



United University Professions



FALL 2016

Need to Discuss A Work Issue?

Are you an academic with a work concern? Contact VP for Academics Lisa Marie Anselmi, PhD (x6520; anselmlm@buffalostate.edu) or Grievance Officer Steve Pendleton, PhD (x3035; pendlems@buffalostate.edu).

Are you a professional with a work concern? Contact VP for Professionals Deborah Jones (x5713; jonesd@buffalostate.edu) or Grievance Officer Josie Adamo (x5223; adamojp@buffalostate.edu).

Are you an adjunct with a work concern? Contact Officer for Contingents Ramona Santa Maria, PhD (x3250; santamrr@buffalostate.edu).

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Dreams Don't Work Unless We Do.

United University Professions

We Are UUP United

We're ALL IN at UUP!

By Rick Stempniak, Chapter President



Rick Stempniak

Our contract expired July 1, 2016: under the Triborough amendment to the Public Employees Fair Employment Act (Taylor Law), all contract articles continue until a successor agreement is ratified unless they contain specific expiration dates. Following negotiations, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee. The Committee then makes a recommendation to UUP membership regarding ratifications, and members of the Union then may vote on the tentative agreement. Visit the UUP Office to pick up contract posters and buttons.

Busy times and we're all in! We are now planning our Chapter's 2016-2017 projects, one of which is hosting a NYS/UUP Joint Labor-Management Committees workshop titled "Managing Change with Style and Finesse." The workshop -- open to all WNY SUNY Chapters' members -- is already full. But never fear, we will be announcing several more workshops and social events for members!

UUP Board Member and Grievance Officer Steve Pendleton was recently awarded the prestigious 2016 Nina Mitchell Award, September 30 at Fall Delegate Assembly in Albany. Steve has dedicated 35+ years to our Chapter.

Yep, we're all in, here at the Labor Day Parade with State UUP's Rowena Blackman-Stroud and Elaine Landy!



# We're **AROUND AND ABOUT:** UUP Photo Gallery



Photos “read” clockwise, starting from upper left as follows. **A BUFF STATE AND UUP RECEPTION FOR LEGISLATORS** took place at Buff State, June 21; pictured (L to R) are Buff State President Katherine Conway-Turner, UUP Board Member Fred Floss, and attendees...**THANK YOU**, Lisa Marie Anselmi, UUP VP for Academics, for organizing the Legislators Reception...**THE 2016 CORPORATE CHALLENGE**, June 23 was supported by Buff State and UUP runners in T-shirts provided by UUP; participation was co-organized by Jude Jayatilleke...**2016 NYSUT AWARDS** were presented in May to (L and R) Jacqui Berger and Jude Jayatilleke for Higher Education and Local Leadership...**FIRST FOR BEST PUBLICATION DESIGN** was awarded by Statewide UUP to Buff State Chapter at Spring DA...**RICK STEMPNIAK** shows that Best Publication Design plaque...**AT CORN FEST**, UUP VP for Professionals Deborah Jones (in cap) works the UUP display under a very orange tent! Behind her is UUP member Stephanie Kindzia.



First Award  
Best Publication Design:  
Buffalo State



Photos courtesy of: Lisa Marie Anselmi, College Photographer Bruce Fox, Regional NYSUT Staff, Rick Stempniak, Statewide UUP Communications Staff, and Jude Jayatilleke.



## We're **FULL CIRCLE** with the UUP BBQ

**W**ay back yonder, then-Buff State UUP VP for Academics Fred Floss used his backyard grill to serve up picnic fare at our Chapter's first, informal barbecue, held outdoors in front of the Classroom Building. Over the years, the BBQ has grown exponentially, becoming Buff State UUP's annual, signature event. Now titled the Annual UUP Fall Kickoff BBQ, it serves as a model of an exemplary event for chapters throughout New York State to consider providing. Back to Fred Floss...besides being Buff State Economics and Finance Professor and past Buff State VP for Academics, Fred is also a past Statewide VP for Academics *and* past Statewide President -- which no doubt is how statewide chapters initially learned of the project as a way to greet faculty and staff for a new academic year, near the Labor Day holiday of significance to union members.

**I**t's no accident that Buff State's UUP BBQ takes place near Labor Day. UUP Chapters throughout the state host and participate in events throughout the Labor Day period to show solidarity, how far unions have progressed with vital agendas, and highlight what remains to be done on behalf of members.

**C**ertainly a lot has happened to grow Buff State UUP's annual barbecue between the initial BBQ and now. Past President Steve Pendleton and current President Rick Stempniak further developed the event, putting their individual stamps on it. Tents, tables, and seating became necessary for dealing with all kinds of weather and for overall comfort. In 2013, the event was moved from outside the Classroom Building onto lawn in back of the Campbell Student Union. At the time, the college was tightening its financial belt, needing to maximize staff time so we all weren't continually taking down and setting up tents, tables, and chairs in different locations. Tents became permanently situated in back of the Student Union in clement months. At that time also made was the event name change from UUP BBQ to Annual UUP Fall Kickoff BBQ.

**I**n 2016, a change of venue and vendor proved beneficial for the BBQ. Our Chapter Board agreed: the Social Hall now best fulfilled the event's purpose, and a change in catering by Chiavetta's was in order. We certainly received much positive feedback on BBQ day on September 9th this year that the changes were greatly appreciated by all. And sometimes we wonder just how much chicken and fixin's we've enjoyed over the years...hmm...any feedback?

**S**PECIAL THANKS to UUP Board members and staff who organized and ran this year's BBQ; to Rick Stempniak for emceeing; Juli Grygier and Nick Sessanna for event coordination on the Social Hall end; Paul Bentkowski for appearing as Benji; and Statewide UUP's Jamie Dangler for joining us. And thanks, Fred Floss, then and now for still pitching in as always needed.

**W**inners of this year's BBQ door prizes of Barnes & Noble gift cards are: Bruce Fisher, Dave Wilson, Gina Santiamo, Jill Gorski, Kaylene Waite, Marcus Miller, Mike Carl, Renee Connors Wilkins, Valerie Lehman, and Lisa Fronkowiak. Most were present to receive their door prizes at event check-in.

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AS IS SAID: WORD

***D**on't try to figure out what other people want to hear from you; figure out what you want to say. It's the one and only thing you have to offer.*

--Barbara Kingsolver

***W**e ourselves feel that what we are doing is just a drop in the ocean. But if that drop was not in the ocean, I think the ocean would be less because of that missing drop.*

--Mother Teresa

***I**t ain't nothing to find no starting place in the world. You just start from where you find yourself.*

--August Wilson

***I**n one and the same fire, clay grows hard and wax melts.*

--Francis Bacon

***F**aith is taking the first step even when you don't see the whole staircase.*

--Martin Luther King, Jr.

***T**he essence of life is going forward.*

--Agatha Christie

***Y**ou may not be responsible for getting knocked down, but you're certainly responsible for getting back up.*

--Jesse Jackson

***W**hen I dare to be powerful -- to use my strength in the service of my vision, then it becomes less and less important whether I am afraid.*

--Audre Lorde



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*Dreams Don't Work Unless We Do*

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# The UUP Mission

The purpose of the Buffalo State College Chapter of UUP is to promote the aims of Statewide UUP, namely, to improve the terms and conditions of employment of those it represents; to promote mutual assistance and cooperation among the members of UUP; to advance education in a democracy and democracy in education; to promote the principle of unity and collective bargaining in higher education; and to defend the civil, professional, and human rights of those it represents. Our purpose is also to monitor local compliance with the Agreement between UUP and the State of New York. In addition, it is the purpose of the Chapter to promote academic and professional excellence and to strength the college and college community. The Chapter acts as representative of UUP within the college community, and organizes and supports activities associated with its campus responsibilities as a Union, and cooperates with other chapters, Statewide UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.

Statewide UUP has represented the academic faculty and professional staff on all of SUNY's 29 state-operated campuses -- including Buffalo State College -- for more than 40 years. It is the largest public higher education union in the nation and leading advocate for public higher education in New York State. Statewide UUP is committed to enhancing and protecting the professions it represents, and does so in many different forums. At the bargaining table, political corridors in Albany and Washington, and in the arena of public opinion, UUP is there fighting for you. At Statewide UUP, we:

- Lobby for the best possible SUNY budget every year.
- Promote legislation addressing academics' and professionals' needs.
- Protect tenure and employment security.
- Enforce workplace safety.
- Ensure a sound pension plan.
- Provide exceptional dental and optical benefits.
- Negotiate important benefits such as health, prescriptions, and disability coverage.
- Negotiate grant funds for research, travel, and professional presentations.
- Arrange for special study leaves prior to tenure review.

UUP offers you the opportunity to work with your colleagues in preserving and enhancing the quality of our working lives. We invite you to join us by taking an active role on campus and/or at the statewide level.

**Academic Delegates:** Lisa Marie Anselmi, Anthropology; **Bruce Bryski**, Communication; **Mohan Devgun**, Engineering Technology; **Nuala Drescher**, History and Social Studies, retired; **Fred Floss**, Economics and Finance; **Steve Macho**, Engineering Technology; **Diane McFarland**, Communication; **York Norman**, History and Social Studies; **Steve Pendleton**, Political Science; **Jean Richardson**, History and Social Studies, retired; **Ramona Santa Maria**, Computer Information Systems; **Rick Stempniak**, Engineering Technology.

**Professional Delegates:** **Josie Adamo**, University College; **Maria Brickhouse**, Educational Opportunity Program (EOP); **Cynthia Fasla**, Registrar's Office; **Pat Ghee**, Academic Support Programs; **Jude Jayatilleke**, EOP; **Deborah Jones**, **Carolyn Murphy**, **Dean Reinhart**, Admissions; **Deborah Sarratori**, Weigel Medical Administration; **Gwen Veira**, Admissions, retired; **Michael Woodruff**, Financial Aid, retired; **Ottlie Woodruff**, EOP, retired.