 10/3/2017 [5:30 AM]; <http://www.newsweek.com/gun-violence-shootings-costs-billions-healthcare-spending-treat-wounds-676180>
5. <http://www.gunviolencearchive.org/mass-shooting?> ; Pages 1-11

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