



We Are UUP Strong

WINTER 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

Deborah Jones (x5713; jonesd@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).

INSIDE:

PHOTO GALLERY: Around and About	p. 2
Work Together Against WORKLOAD CREEP!	p. 3
UUP Leadership and The UUP Mission	p. 4

Welcome to the NEW YEAR!

By Dean Reinhart, Chapter President



Dean Reinhart

Happy New Year! Welcome to Spring 2019 semester. Our local chapter of UUP has more than 19 events and activities planned for this semester. The executive board is hopeful that you avail yourself and participate. We are stronger together.

Just before the end of the year, many of us had individuals begin showing up at our homes, dropping off flyers or talking to us about opting out of the union. This made us keenly aware of what the future holds for us and in most cases helped us reconfirm the benefits and reasons for being part of a union.

Thank you for sticking with your union. Please reach out to our chapter office for a sticker or sign to prominently display in your office, showing your support and that you are UUP.

We have also seen the roll-out of our most recently ratified contract. A few more programs will be unveiled (i.e., Individual Development Awards), along with three more years of raises and four more years of potential discretionary awards (which, thanks to this contract, will once again be added to base salaries). Statewide and locally, SUNY campuses are feeling the pinch from these increased costs. Since 2007-08, State aid to SUNY has plummeted from \$1.36 billion to \$700 million last year -- a decrease of nearly 50%, or about a third of its core operating budget. UUP and the state negotiated this contract in good faith. Raises we received last year are the first since 2015. These follow our last contract which contained significant givebacks, including foregoing raises in the first three years of that pact and incurring nine deficit reduction days, which yielded significant savings for SUNY, in addition to higher

Buffalo State Chapter UUP Meetings

Welcome Back Breakfast, Jan. 30, 8:30 - 10 A.M.

Chapter business will be conducted briefly during the Annual Welcome Back Breakfast.

Thursday, February 28, 12:15 - 1:45 P.M.

The Chapter meeting will be held in BULG 422.

Wednesday, April 3, 3:00 - 4:30 P.M.

The Chapter meeting will be held in BULG 217.

Notices are emailed to members prior to each meeting.

Union Strong.

(Continues on Page 2)

PHOTO GALLERY: Around and About

(Continued From Page 1)

member costs for health benefits premiums, deductibles, co-insurance, and copays. We deserved the benefits and increases negotiated in our recent contract; however, covering them is difficult for some campuses including ours. We will continue to work with SUNY, the State Legislature, and the Governor's Office to ensure our students are not harmed or impacted by contract-related increases.

It is also unbelievable that this June will mark the end of my term as Chapter President, and this spring we will have the opportunity to elect our leadership for the next two years. I hope you all strongly consider becoming more involved as a department representative and/or even placing your name on the ballot. --DJR



CHAPTER DEPARTMENT REPRESENTATIVES (top photo) help advance UUP priorities on behalf of members. To become a department rep, contact Chapter President Dean Reinhart about upcoming training sessions...**NETWORKING AT A COFFEE, TEA, DONUT EVENT** (second and third photos) are Chapter Grievance Officer for Professionals Josie Adamo, Academic Advisor Susan Stiner, and Assistant Director of Academic Advisement Sara Reese. 8:30-10 A.M. Coffee, Tea, Donut events are scheduled for Feb. 14 (CAUD Lobby), Mar. 18 (SAMC Atrium), Apr. 23 (TECH Lobby)...**MEMBERS PITCH IN** (lower photo) at a Campus Cleanup arranged by Chapter Membership Development Specialist Jude Jayatilleke.



Work Together Against **Workload Creep!**

The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms. As we attempt to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees' definition of professional obligation is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department, or unit's full professional obligation is exceeded. Here's how it works. According to the SUNY Board of Trustees Policies, "The professional obligation of an employee, consistent with the employee's academic rank or professional title, shall include teaching, research, university service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2). The specific content of the employee's professional obligation is set at the time of hire. It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can take to combat workload creep:

1 Extra work and volunteer work should not become part of regular workload.

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary, because it is beyond the employee's full professional obligation. It should be clearly identified as either extra service (with the appropriate paper-work completed prior to the commencement of the assignment) or as voluntary. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed-upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator. Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

2 Document your workload and workload increases. It's very important to keep a log of work done in areas of your professional obligation that are sub-

(Continues on Page 4)

THINK BIG

We are made to persist, to complete the whole tour. That's how we find out who we are.

—Tobias Wolff
American writer

The people who get on in this world are the people who get up and look for the circumstances they want, and if they can't find them, make them.

—George Bernard Shaw
Irish playwright

It is for us to pray not for tasks equal to our powers, but for powers equal to our tasks, to go forward with a great desire forever beating at the door of our hearts as we travel toward our distant goal.

—Helen Keller
American writer, activist

To be both a speaker of words and a doer of deeds...

—Homer
Ancient Greek poet

Arise in the morning torn between a desire to improve (or save) the world and a desire to enjoy (or savor) the world. This makes it hard to plan the day.

—E. B. White
American writer

You can't live a perfect day without doing something for someone who will never be able to repay you.

—John Wooden
American Basketball Hall of Fame, coach

ject to workload creep. For example, are you and your colleagues being asked to do more in specific areas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years. Professionals should have the additional work documented in their performance programs. If the supervisor will not include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York State-UUP contract.

2 Ask your UUP chapter officers for assistance. If a member comes to his or her UUP leaders with a workload problem, the first course of action is to review the specific content of that person's professional obligation. If there has been an increase, chapter officers in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action. When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.

3 Hold a chapter workload workshop to explore problems and consider solutions. If there are pervasive workload issues at a chapter, the UUP labor relations specialist assigned to the chapter can conduct a workload workshop to review the basics and provide members with the tools they need to address their individual circumstances and work with the chapter to develop strategies to confront collective workload problems.

4 Reject the "guilt trip defense" of workload creep. While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be mindful that "helping out" should not lead to permanent increases in our workload and to uncompensated work that will jeopardize our health, professional well-being, and the quality of our service to our students and our campuses.

Bottom Line: If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties. If a UUP academic's workload is increased by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes increase substantially or if new administrative duties are required of an academic department, it's possible for UUP to engage in "impact bargaining" with the campus administration to seek adjustments or additional compensation.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues.

--Jamie Dangler, Statewide UUP VP for Academics; Tom Tucker, Statewide UUP VP for Professionals





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Union Strong.

BSC UUP Leadership

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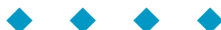
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The UUP Mission

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 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 Tech.; Nuala Drescher, History & Social Studies, retired; Fred Floss, Economics & Finance; Michael Littman, Business; Steve Macho, Engineering Tech.; York Norman, History & Social Studies; Steve Pendleton, Political Science; Jean Richardson, History & Social Studies, retired; Ramona Santa Maria, Computer Info. Systems; Rick Stempniak, Engineering Tech.

Professional Delegates: Josie Adamo; Maria Brickhouse, Jude Jayatilleke, Leasa Rochester-Mills, Jocelyn Tejada, EOP; Cynthia Fasla, Registrar's Office; Yves Gachette, Institutional Research; Pat Ghee, Academic Support Prgms.; Deborah Jones, Dean Reinhart, Admissions; Amy Rosen-Brand, Student Accessibility; Debbie Sarra-tori, Weigel Medical Administration; Gwen Veira, Admissions, retired; Michael Woodruff, Veterans & Military Service; Ottillie Woodruff, EOP, retired.