



# We Are UUP United

## SPRING 2014

### Need to Discuss a Work Issue? We're Here for You:

- Are you an Academic with a work concern? Contact Chapter President **Rick Stempniak** (x5732; stempnra@buffalostate.edu) or V.P. for Academics **Lisa Marie Anselmi** (x6520; anselm-lm@buffalostate.edu) or Grievance Officer **Steve Pendleton** (x3035; pendlems@buffalostate.edu).
- Are you a Professional with a work concern? Contact V.P. for Professionals **Deborah Jones** (x5713; jonesd@buffalostate.edu) or Grievance Officer **Josie Adamo** (x5223; adamojp@buffalostate.edu).

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## Help Keep the Fire Lit

by Rick Stempniak, Chapter President

**P**rinted on our Buff State Chapter UUP letterhead is the saying, "**Dreams Don't Work Unless We Do.**" We are 1400+ members strong — academics and professionals alike — at Buff State UUP. While ours is a historically active union, we must avoid becoming complacent about how UUP supports us (*page 4, top*) and especially about how we need to support it.

A historically low number, 11%, of today's working Americans are union members. Why are unions important in this day and age, you may ask, and why should you be concerned about our Buff State Chapter and statewide UUP? Plus, how can we strengthen our union, from simple e-actions to full activism?

**First and foremost:** be sure you have a Buffalo State email address. We produce our e-distribution lists from these. It is the best way to reach you. Also, be sure you are a full union member, not just a fee payer (*page 4, bottom*), so you can vote on contracts, in elections, be eligible for benefit programs now and in retirement, etc.

**Next,** what is the most basic type of union activism you can provide? Stay informed and act upon our e-activism requests. Also check [www.uupinfo.org](http://www.uupinfo.org) and [www.buffalostate.edu/uup](http://www.buffalostate.edu/uup) for articles and information.

**Want to step it up a notch?** Talk to me about becoming a building steward or Buff State Chapter UUP board



member. You can expedite departmental member concerns...affect board and committee decisions...participate in UUP Delegate Assembly...attend regional and state activism and leadership workshops — both certificate and non-

Privatization and the diminishing presence of unions represent a threat to everyone who has benefited from being treated fairly on the job and not being fired unfairly. Thank and support your Local Union.

## What to Do if They Come for You

Steve Pendleton, Grievance Officer

**M**embers of our bargaining unit need to be aware of their due process rights in cases involving possible disciplinary action. In any given year, there may arise allegations of misconduct or discriminatory acts on the part of

employees which management decides to investigate. As a result of such investigations, some of our members may face disciplinary charges brought by Buffalo State management. Individuals facing an investigation often feel terri-

bly alone and vulnerable. Sometimes they may feel pressured to accept an informal sanction, such as a counseling memo, or a formal disciplinary sanction, (e.g., a reprimand, fine, or suspension), in order to avoid the

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*"The College has no mechanism which automatically informs the Union of possible disciplinary investigations. It is therefore imperative that you contact us as soon as you suspect you may be the subject of an investigation."*

UUP Chapter Office  
878-5732

Academics, contact  
Chapter President  
Rick Stempniak  
878-5732 or  
V.P. for Academics  
Lisa Marie Anselmi  
878-6520 or  
Grievance Officer  
Steve Pendleton  
878-3035

Professionals, contact  
V.P. for Professionals  
Deborah Jones  
878-5713 or  
Grievance Officer  
Josie Adamo  
878-5223

Steward for Academics  
Bruce Bryski  
878-5805

Steward for  
Professionals  
Pat Ghee  
878-3402

NYSUT Labor Relations  
Specialist  
Ed Giblin

prospect of termination or a continued adversarial relationship with their supervisor. An individual may even feel pressured to resign, rather than face formal disciplinary charges.

Your UUP Chapter Officers want everyone in the bargaining unit to be aware of the assistance and representation we always stand ready to provide. We want to ensure that each unit member's due process rights are respected by management. No one should feel isolated and defenseless when confronted with possible disciplinary action. In reference to the last point, it is important to note: the issue of guilt or innocence is immaterial to our legal and contractual duty to provide representation and to safeguard due process. Sometimes one hears people say, in outraged tones, "...and the Union is supporting so and so." Please remember that the Union represents all the "so and so's" in the unit, both collectively and individually. Whatever members may think about the propriety of a management action regarding an individual, UUP's mandate to represent and assure due process remains unchanged.

The UUP contract clause concerning representation in disciplinary proceedings is found in Article 19.8, entitled "Representation." It

states that *An employee shall be provided the opportunity to have representation at an interrogation if at the time such interrogation is commenced it is contemplated by management that such employee will be served with a Notice of Discipline...The employee shall be provided with notification of such opportunity prior to the commencement of such interrogation. In the event the interrogation were to be conducted without having provided the employee with such notification, any statements or admissions made by the employee during such an interrogation may not be subsequently used in a disciplinary proceeding against that employee. If representation is requested by the employee, and such representation is not available within six hours' time following such request, the State may proceed with the interrogation and there shall be no limitation on the use of statements or admissions made by the employee.*

Whenever you are summoned to what you believe may be an investigative meeting with a Chair, supervisor, Dean, administrator, or the campus Equity and Diversity Officer, and you suspect that the meeting may result in disciplinary action, you should contact UUP immediately. You should at least consult with us before going to any such meeting. Call your Union Steward, or UUP Chapter Office, or respective VP or

Grievance Officer for Academics or Professionals, or call Ed Giblin, our NYSUT Labor Relations Specialist. The relevant numbers are listed in the sidebar. The Union will make every effort to ensure that you are afforded your due process rights, and provide you with representation at the investigative meeting. To the extent that his schedule permits, Ed Giblin will represent you at the meeting. If Ed is unavailable, we will do everything we can to either reschedule the meeting, or provide another UUP Chapter representative to accompany you to the meeting.

In the event that you are summoned to a meeting, and do not realize that you are the subject of an investigation until you appear for the meeting, do not allow yourself to be pressured into proceeding without Union representation. You should request that the meeting be halted until you can obtain Union representation.

Please remember, we cannot help you if we do not know what is going on. And we only find this out when we are told by you, the affected employee. The College has no mechanism which automatically informs the Union of possible disciplinary investigations. It is therefore imperative that you contact us as soon as you suspect you may be subject of an investigation.

## Congratulations...Passage...Photo Gallery

research, teaching, and union activities.

### CONGRATULATIONS

To longtime Buff State Chapter UUP board member **Jean Richardson** (Associate Professor, History and Social Studies) upon her retirement last December. Dr. Richardson will remain active as board member and delegate at Delegate Assembly.

To Buff State Chapter UUP board member and delegate **Fred Floss** (Professor, Economics and Finance) upon his appointment as New York State Fiscal Policy Institute Director. Dr. Floss will still teach one course per semester at Buff State.



Fred Floss

And to Buff State Chapter UUP board members and delegates who recently received UUP Service Awards: Dr. **Nuala Drescher, 40 Years** (Distinguished Service Professor, History and Social Studies); Dr. **Bruce Bryski, 30 Years**

(Associate Professor, Communication); and Dr. **Fred Floss, 30 Years** (Professor, Economics and Finance). Also recognized was Dr. **Steve Pendleton, 33 Years** (Chair and Associate Professor, Political Science).



Nuala Drescher

### PASSAGE

Ever cognizant of the late **Dr. Jack Morganti**, here is his tribute delivered at fall Delegate Assembly:

**T**here was a time when Jack Morganti did not belong to UUP, but that was before there was a UUP.

**T**here was a time when Jack Morganti was not a member of the Buffalo State Psychology Department, but that was before there was a Buffalo State Psychology Department.

**O**ur recently deceased and sorely missed **colleague** was present at the creation of both significant

institutions, which he served until the end of his life, with passion, integrity, creativity, and above all, with love.

**A**s we remember him, we recall him as a model **unionist**, colleague, educator, and **friend**. He embodied the ideals of teacher, **activist**, mentor, collaborator, critic, and intellectual. He served his department, his college governance organization, and his church with **unwavering** commitment. He never forgot that UUP was an organization which represented intellectual excellence and academic freedom, and regularly reminded the rest of us of this when we got mired in the mundane. Jack sought to make our union the **intellectual** reservoir of the movement from which he sprang. He took inspiration from his father's struggle to found United Steel Workers and raise a family with values which Jack came to embody.

**J**ack was a widely published **author**, a prolific grant writer, a superb **teacher**, who took young people under his wing and successfully nurtured their curiosity, creativity, and intellectual vitality. He never compromised standards, but, with supreme patience, brought his students on **amazing** intellectual journeys.

**J**ack extended the same commitment, standards, and vitality to his younger colleagues, regularly participating and **collaborating** in

**J**ack Morganti was one of the most **generous** individuals in UUP. He always went out of his way to ensure that even the newest member felt at home, whether on campus or at a statewide event. When asked to serve, he always said yes. For example, when first asked in 1981, Jack joined the statewide finance committee in spite of being deeply involved in grant-supported research, the birth of his second daughter, and a special teaching excellence program in psychology. He continued to serve on this committee, without interruption, until his passing. The list of his other contributions to us is too long to inventory today. Suffice to say, they were **celebrated** when he received the Nina Mitchell Award which he prized almost as much as he prized Nina herself.

**J**ack **took care** of his family; he **took care** of his colleagues, his students, and his friends. So, in his memory, we ask each of you, when you leave this D.A., **take care** of each another, as he took care of us.



At Winter D.A., Deborah Jones addresses the Committee of V.P.s for Professionals on which she serves.





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*Dreams don't work  
unless we do.*

UUP has represented the academic and professional faculty on all of SUNY's 29 state-operated campuses 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. We are committed to enhancing and protecting the professions we represent, and do 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 the Buffalo State Chapter 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 at the statewide level.



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
Current		YTD		Current		YTD	
3456.78		45,678.90		3456.78		1234.56	
YTD		45,678.90		YTD		34,567.89	
Net Pay		1,234.56		Pay Rate		78,910.11	
Department ID		1234		Pay Rate		78,910.11	
EARNINGS		TAX DATA		Federal		State	
His/Days		His/Days		NYC		Yonkers	
Regular Pay Salary Employee		Marital Status		4		4	
Location Pay		Allowances		2		0	
3456.78		45,678.90		45,678.90		34,567.89	
56.78		678.90		45,678.90		34,567.89	
TAXES		Current		YTD		YTD	
Fed Withholding		3,456.78		1,234.56		34,567.89	
Medicare		45,678.90		1,234.56		34,567.89	
Social Security		3,456.78		1,234.56		34,567.89	
NY Withholding		45,678.90		34,567.89		34,567.89	
BEFORE TAX DEDUCTIONS		AFTER TAX DEDUCTIONS		Current		YTD	
Regular Before Tax Health		456.78		1,234.56		34,567.89	
Supplemental Ret. Annuity Prop.		678.90		5,678.90		34,567.89	
TIAA Retirement Before Tax		56.78		1,234.56		34,567.89	
				UUP Member 26P		34.56	

**CHECK PAY STUB TO MAKE SURE**

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

### UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

**Please contact your chapter officers for a membership card.**