



SPRING 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) 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

On the Home Stretch

By Rick Stempniak, Chapter President

May is a month of endings and beginnings in the academic world. For students: May means anxiety, exams, and senior commencements...release!...then on to summer jobs or the whole rest of their lives. For faculty, we resurrect academic pursuits and summer vacations. For professional staff, academic year-end brings a sigh of relief, albeit short-lived because professionals' work never ends -- but take a vacation! However, whoever -- we're all on the home stretch, to and from destinations in May.



Rick Stempniak

Pat Ghee and I traveled to Albany at the end of April for our joint Contract Negotiations Team and Negotiations Committee meeting. Finalized was UUP's conceptual contract proposal which the State will now review. We anticipate soon hearing the date determined for the start of contract talks between UUP and the State. Our current five-year pact expires July 1. Follow negotiations at <http://uupinfo.org/communications/uupdate/1516/160421.php>.

In the national arena, Buff State UUP is highly engaged in politics beneficial to UUP employees. We remain steadfastly proactive, encouraging

you also to step up to the plate and participate fully. Visit our UUP Office for posters, buttons, and we'll keep emailing your non-edu emails.



Pictured (left to right) are US Secretary of Labor Tom Perez with Fred Floss and me in Buffalo. I also met Bill Clinton recently.

Nina Mitchell, NYSUT Award Nominees

It is not the critic who counts, not the one who points out how the strong man stumbles, or where the doer of deeds could have done better. The credit belongs to the one who is actually in the arena.

--Theodore Roosevelt

The future rewards those who press on. I don't have time to feel sorry for myself. I don't have time to complain. I'm going to press on.

--Barack Obama

The harder you work, the luckier you get.

--Lauryn Hill

Your rewards in life are always in direct proportion to your contribution.

--Anonymous

Celebrate what you want to see more of.

--Thomas J. Peters

The Eleanor Roosevelt Award that I received for women's rights activities is the one I treasure.

--Patty Duke

We all like to be recognized not for one piece of fireworks, but for the ledger of our daily work.

--Neil Armstrong

Two Buff State Chapter UUP Board members are nominated for two major awards: **Steve Pendleton** for the Nina Mitchell Award and **Jude Jayatilleke** for NYSUT Local Leadership.

Steve Pendleton (pictured right) personifies the Nina Mitchell Award bestowed annually to recognize one special colleague in New York State who serves, as Nina did, to make a chapter more effective on behalf of its members. Steve serves selflessly and effectively doing so in whatever capacity he is asked. Currently he is our Buff State Chapter UUP Grievance Officer for Academics.

Joining UUP when he arrived on campus in 1979, Steve became immediately active in UUP, traveling to Albany to fight for budget restorations and against retrenchments in 1980. When elected to Statewide UUP Delegate Assembly, he never missed a meeting in 30 years.

Steve was elected Buff State Chapter UUP President in 2001, a position he held for six years. He created ways to keep members



fully informed, was proactive in Labor-Management work, and devised systems to recruit new members and mobilize activists in times of crisis. Steve initiated tenure or continuing appointment workshops for academics and was proactive on the growing problems of professionals and adjuncts. He documented the compensation problem and convinced management to grant a major increase in base pay. Steve also served and serves on Statewide UUP Negotiations, Blue Ribbon DA, Economic Policy, and Solidarity committees. And yes, we have all benefited from Steve's sharp, analytical mind and gentle Southern wit, used to underline a point!

Our nominee for the NYSUT Local Leadership Award -- Jude Jayatilleke (pictured left) -- recently was recognized by Statewide UUP for recruiting more new members for our Chapter than all 28 chapters combined did for theirs! Jude is Chapter Membership Liaison Specialist and Professional Staff Steward. He initiated our Membership Development Task Force and serves in Statewide Delegate Assembly and on EOP and Membership committees. A gracious man on a stellar career path, Jude holds Master's and Bachelor's from Buff State. He began work here as Admissions Communications Specialist and is now EOP Senior Academic Advisor. Jude is also instrumental in Staff Liaison and Professional Staff Caucus and active in the Western NY community at large.



Photo Highlights Gallery

CHAPTER ACTION PROJECT (CAP)...More than 50 volunteers -- including many new activists from UUP Chapters across the state -- convened for a four-day seminar, March 17th through 20th in Cooperstown, NY, to learn how to organize nonmembers and activate new members. Modeled after NYSUT's Local Action Project implemented last year, CAP is a three-year initiative designed to help UUP shift to an organizing culture. Pictured, upper right, from Buff State Chapter UUP are Lisa Marie Anselmi, VP for Academics, and Jude Jayatilleke, Steward for Professionals/Membership Specialist.



WORKING FOR YOU AT THE MOST RECENT DA...

Nearly 300 delegates attended Winter DA in Albany. Among actions taken during the policymaking convention were election of a new Statewide UUP Membership Development Officer and adoption of a constitutional amendment

to combine the offices of Statewide UUP Secretary and Treasurer, effective June 2017. Pictured above at DA are Buff State Chapter UUP Board Treasurer and Delegate Maria Brickhouse along with a DA colleague from Stony Brook Chapter.

WHAT'S IT TO (U)UP?...

Everything UUP -- and that is an enormously beneficial lot -- was highlighted in an April Buff State Chapter Member meeting held for longtime and new members, plus fee payers considering conversion to members. At the table head are seated, left to right, Buff State Chapter President Stempniak and past Chapter President/past State President Fred Floss.



Photos courtesy of: Bruce Fox, Rick Stempniak on P. 1; College Relations/Daily Bulletin, Bruce Fox on P. 2; Jude Jayatilleke, Statewide UUP Communications on Page 3.

Recently awarded Chapter 2015-2016 Membership Year UUP Service Awards are the following seven Buff State Chapter UUP Board members. These awards are presented in five-year intervals for members in service to UUP.

5-YEAR SERVICE AWARDS

Maria Brickhouse
Michael Woodruff

10-YEAR SERVICE AWARD

Dean Reinhart

20-YEAR SERVICE AWARD

Deborah Jones

25-YEAR SERVICE AWARDS

Rick Stempniak
Gwen Veira

35+ YEAR SERVICE AWARD

Steve Pendleton

THEREFORE, CONGRATULATIONS to Maria, Michael, Dean, Deborah, Rick, Gwen, and Steve for their UUP Service Awards, and to Steve for his Nina Mitchell Award nomination and Jude for his NYSUT Local Leadership Award nomination!

Way to go!



United University Professions



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