



WINTER 2016

## Need to Discuss A Work Issue?

Are you an academic with a work concern? Contact VP for Academics **Lisa Marie Anselmi, PhD** (x6520; [anselm1m@buffalostate.edu](mailto:anselm1m@buffalostate.edu)) or Grievance Officer **Steve Pendleton, PhD** (x3035; [pendlems@buffalostate.edu](mailto:pendlems@buffalostate.edu)).

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

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

### INSIDE:

Anatomy of Our Contract Process	p. 2
Bits 'n' Bobs, Important Contact Info	p. 3
UUP Leadership and Mission Information	p. 4

***Dreams Don't Work  
Unless We Do.***

United University Professions

# We Are UUP United

## New Year, New Contract in the Works

By Rick Stempniak, Chapter President

**T**he new year brings along its fresh start and anticipation of good things to come. By now, we have celebrated or resolved (maybe tabled!) whatever occurred in the previous year. And so we return to our regular lives and jobs with hope and enthusiasm. "If I keep a green bough in my heart, the singing bird will come," states the Chinese proverb. Keep that in mind for 2016.

**W**e have a big year ahead at UUP. It is the year in which we negotiate a new contract. UUP is the only organization designated to negotiate a contract with New York State on behalf of SUNY's academic and professional employees at its 29 SUNY campuses and SUNY System Administration. Our current contract -- in effect since July 2, 2011 -- will expire on July 1, 2016. Turn to page two of this newsletter for a synopsis of the contract process already well underway, with members' participation.



Rick Stempniak

**O**ur UUP contract sets and protects the terms and conditions of our employment at Buff State and throughout the SUNY system. This current cycle's negotiations are being managed by the keen and capable Phillippe Abraham, chief contract negotiator and Statewide UUP's Vice President for Professionals (*pictured on left*). Assisting him are associate/deputy chief negotiator Michael Smiles of Farmingdale (an academic), and assistant chief negotiators Pamela Malone (a professional) and Jason Torre (an academic) of Empire State and Stony Brook, respectively.



**R**emember the adage, "...green bough ...singing bird will come"? We'll go one better at UUP: we not only hold out hope for a good contract, we are working to make it happen! Your participation in the process remains vital. Thank you for submitting surveys and suggestions and for attending the contract negotiations meeting on campus.

# Anatomy of Our Contract Process

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*It is possible to conceive conflict as not necessarily a wasteful outbreak of incompatibilities, but a normal process by which socially valuable differences register themselves for the enrichment of all concerned.*

--Mary Parker Follett

*Only free men can negotiate. A prisoner cannot enter into contracts.*

--Nelson Mandela

*If you understood everything I said, you'd be me.*

--Miles Davis

*Most of us actually do something that has a point, in addition to making money... We examine and treat patients, we teach students, we draw up contracts and wills, we write for [media], we clean floors, we serve meals.*

--Barry Schwartz

*Creativity comes from a conflict of ideas.*

--Donatella Versace

*There are really only three kinds of people: those who make things happen, those who watch things happen, and those who ask, "What happened?"*

--Ann Landers

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UP contract negotiations involve three groups: the Negotiations Team, Negotiations Committee, and Ad Hoc Advisory Committee. Buff State's Pat Ghee (pictured in green suit below) and Rick Stempniak serve on the Team and Ad Hoc Committee, respectively. They provide opportunities for members to express needs and concerns. The process began last fall with survey and suggestion forms, open hearings at Delegate Assembly, and chapter visits.

Last month, the Team and Negotiations Committee reviewed input. After analyzing input, the Team presents a tentative agreement to the Negotiations Committee, which then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all members, who then vote to ratify the tentative agreement. Next, Negotiations and NYS Government teams exchange proposals this spring. Regular meetings will occur throughout the ensuing months to negotiate a successor collective bargaining agreement.

**STATEWIDE UUP'S CHIEF NEGOTIATOR ABRAHAM (LOWER LEFT) AND TEAM** visit Buff State to hear members voice contract concerns. Our Board Secretary Ottilie Woodruff (3rd photo) speaks. --Photos by Fox





## Bits 'n' Bobs

Celebrate the lives and achievements of African-American trail-blazers, especially locals, in February.

**WALKOUT DAY...** While UUP works with AFT on alternative actions to bring adjuncts into full-time status with job security and living wages, it does not condone, support, or endorse National Adjunct Walkout Day in February. Under NYS law, no public employee/organization can instigate, encourage, or condone a strike or similar action. Such action is barred by NYS Civil Service Law (aka The Taylor Law). If a member acts, s/he can be subject to loss of two day's pay per day of action. Term appointees can be subject to Article 19 disciplinary action, up to and including termination. Temporary appointment employees could be terminated immediately.

**THANK YOU...**EOP Senior Academic Advisor Evelyn Rosario sends a heartfelt thank-you to all professionals who donated time for her medical leave.

- Weekends
- All breaks at work, including lunch
- Paid vacation
- Family Medical Leave Act
- Sick leave
- Social Security
- Minimum wage
- Civil Rights Act/Title VII
- 8-hr. workday, 40-hr. week
- Overtime pay
- Occupational Safety & Health Act (OSHA)
- Worker's Compensation
- Unemployment insurance
- Pensions
- Workplace safety standards and regulations
- Employer health care insurance
- Collective bargaining rights for employees
- Child Labor, Wrongful Termination, Whistleblower, and Sexual Harassment laws
- Age Discrimination in Employment Act of 1967
- Employee Polygraph Protection Act
- Veteran's Employment and Training Services
- Compensation increases and evaluations (raises)
- Americans With Disabilities Act
- Holiday pay
- Employer dental, life, and vision insurance
- Privacy rights
- Pregnancy and parental leave; military leave
- The right to strike
- Public education for children
- Equal Pay Acts, 1963, 2011
- Laws ending sweatshops

## Important Contact Info for UUP Members

<b>UUP Benefit Trust Fund</b> . . . . .	800/887-3863
Delta Dental . . . . .	800/471-7093
Davis Vision (Vision Care) . . . . .	800/999-5431
Laser Vision Correction (Client Code 7512) . . . . .	800/584-2866

1. United HealthCare (Medical/Surgical)  
HCAP (Home Care Advocacy/Equip/Supplies)  
MultiPlan (Basic Med Provider Discount Prgm)  
MPN (Chiro/Physical Therapy Managed Prgm)  
Benefits Mgmt Prgm (MRI Pre-Certification)  
Infertility Treatment (Centers of Excellence)
2. Empire BlueCross and BlueShield  
(Hosp/Inpatient/Nursing/Transplant Pre-Cert)
3. Mental Health and Substance Abuse
4. Prescription Program
5. NurseLine (Info/Educ/24-Hr Support)

ING . . . . .	800/677-4636
TIAA-CREF . . . . .	800/842-2776
Metropolitan . . . . .	800/638-5433
VALIC . . . . .	800/448-2542

**NYS Tax Info: Pensions/Annuities . . 800/225-5829**



United University Professions



**BUFFALO STATE**  
The State University of New York  
Chapter

1300 Elmwood Avenue, CLAS A104  
Buffalo, NY 14222

Phone: (716) 878-5732

Fax: (716) 878-6036

E-mail: [buffalostate@uupmail.org](mailto:buffalostate@uupmail.org)

[www.uupinfo.org](http://www.uupinfo.org)

<http://uup.buffalostate.edu>

*Dreams Don't Work Unless We Do*

## BSC UUP Leadership

### Chapter President

**Rick Stempniak, PhD**, x5732  
[stempnra@buffalostate.edu](mailto:stempnra@buffalostate.edu)

### VP for Academics

**Lisa Marie Anselmi, PhD**, x6520  
[anselmim@buffalostate.edu](mailto:anselmim@buffalostate.edu)

### VP for Professionals

**Deborah Jones**, x5713  
[jonesd@buffalostate.edu](mailto:jonesd@buffalostate.edu)

### Grievance Officer, Academics

**Steve Pendleton, PhD**, x3035  
[pendlems@buffalo.edu](mailto:pendlems@buffalo.edu)

### Grievance Officer, Professionals

**Josie Adamo**, x5223  
[adamojp@buffalostate.edu](mailto:adamojp@buffalostate.edu)

### Secretary

**Ottile Woodruff**, x5364  
[woodruom@buffalostate.edu](mailto:woodruom@buffalostate.edu)

### Treasurer

**Maria Brickhouse**, x6024  
[brickhmb@buffalostate.edu](mailto:brickhmb@buffalostate.edu)

### Officer for Contingents

**Ramona Santa Maria, PhD**, x3250  
[santamrr@buffalostate.edu](mailto:santamrr@buffalostate.edu)

### Academics Steward Coord.

**Mohan Devgun, PhD**, x4302  
[devgunms@buffalostate.edu](mailto:devgunms@buffalostate.edu)

### Professionals Steward Coord.

**Jude Jayatilleke**, x4225  
[jayatijm@buffalostate.edu](mailto:jayatijm@buffalostate.edu)

Newsletter Designer & Editor/Chapter Asst.: J. Yarwood



## The UUP Mission

**T**he 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.

**S**tatewide 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.

**U**UP 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 Sarra-tori**, Weigel Medical Administration; **Gwen Veira**, Admissions, retired; **Michael Woodruff**, Financial Aid, retired; **Ottile Woodruff**, EOP.