



We Are UUP Strong

FALL 2019

Need to Discuss A Work Issue?

Are you a full-time academic with a work concern?

Contact VP for Academics

Lisa Marie Anselmi, PhD (x6520; anselmim@buffalostate.edu) or Grievance Officer **Steve Pendleton, PhD** (x3035; pendlems@buffalostate.edu).

Are you a full-time professional with a work concern?

Contact VP for Professionals

Jude Jayatilleke (x4225; jayatijm@buffalostate.edu) or Grievance Officer **Josie Adamo, PhD** (x5223; adamojp@buffalostate.edu).

Are you an adjunct with a work concern? Contact

Officer for Contingents and Part-timers **Ramona Santa Maria, PhD** (x3250; santamrr@buffalostate.edu).

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Union Strong.

Welcome to the **NEW ACADEMIC YEAR!**

By Frederick G. Floss, Chapter President



Fred Floss

"You can't stay in your corner of the forest waiting for others to come to you. You have to go to them sometimes." --A. A. Milne

Welcome back to the 2019-2020 school year. I expect that it will be an exciting and interesting year, as we meet the challenges Buffalo State is facing. As in the past, UUP is ready to work with each of you to make your work experience the most meaningful and productive it can be. To this end we have scheduled over 15 events in the fall semester. I hope you will find the time to join us at a few of these events, whether it is a tenure or professional workshop, fall BBQ, or coffee and donuts.

The final wording of the UUP contract is complete and can be found at the statewide website, www.UUPinfo.org. If you have any questions about your raises, the benefits you receive, or any other issue, we are here to help you and to listen. Even if you are not sure about whether your problem is a union issue, please come and talk to us.

I know many of you will have questions about DSI (discretionary salary increases). This year the campus will award 1% of the total salary in DSI. One-half a percent will be given at the discretion of the administration--as in the past. New this year, one-half a percent is going to be given out to fix equity and compression problems on campus. The formula is being formulated in Albany and should be ready to give awards sometime in December. Please look at the *Daily* and Payday emails for more details. While this will not fix all of our salary problems, it is a start and I ask for your help and patience through this process.

Working at a college in 2019 is harder than ever before. Our students are facing more challenges and they are less prepared

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Buffalo State Chapter UUP Meetings

Annual UUP Fall Kickoff BBQ, Friday, Sept. 13

Chapter business will be conducted briefly during the Annual UUP Fall Kickoff BBQ.

Wednesday, November 20, Noon - 1:30 P.M.

The Chapter meeting will be held in BUCK 233.

PHOTO GALLERY: Around and About

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to face them. We are being asked to do more with less while facing much harder problems.

For us to succeed, we are going to need to work together as never before and build a strong union community where we look out for each other. This is what we have done in the past when we have found ourselves facing past crisis.

I know that together we can build a stronger Buffalo State, one where everyone is treated fairly and our students create successful and meaningful lives.

I hope you all had an enjoyable summer and I look forward to working with you this semester.

--Fred



NYSUT ANNUAL AWARDS DINNER saw Buffalo State Chapter UUP Past President Rick Stempniak awarded its sole, prestigious 2019 NYSUT Higher Education Leadership Award at NYSUT's annual event in May. Congratulations to Rick, who is featured third from photo right with his award plaque. At photo left is Tom Tucker, Statewide UUP's Vice President for Professionals. Second from photo right is Andy Saco, NYSUT Board member and ECC Chapter President.



BUFFALO STATE UUP ENERGIZES FOR THE CORPORATE CHALLENGE...(above photo) Ready to run at the pre-meeting for the 39th Annual Corporate Challenge race in June are Buffalo State Chapter UUP participants. Fundraising proceeds created by participants channeled to 2019 event sponsor, JPMorgan Chase...which donated in celebration of all Corporate Challenge participants to the Beverly Gray Business Exchange Center, inclusively serving small businesses on Buffalo's East Side and throughout Western New York. Beverly Gray Business Exchange Center's mission is to increase the quantity and capacity of local minority and women entrepreneurs.

ENJOYING A UUP COFFEE, TEA, DONUT EVENT (above, L to R) are members Kelly Boos, Melissa Goodrich, Bonnie Heim, and Terri Locher. Such events will be held, 8:30-10 A.M. on Oct. 1 (KETC 302) and Dec. 6 (TECH Lobby); and Networking, 4:30-6 P.M. on Nov. 6 (CAUD Lobby).

Register Now for Free, Fall **UUP EVENTS!**

Free, Fall UUP events are on offer! Register now at https://buffalostate.co1.qualtrics.com/jfe/form/SV_4J7O0f3C7SuuVVP. If you have questions or want to register in person, contact Jude Jayatilleke, UUP Membership Specialist at 878-4228 or email him at jayatijm@buffalostate.edu. Here is what is on offer:

Contingents Meetings

Monday, Sept. 16, 1:00 - 2:00 P.M. in TECH 160
or **Tuesday, Sept. 17**, 5:00 - 6:00 P.M. in SAMC 172

The Grievance Process

Friday, September 20

Noon - 1:00 P.M. in CAMB Bengal Kitchen, with lunch provided

Donuts, Coffee & Tea (UUP Member Connections)

Tuesday, October 1, 8:30 - 10:00 A.M. in KETC 302

Friday, December 6, 8:30 - 10:00 A.M. in TECH Lobby, with 9 A.M. chapter update

New Bee

Friday, October 4

Noon - 1:00 P.M. in CAMB Bengal Kitchen, with lunch provided

WNY Delegation Assembly

Monday, October 7

5:00 - 6:30 P.M. in Campus House

The Tenure Process

Wednesday, October 16

2:00 - 3:30 P.M. in CAUD 123

Know Your Contract

Friday, October 18

Noon - 1:00 P.M. in CAMB Bengal Kitchen, with lunch provided

Networking Session

Wednesday, November 6

4:30 - 6:00 P.M. in CAUD Lobby, with 5 P.M. brief educational presentation

Make the Most of Social Security (Sponsored by VOYA)

Thursday, November 14

12:15 - 1:30 P.M. in TECH 160, with food and beverage

Workload Creep

Friday, November 15

Noon - 1:00 P.M. in CAMB Bengal Kitchen, with lunch provided

UUP Retirement Workshop with Statewide UUP's Walter Apple

Thursday, December 5, 12:15 - 1:30 P.M. or 3 - 4:15 P.M. in CLEV 205, with lunch

THINK BIG

Whatever you want in life, other people are going to want it, too. Believe in yourself enough to accept the idea that you have an equal right to it.

—Diane Sawyer
American television journalist

Truth has no special time of its own. Its hour is now -- always.

—Albert Schweitzer
Alsatian polymath

If there is no struggle, there is no progress.

—Frederick Douglass
American social reformer, abolitionist, writer, statesman

Freedom does not mean being free of something, but to be free to do something.

—Angela Merkel
German Chancellor

Coming together is a beginning. Keeping together is progress. Working together is success.

—Edward Everett Hale
American author, historian, minister

If your actions create a legacy that inspires others to dream more, learn more, do more, and become more, then you are an excellent leader.

—Dolly Parton
American songstress, -writer, producer, actor, entrepreneur, humanitarian

Were there none who were discontented with what they have, the world would never reach anything better.

—Florence Nightingale



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BSC UUP Leadership

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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 strengthen 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.

For more than 40 years, Statewide UUP has represented the academic faculty and professional staff on all of SUNY's 29 state-operated campuses -- including Buffalo State College. 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, e.g., health, prescriptions, 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; Atta Ceesay, Political Science; Nuala Drescher, History/Social Studies, retired; Fred Floss, Economics/Finance; Andrew Hashey, Exceptional Ed.; Camille Holmgren, Geo./Planning; Michael Littman, Business; Steve Macho, Engineering Tech.; York Norman, History/Soc. Studies; Steve Pendleton, Political Scie.; Daniel Potts, Biology; Jean Richardson, History/Soc. Studies, retired; Ramona Santa Maria, Computer Info. Systems; Rick Stempniak, Engineering Tech.; Stephen Saracino, Art/Design.

Professional Delegates: Josie Adamo; Maria Brickhouse, Jude Jayatilleke, Jocelyn Tejada, EOP; Deborah Jones, Dean Reinhart, Admissions; Cynthia Fasla, Registrar's Office; Yves Gachette, Institutional Research; Pat Ghee, Academic Support Programs; Stephanie Kindzia, Financial Aid; Sara Reese, Academic Advisement; Amy Rosen-Brand, Student Accessibility; Deborah Sarratori, Weigel Medical Administration; Gwen Veira, Admissions, retired; Michael Woodruff, Veterans & Military Service, retired; and Ottile Woodruff, EOP, retired.