



# INSIGHT

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## A Summer Farewell from the Chapter President

Farewell & Enjoy the Summer!

The semester has come to an end, and Graduation this past week. We have worked through another year. At first I wanted to write this letter to list activities and accomplishments, but decided to just wish everyone a wonderful summer of work, study, research and vacations, whichever suits your planned activities. We now look forward to the summer. Many of us will still be here on campus, catching up and/or preparing for the next academic year. Several of us will probably be reflecting on yet another year of many (if not, just wait until everyone starts to ask, "How was your year/semester"), and then reflection will start to sink in on its own.

I want to say I'm very proud of all the hard work this year by all UUP members. Thanks for all you do (and have done) to keep this GREAT institution on the trajectory of success, in spite of all the hurdles and obstacles.

Sincerely wishing each and every one of you the very best of a summer vacation.

Kevin

# Who's Who in the Chapter

## Officers

### President

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### Vice President Academic

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### Committee Chairs

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## YOUR OPINION COUNTS!

Have a comment about an article you've read in INSIGHT? We strongly encourage letters to the editor about union, campus, University issues, politics, and other member concerns. Letters must include the writer's name and daytime phone number. Please e-mail us at [uup@stonybrook.edu](mailto:uup@stonybrook.edu) or by campus mail at INSIGHT Newsletter, S-5415 Melville Library, Stony Brook, NY 11794-3388.

## Editorial Policy

The opinions expressed in INSIGHT are those of the writers and the West Campus Chapter, and do not necessarily reflect the position or policies of United University Professions. INSIGHT reserves the right to edit all letters. INSIGHT cannot guarantee that all letters will be published. The final decision is at the discretion of the Editors and/or the Chapter President.

The Chapter office is open Monday through Friday, 9:00 am to 3:00 pm.

The Executive Board meetings: please check the website for the latest dates and locations. All members are encouraged to attend. The Stony Brook Center Chapter of United University Professions publishes INSIGHT. Items for inclusion should be sent to the UUP Office - S-5415 Melville Library, Stony Brook, NY 11794-3388



# May 18, 2018 Contract Negotiations Update Available

In our attempt to keep members as informed as possible during this protracted negotiations process, we've tried to update the negotiations link on our website as frequently as possible. Due to the nature of negotiations, there are periods when there is activity occurring at the table, but concrete results cannot be reported on, for a variety of reasons. As you will see with this update, which is brief, we are at an extremely crucial stage in negotiations. Much is occurring, but we cannot – as of yet – report the details. Rest assured, there is progress being made.

**Access to the May Contract Negotiations Update is available on UUP's main website at:**

**<https://uuphost.org/myuup/MembersOnly/check.php>**

## *Revised Members Only Portal Instructions*

To log into this password protected "Members only" section of the UUP website, you need your New York State ID number and your agency code. Here is how to find that information:

- 1) Log onto SOLAR. Under "For Employees", click on "Payroll and Compensation."
- 2) Click "View Paycheck".
- 3) Click on any paycheck date and a PDF of a pay stub will pop up.

-New York State ID number is in top center, labeled as "NYS EMPLID". Note that only the last 5 digits are used as the UUP login ID.

-Department ID is in upper right corner, labelled as "Agency Code"

For those of you who want to take a deep dive into the history of negotiations, previous updates are also available on the same webpage.

Stony Brook Center Chapter represented employees who are having trouble accessing the Member's Only Section and who have the words, 'UUP Fee-Payer' located on their pay stub should contact the chapter office. Only UUP Members may participate in contract ratification votes.

For information on becoming a member, and participating in the contract ratification process, contact the Membership Development Officer at: [mdo@uupsbu.org](mailto:mdo@uupsbu.org) or sign up at: <https://uuphost.org/myuup/Membership/RegForm.php>

# Janus v. AFSCME, Council 31: The Facts...

[Compiled from UUP, NYSUT, AFT and NEA]

Real freedom is having your hard work result in a decent living, having time to take a loved one to the doctor or attend a parent-teacher conference, and the ability to retire with dignity. But for decades, working people have been falling behind. Today, despite being more productive than ever, we are working longer hours for less money and fewer benefits. And despite promising to make things better, some politicians seem obsessed with making things worse – most recently by trying to take away our health care and vital public services.

It is no accident that working people are struggling. Corporate CEOs have used their wealth to influence politicians to rig the economic rules to benefit the wealthy and powerful at the expense of everyone else. Now, the same corporate CEOs and special interests are behind a Supreme Court case called *Janus v. AFSCME, Council 31* that threatens to make things even worse for working people.

**What is this case really about?** The Supreme Court case *Janus v. AFSCME, Council 31* aims to take away the freedom of – and opportunity for – working people to join together in strong unions to speak up for themselves, their families and their communities. When teachers, nurses, police officers, firefighters and other public service workers are free to come together in strong unions, they win benefits like better working conditions, better wages, health care, clean and safe environments and retirement security that benefit non-union members as well. But the CEOs and corporate special interests behind this case simply do not believe that working people

have the same freedoms and opportunities as they do: to negotiate a fair return on our work so that we can provide for ourselves and our families. They are funding this case through the National Right to Work Foundation, because they see strong unions as a threat to their power and greed.

**What is the real impact of this case?** When working people have the freedom and opportunity to speak up together through unions, we make progress together that benefits everyone. If the billionaires and corporate CEOs behind this case get their way, however, they will take away the freedom of working people to come together and build power to fight for the things our communities need: everything from affordable health care and retirement security to quicker medical emergency response times. The CEOs and billionaires want to use the highest court in the land to take away our freedom to create the power in numbers to win better lives for ourselves, our families, our communities and our country.

**What have people in unions won for all of us?** People in unions continue to win rights, benefits and protections not only for union members, but for all working people and their communities in and outside of the workplace. When nurses, firefighters, 911 dispatchers and EMS workers belong to strong unions, they fight for staffing levels, equipment and training that save lives. And when union membership is high, entire communities enjoy wages that represent a fair return on their work and greater social and economic mobility. Without the freedom to come together, working people would not have the power in numbers they need to make our communities safer, stronger and more prosperous.

[Continued on next Page]

**Who is behind this case?** The National Right to Work Foundation is part of a network funded by corporate billionaires to use the courts to rig the rules against everyday working people. For decades, the corporate CEOs and billionaires funding this case have used their massive fortunes to pay politicians and corporate lobbyists to chip away at the freedoms people in unions have won for every single one of us. Now they want the highest court in the land to take away our freedom to come together to protect things our families need: a living wage, retirement security, health benefits, the ability to care for loved ones and more.

**Where did this case come**

**from?** This case originated from a political scheme by billionaire Bruce Rauner, governor of Illinois, to advance an agenda benefiting corporations and the wealthy. Rauner launched a political attack on public service workers immediately after taking office, filing a lawsuit on his own behalf to bar the collection of fair share fees by public service unions. A federal judge ruled that Rauner could not bring this action because he was not himself an employee paying fair share fees. But the legal arms of the National Right to Work Committee and the Liberty Justice Center were able to carry the case forward by finding plaintiffs as stand-ins for Rauner in the federal lawsuit. The district court dismissed the case, based on long-standing precedent. The plaintiffs asked the lower court to fast-track their appeal and rule against them in order to more quickly get the case before the U.S. Supreme Court.

**What are fair share fees and why are they important?** Unions work because we all pay our fair share and we all benefit from what we negotiate together. Fair share fees provide public service workers with the power in numbers they need to negotiate better wages, benefits and protections

that improve work conditions and set standards for everyone. Each individual public service worker chooses whether or not to join a union, but the union is still required by law to represent and negotiate on behalf of *all* public service workers – members and non-members alike. The corporate special interests behind this case want to take away the freedom of public service workers to have the power in numbers to provide for their families and make their communities stronger. That is why they want the Supreme Court to rule that workers can receive all the benefits of a union contract without contributing anything in return. Look at it this way: If you go out to dinner with a group of friends, you still pay your fair share of the check even if you didn't get to choose the restaurant.

**Is anyone ever forced to join a union or pay for politics?** No. The simple truth is that no one is forced to join a union and no one is forced to pay any fees that go to politics or political candidates. That is already the law of the land. Nothing in this case will change that. This case is about taking away the freedom of working people to come together, speak up for each other and build a better life for themselves and their families.

**An ad said I should give myself a raise and stop paying union dues. Why shouldn't I?** It is not true. Pending cases before the U.S. Supreme Court might give you a chance to stop paying dues. But you won't get a raise. It will cost you. A weakened union would lead to long-term cuts, loss of benefits and salary stagnation for everyone. You gain myriad benefits from having a strong union representing you at the bargaining table. If the union loses, you lose, period.

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## By the numbers

Did you know that union workers are

57%

more likely to have job-provided health insurance than nonunion workers?

*Source: U.S. Department of Labor, 2014 statistics*

**I heard that unions routinely spend dues on political activities. Is this true?** That is a LIE. Dues cannot be spent on political activities. It is *ILLEGAL* in New York for unions to collect and use union dues to support candidates or other political activities. Instead, unions collect voluntary donations for political action funds, like [NYSUT's VOTE-COPE nonpartisan fund](#).

**The allegations in *Janus* that it's unconstitutional for unions to collect agency fees are wrong?** *Correct.* Fee payers only pay for services that benefit them - like salary increases, health benefits, job security and job protections. This is how the law protects the free speech and constitutional rights of those who decide not to join the union for political and other reasons.

**A law firm advertises that it can provide me with protection for a fraction of what we pay in dues.**

Don't be misled. No slick, hourly billed law firm can match the range of benefits, rights and opportunities your union card guarantees. Your union gives you access to member benefits, discounts, professional development, help with certification and licensing, a contract that protects your salary, benefits and working conditions and a strong voice in determining what those are. For-profit opportunists use misleading advertising in an attempt to make a buck — there's no comparison.

### **What does NYSUT's legal team do?**

NYSUT has the largest labor legal team in the country with unmatched expertise. It represents hundreds of NYSUT members every year, protecting their rights to due process and ensuring enforcement of the provisions in their hard-earned contracts. NYSUT legal also represents the total membership — more than 600,000 people — in legal challenges that affect our professions, our public institutions and our rights to represent the best interests of those we serve. NYSUT has litigated, and won, on historic issues such as equitable school funding, unfair evaluation and testing schemes, threats to struggling schools, the education department's "gag order" on educators and much more.

For more information, please contact UUP at 1-800-342-4206, or the Stony Brook Center Chapter Office at 631-632-6570. To schedule an appointment with a member of the Chapter's leadership or your departmental representative, send an email to: [mdo@uupsbu.org](mailto:mdo@uupsbu.org).



# A Year in Review:

## 2017 – 2018 Chapter Events and Activities...

Photographs by Nick Koridis



Welcome Back BBQ  
September 20, 2017



Mindful Eating Workshop  
September 21, 2017

Sponsored by: Health &  
Safety Committee







Fall Delegate Assembly  
October 12, 2017



Retiree Luncheon  
October 23, 2017

Sponsored by: CORAM



Fire Safety Workshop  
November 16, 2017

Sponsored by: Health & Safety  
Committee





## General Membership Meeting "Winter Breakfast"

December 6, 2018



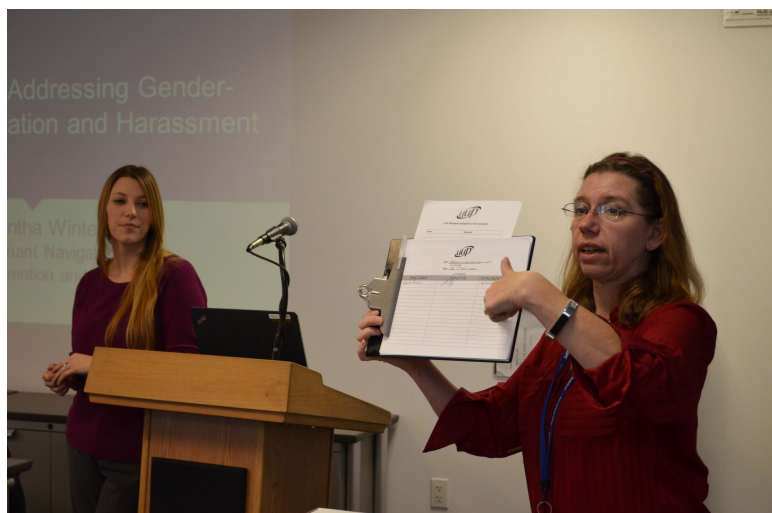


General Membership Meeting:  
Wishnia Award Presentation

December 6, 2018







Gender Discrimination & Harassment Workshop  
December 7, 2017

Sponsored by: Women's Rights & Concerns Committee

Winter Delegate Assembly  
January 28, 2018







History of Unions Workshop  
February 8, 2018

Contract Negotiations Action  
"Rally for Respect"  
March 1, 2018









Executive Board Meeting  
&  
Informational Tabling  
March 27, 2018



General Membership Meeting  
April 5, 2018

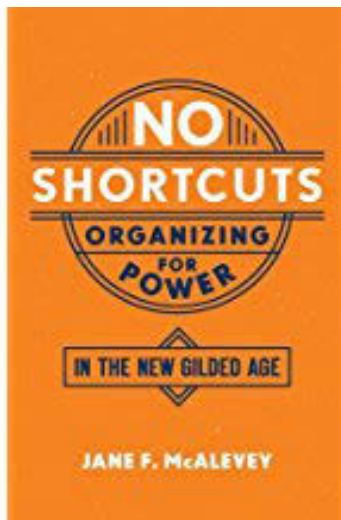


## Recommended Reading

Interested in reading more on topics being dealt with within the chapter, check out the following titles:

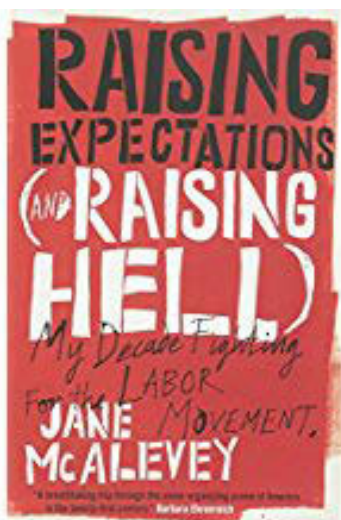
### No Shortcuts: Organizing for Power in the New Gilded Age

Authored by: Jane F. McAlevey



### Raising Expectations (and Raising Hell): My Decade Fighting for the Labor Movement

Authored by: Jane McAlevey and Bob Ostertag



## From the Other Side

The UUP Health Sciences Center Chapter's website is currently under construction.

Interested parties are invited to bookmark the site in their browser at:

<http://uuphost.org/stonybrookhsc/>

Stony Brook Center Chapter members are also invited to friend and follow our sisters and brothers activities on social media on:

Twitter:

<https://twitter.com/uupstonyhsc>

Facebook:

<https://www.facebook.com/UUPSarah>

Members working in the Health Sciences Center (east campus) who are members of the Stony Brook Center Chapter (west campus) are invited to participate in HSC events, and members of the Health Sciences Center chapter working on the West campus are invited to participate in SBU Center events.

Chapter members are invited to friend and follow chapter activities on social media on:

Twitter:

<https://twitter.com/uupstonybrook>

Facebook:

<https://www.facebook.com/uupsbu/>

Or visit our website at:

<https://www.uupsbu.org/>



2017 Charles C. Hansen Award  
for Excellence in Professional  
Service  
Recipient: Arthur 'Arty' Shertzer



## Campus Resources

The holiday season can be stressful enough, but when combined with work, on-and-off campus obligations, family and friends, things can get tough. If you are feeling pressured, overwhelmed or just need to talk to someone, don't go it alone. Reach out to the departments below for assistance.

**Disability Support Services** office administers all issues regarding the federal legislation of "Americans with Disabilities Act" (ADA).

Office Hours: 8:30AM to 5:00PM  
Phone: (631) 632-6747  
Email: [dss@stonybrook.edu](mailto:dss@stonybrook.edu)

**Employee Assistance Program** is a confidential assessment, referral and consultation service available at no cost to faculty, staff, retirees and their dependents. The EAP is available to assist individuals with a wide range of work and life concerns, including: work/life balance, marital problems, family issues, grief and bereavement, eldercare and childcare issues, financial problems, legal problems, work place stress, alcohol and substance abuse, emotional health issues and domestic violence.

Office Hours: 7:30AM and 3:30PM  
Phone: (631) 632-6085  
Email: [eap@stonybrook.edu](mailto:eap@stonybrook.edu)

**University Ombuds Office** is an informal and confidential service available to Stony Brook students, staff, faculty and administrators to resolve complaints and evaluate options for positive action.

Office Hours: By Appointment, walk-ins accepted  
Phone: (631) 632-9200  
Email: [donna.buehler@stonybrook.edu](mailto:donna.buehler@stonybrook.edu)

## Union Facts: Did you Know?

UUP offers retiree membership to anyone who retired from active service while a UUP member.

***Fee payers are NOT eligible***

***for***

***retiree membership.***

SUNY employees who were UUP members on the day they retired are eligible for the following benefits:

- ✓ \$1,000 of UUP life insurance coverage;
- ✓ Value advantage discount vision program;
- ✓ Opportunity to purchase UUP's retiree dental and vision plans;

Retiree members are also able to participate in UUP governance:

- ✓ Retiree members have the right to vote and serve in elected and appointed positions, including statewide committees and chapter leadership positions.
- ✓ UUP's statewide Committee on Active Retired Membership is a voice for SUNY retirees. COARM has seven elected regional members, and the chair serves as a nonvoting member of the statewide UUP Executive Board.

*If you aren't a UUP member and are approaching retirement, sign a membership card now—and get the benefits of "being UUP" for years to come!*



# THE UNION DIFFERENCE

## Union Advantage by the Numbers

**Union workers earn higher wages and get more benefits than workers who don't have a voice on the job with a union.**

Union workers' median weekly earnings	\$970
Nonunion workers' median weekly earnings	\$763
<b>Union wage advantage</b>	<b>27%</b>
Union women's median weekly earnings	\$904
Nonunion women's median weekly earnings	\$687
<b>Union wage advantage for women</b>	<b>32%</b>
African American union workers' median weekly earnings	\$810
African American nonunion workers' median weekly earnings	\$611
<b>Union wage advantage for African Americans</b>	<b>33%</b>
Latino union workers' median weekly earnings	\$811
Latino nonunion workers' median weekly earnings	\$573
<b>Union wage advantage for Latinos</b>	<b>42%</b>
Asian American union workers' median weekly earnings	\$979
Asian American nonunion workers' median weekly earnings	\$948
<b>Union wage advantage for Asian Americans</b>	<b>3%</b>
Union workers participating in job-provided health insurance	85%
Nonunion workers participating in job-provided health insurance	54%
<b>Union workers are 57 percent more likely than nonunion workers to have job-provided health care</b>	
Union workers participating in retirement plans	86%
Nonunion workers participating in retirement plans	48%
<b>Union workers are 79 percent more likely than nonunion workers to have access to retirement plans</b>	
Union workers with paid personal leave	60%
Nonunion workers with paid personal leave	38%
<b>Union workers are 58 percent more likely than nonunion workers to have paid personal leave</b>	

*Source: U.S. Department of Labor, Bureau of Labor Statistics, 2014*

## Departmental Representatives Responsibilities

- Announce to the members of our department or unit that you are serving as their UUP Representative. Encourage your colleagues to come to you with any questions, concerns or ideas that might involve the union.
  - Maintain a bulletin board and post notices or events, newsletter issues, happy pay day, or other materials sent over by the chapter. We want UUP to be a visible presence in all of our buildings. If you don't have a bulletin board in your department or unit, please contact us and we will work with you to arrange one..
  - Keep your colleagues informed about union events, workshops, or any other union initiatives via email, Facebook, Twitter, etc. Please encourage your colleagues to follow the Chapter social media accounts.
  - We want two-way communication. We will regularly communicate with Reps about union events and initiatives. But we also need you to be the "eyes" and "ears" of the Chapter. Keep us informed of any concerns in your departments or units that we should know about. The sooner we know, the more we can do to help.
- Communicate with your colleagues. One of the premises of a Department Rep structure is that Reps already have built strong relationships with their co-workers. Invite them to discuss concerns, brainstorm ideas, or consider initiatives that the union might undertake. If you would like to meet outside of your dept or unit please give the UUP office a call and we can arrange for you to meet in the UUP conference room. If members come to you with specific employment problems or concerns about managers, co-workers, job security, university policies, benefits, tenure, evaluation, or any other individual concerns we ask that you do the following:
    - a. Refer the member to one of the Chapter Officers: either the Grievance Chair, VP for Professionals, or VP for Academics.
    - b. Assure the member that everything that is discussed will be held in the strictest confidence, and that we will not act without the members' express permission.
    - c. Urge the member to act quickly; many violations have strict deadlines by when actions must be taken.

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## By the numbers

Did you know that African American union members earn

**33%** more than their nonunion counterparts?

Source: U.S. Department of Labor, 2014 statistics

- Attend Department Representative meetings to raise concerns, request information or share information.
- Notify UUP if any members have concerns about any UUP activity or lack of activity. We welcome feedback from our members.
- Maintain an accurate and up-to-date list of UUP employees in your area and collect non .edu email addresses.

Chapter social media accounts:

<https://www.facebook.com/uupsbu/>

And

<https://twitter.com/uupstonybrook>

- Periodically we will be providing you with a list of “Agency-Fee Payers”, those people who are eligible to be UUP members, and who are already paying dues to the union, but who have not signed a membership card. We ask that you contact these colleagues and encourage them to become members. This is particularly important for contingent employees. Most people are willing to join. Many even believe that they may have joined. Make it easy for them to become a member by handing them a card to sign or directing them to the on-line membership form at:

<https://uuphost.org/myuup/Membership/RegForm.php>

For additional information on becoming a Departmental Representative call the chapter officer at: 631-632-6570, or email: [mdu@uupsbu.org](mailto:mdu@uupsbu.org)



## By the numbers

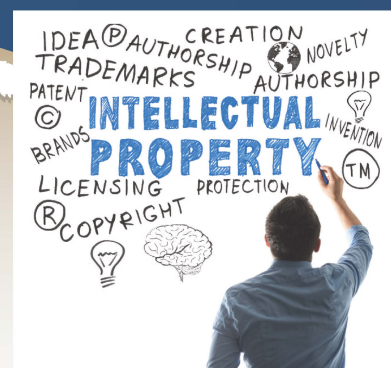
Did you know that Latino union members earn

**42%** more than nonunion Latinos?

Source: U.S. Department of Labor, 2014 statistics

# update

from UUP President Fred Kowal



March 2018

## Copyright and Intellectual Property: Your Rights as a SUNY Employee

The expansion of online education is creating new teaching and course development situations that challenge previous understandings of copyright and intellectual property protections. Since 2014, UUP has compiled information about campus policies and members' experiences. While we address specific campus issues as they come to our attention, we believe a broad information campaign is needed to inform members of their rights and engage campus senates and administrations in discussion to clarify intellectual property issues in the new online-education environment.

UUP members may not know the intellectual property protections afforded by SUNY statewide policy, and campus administrators may claim ownership of intellectual property in violation of that policy. Here's how we can educate ourselves and protect our rights:

**Find out what your campus online education and copyright/intellectual property policies are. Check them against SUNY's policy at <http://bit.ly/2gaU0Vc>**

**Inform UUP if you see a discrepancy between your campus actions and SUNY policy.**

**Press for open discussions on campus to clarify campus policies for all research, teaching, and course development situations.**

**Engage your campus senate leaders and your UUP chapter leaders to help facilitate discussions and address concerns.**

**Contact your UUP chapter if you have a problem or need help obtaining information about your intellectual property rights.**

### FAST FACTS

In the absence of a written work-for-hire agreement that the employee voluntarily signs, copyright ownership vests in the individual faculty member.

Individual campuses can establish work-for-hire arrangements as long as employees sign a written waiver surrendering ownership of their work.

While faculty can waive their rights, campus administrations cannot obtain rights without an individual's written consent.

**Bottom line:** Only individual faculty members determine if others can use their intellectual property by agreeing to a *license for use* or *waiver of ownership*. No other person or institution should use a faculty member's intellectual property without obtaining one or the other. Faculty cannot be compelled to relinquish ownership of their intellectual property.

### CONTACT UUP IF:

- You are told that your intellectual property belongs to the University and you haven't signed a waiver; or
- If you are presented with a waiver form and told that you must sign it.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
518.640.6600 | FAX: 518.640.6698 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG)



## **FAMILIARIZE YOURSELF WITH SUNY POLICY TO PROTECT YOUR RIGHTS IN YOUR WORKPLACE**

*Excerpt from:*

### **SUNY Faculty Copyright Ownership FAQs**

#### **1. If I post my course content, learning resources, pedagogical materials, or other original works in Open SUNY or the SUNY Learning Commons (or similar SUNY websites), will I retain ownership of my work?**

It depends. Under the current SUNY copyright policy, faculty retain ownership of works produced in the scope of employment, including works produced for online instruction unless there is a written agreement between the University and the faculty member to the contrary. Putting it more specifically, SUNY and faculty may contract for "work-for-hire," authorize the work in advance by written agreement, and determine in the contract who the owner shall be. With respect to work produced for online instruction, practice regarding the use of written agreements varies from campus to campus. In the absence of a written work-for-hire agreement, copyright ownership vests in the faculty.

#### **2. As a SUNY faculty/staff member, if I own my course content and other materials, and if there are no licenses or other agreements affecting my works, am I the only one who can decide how my materials are used and who may use them?**

Yes, if the faculty staff member is the author of the "course content and other materials."

#### **3. In my faculty/staff role, I often use common campus resources (for example, computers, library books, library databases, consultations with reference librarians, help from our teaching center, or help from IT staff). Can my campus or SUNY claim copyright ownership or other rights or control of those works based on the use of campus resources?**

The SUNY copyright policy incorporates the academic work-for-hire exception, the effect of which is to vest copyright ownership in the faculty to works authored by the faculty. Use of SUNY facilities is not a relevant consideration under the SUNY policy.

#### **4. Would you please list and explain some examples of circumstances when materials produced and works authored by SUNY faculty/staff are considered works-for-hire by SUNY? If my campus asks me to create content for a new course and pays me a stipend without a specific agreement in advance for creating the course, is that new course considered a work-for-hire?**

Works-for-hire are defined under the 1976 Copyright Act in §1.01. In part, works-for-hire are works "specifically ordered or commissioned ... if the parties expressly agree in a written instrument signed by them that the work shall be considered a work made for hire." So, the statute and good practice indicate the need for a written contract as a requisite for work-for-hire. The second and third sentences in SUNY's copyright policy are intended to address work-for-hire not covered by the academic work-for-hire exception, and indicate that such work-for-hire is subject to "contractual arrangements."

**Full FAQ available at <http://bit.ly/2eYHQ1X>**

**After attending a Fall 2014 SUNY Faculty Advisory Council on Teaching & Technology (Fact2) symposium, UUP published an information sheet for members that addressed faculty ownership of teaching materials, work-for-hire situations, concerns about UUP members signing away their intellectual property ownership rights, and inconsistencies between SUNY policy and individual campus copyright and online-education policies.**

**Read it at <http://bit.ly/2eYUPAG>**



For more information or guidance, contact:

VP for Academics Jamie Dangler at [jdangler@uupmail.org](mailto:jdangler@uupmail.org) or

VP for Professionals Tom Tucker at [ttucker@uupmail.org](mailto:ttucker@uupmail.org)





# Contract Provisions for Part-Time/Full-time Contingent Members

By UUP Comm. Staff

## **Contingent Academics and Professionals:**

Persons appointed to any academic or professional position that does not prescribe eligibility for continuing or permanent appointment (i.e. tenure or permanence). (UUP Constitution, Article III, Sec. 2)

**Part-time Employees:** An employee whose work obligation is less than a 100 percent Full Time Equivalent (FTE).

## **Article 7: Grievance Procedure**

Under the UUP-NYS Contract, a grievance is "a dispute concerning the interpretation, application or claimed violation of a specific term or provision of" the contract. A grievance can also occur with regard to "procedural steps relating to appointment, evaluation and promotion of employees" contained in specific sections of the SUNY Policies of the Board of Trustees.

If you believe that your contract rights have been violated or procedures pertaining to appointment, evaluation and promotion have not been followed, you should contact the UUP chapter office immediately. If a grievance needs to be filed, it must be filed within 45 days of when the employee knew or reasonably should have known of the act or omission.

## **Article 8: Labor-Management Meetings**

Chapter officers can address concerns brought to them by the membership in campus labor-management meetings.

The college president or designee must meet with UUP once each month to discuss matters raised by either party. This requirement applies to general labor-management meetings and labor-management meetings focused on matters pertaining to part-time employees.

## **Article 9: Academic Freedom**

This article refers to SUNY's policy to "maintain and encourage full freedom, within the law, of inquiry, teaching and research." It protects UUP members' right to "discuss their own subject in the classroom ... "

## **Article 10: No discrimination**

Our contract protects members from retaliation due to any activity related to using contract protections and/or union activity. It also establishes a joint New York State-UUP Affirmative Action/Diversity Committee.

## **Article 11: Employee Organization Leave**

UUP members are provided with a process and reasonable leave time to participate in UUP statewide meetings, contract negotiations, and other union activity during what would be normal work hours. Provisions for appropriate leaves to fulfill the obligations of chapter president and statewide officer positions are also covered in this article.

## **Article 19: Discipline**

If an employee is subjected to a disciplinary action by the campus administration, our contract provides for union representation and due process protection before discipline can be imposed.



## JANUS V. AFSCME

# What's at stake?



They're at it again.

Anti-labor forces funded by the wealthy elite and their well-heeled friends are launching yet another attack on working Americans, this time with a legal challenge before the U.S. Supreme Court known as *Janus v. AFSCME*.

Should the billionaires succeed in their latest assault on the nation's workers, they would strike a blow to the very future of public-sector unions.

### There is much at stake:

- The right to bargain collectively for a living wage
- Health coverage for you and your loved ones
- Your right to a secure and dignified retirement
- A voice on the job to ensure safe conditions, and prevent the abuse and exploitation of workers
- A respectable standard of living for all working families

Don't be fooled. The *Janus* case is about the rich getting richer at the expense of the working class.

America's labor movement has shown time and again throughout history that, in banding together and fighting for what's right, we can defeat injustice. And that holds true today.

***We can fight this. We will fight this. And we will win.***



### **Article 20: Compensation**

All contractually negotiated across-the-board salary increases apply to part-time and full-time employees. In addition, there are specific monetary service awards based on years of service for part-time and full-time contingent employees. All part-time and full-time employees on payroll during each eligibility period are eligible for discretionary salary awards; campus presidents determine exactly who gets discretionary awards.

### **Article 21: Statewide Labor Management Committees**

All part-time and full-time employees are eligible for grant programs jointly administered by NYS-UUP Labor-Management committees established under this contract article. They include individual development awards campus grants, and other grant programs (see Articles 42-45).

### **Article 23: Leaves**

This article specifies the vacation time earned by part-time and full-time employees on a calendar-year appointment (12 month appointment) or college-year appointment (less than 12 months, but more than an academic year). If any request is refused, the member must be informed of the reason why in writing. Our contract guarantees all employees sick leave, which is earned monthly. It also defines how this leave can be used. Up to 30 sick days can be used in each year of the contract for the death or illness of a family member. Up to 15 sick days can be used for care of a newly adopted child or a new foster child. Calendar-year and college-year employees are also entitled to contractual holidays.

### **Article 27: Professional Meetings**

UUP and the state recognize the importance of attendance at professional meetings to which departments are encouraged to make funds available. When funds are made available, the employee is not required to charge leave accruals.

### **Article 30: Appointment, Evaluation and Promotion**

When employees are appointed to positions, they are to be given, in writing, all the requirements and responsibilities their positions entail. Part-time employees must also be informed as to which benefits they are entitled (health, leave, and other benefits). The specific information that must be in appointment letters is specified in this contract article. The article also references Articles XI and XII of the SUNY Board of Trustees Policies, which specify rules and procedures related to Appointment of Employees and Evaluation/Promotion respectively.

### **Article 31: Personnel Files**

The University must maintain an official personnel file for all employees covered under this contract. You have the right to review this file.

### **Article 32: Notice of Non-renewal**

This article specifies how long before the end of a term appointment employees must be notified that they are going to be non-renewed. Employees on temporary appointments are not entitled to such notice. Part-time and full-time employees on term appointments are entitled to notice, but required notice periods vary.

After four consecutive semesters, part-time employees should receive a "term" appointment. This entitles employees to a job for the period of time specified in their appointment letters.

[Continued on next Page]

If they are not rehired when their term expires, they are entitled to at least 45 calendar days of notice prior to the expiration of their current term.

Full-time employees on term appointments have the following notice of non-renewal requirements:

- Three months prior to the end of a term expiring at the end of an appointee's first year of uninterrupted service.
- Six months prior to the end of a term expiring after completion of one, but not more than two years of uninterrupted service.
- 12 months prior to the expiration of a term after two or more years of uninterrupted service.

Full-time Professionals with titles in Appendix B-1 and B-2 of Article XI of the SUNY Board of Trustees Policies (Athletic Titles) must receive not less than six months notice prior to expiration of their term appointment.

### **Article 39: Health Insurance**

All full-time employees are eligible for health insurance. Part-time employees are eligible for full coverage in the New York State Health Insurance Program (NYSHIP), including prescription drug coverage, if they are:

- Part-time **academic employees** who teach two or more courses in any one semester at a single campus.
- Part-time **academic employees** with professional obligations that are primarily other than teaching classes who are employed at a salary rate which would yield a total compensation of \$14,430 or more (as of 2015).
- Part-time **professional employees** who are employed at a salary rate which would yield a total compensation of \$14,430 (as of 2015).

### **Article 40: UUP Benefit Trust Fund Vision, Dental, Life Insurance**

As a result of contract negotiations, the state provides funding to UUP which is used to provide vision and dental benefits to employees who are eligible for health insurance. A free \$6,000 life insurance policy is also provided.

If you are a "signed up" UUP member at the time of retirement (not an agency fee payer), you are eligible to receive the benefits of retiree membership, including \$1,000 of UUP life insurance and an opportunity to purchase UUP's retiree dental and vision plans.

### **Articles 42, 43, 44, 45**

These articles establish Joint Labor-Management Committees to administer the grant programs funded by Article 21: Professional Development, Safety and Health, Technology, and Campus Grants committees. Part-time and full-time employees are eligible to receive grant money and participate in Labor-Management Committees that distribute grant monies and engage in joint projects to address issues that impact UUP members.

### **Article 46: Family Benefits Program/Work-Life Services**

This article specifies the employer contribution for UUP members who participate in the Dependent Care Advantage Account, a pre-tax savings plan which covers expenditures for child care, elder care, and disabled dependent care. The employer contribution, which is basically a subsidy that UUP negotiates, has ranged from \$300 to \$800, depending on the member's salary.

[Continued on next Page]



## **Article 47: Employee Assistance**

**Program/Work Life Services** This article establishes that UUP members benefit from the New York State Employee Assistance Program (EAP) and Work-Life Services programs. EAP provides confidential support, information, and referral services for a variety of issues. NYS Work-Life Services programs include pre-tax savings plans (NYS-Ride, Dependent Care Advantage Account, Health Care Spending Account), pre-retirement seminars, state-supported campus day care centers, and wellness programs. UUP has representation on a Joint Labor-Management Advisory Board for these programs.

## **Article 49: Program for Tuition Assistance**

When space is available, part-time and full-time employees may enroll tuition free in one course per semester and special session (e.g., summer session and intersession). There are various requirements that the employee must meet to receive free tuition.

## **Appendix A-23: Copyright**

This appendix references SUNY Board of Trustees Policies Article XI, Title J, which addresses who owns the copyright to works created by the employee as part of their job. The rules apply, "Irrespective of the medium of storage, to all literary works as defined by copyright law, including, but not limited to, literary, instructional, dramatic, musical and artistic works, except for software, which is covered by a separate policy."

## **Appendix A-30: Part-time Academic Issues**

Campuses are encouraged to appoint part-time term faculty to one-year appointments when possible. They should have office space, access to telephones and photocopying. Each is to publish and disseminate or display its procedures for filling part-time vacancies. Copies are to be provided to the local chapter of UUP.

## **Appendix A-42: Family Leave**

This appendix explains contractual provisions and other avenues that may be available to members for addressing family leave and work-life balance needs. It covers options for paid or unpaid leave for pregnancy, care of sick family members (including elders), adoption, foster care, and death of a family member.

Pages 13-14 of UUP's *Family Leave/Work-Life Services Guide* contains specific information for part-time employees that augments the information in A-42.

## **Appendix A-45: Leave Donation Program**

Employees who accrue vacation days can donate leave to assist employees who have exhausted their sick leave but are in need of paid sick time due to illness. Academic-year employees, who do not accrue vacation days, cannot donate to the program but they can be recipients of days donated by colleagues with vacation accruals.

## **Contract Provisions Notification:**

All contract provisions that have been opened during the course of the 2016 NYS/UUP Contract Negotiations shall remain in effect until such time as both parties have come to a tentative agreement, and then signed, members have ratified the proposed contract during the course of its democratic ratification process.

Questions and comments about the information contained within this article should be sent to the Chapter's Officer for Contingents via phone at: 631-632-6570, or if you feel your rights have been violated, schedule an appointment with the chapter's grievance officers at the same number, or via email at:

[office@uupsbu.org](mailto:office@uupsbu.org)

# URGENT

from UUP President Fred Kowal

## Private companies selling faculty course materials

Possible theft of intellectual property: Faculty input needed for union action

It has come to UUP's attention that private companies such as StudyBlue, Course Hero, and Study Soup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: [www.studyblue.com](http://www.studyblue.com)  
 Course Hero: [www.coursehero.com](http://www.coursehero.com)  
 StudySoup: [www.StudySoup.com](http://www.StudySoup.com)  
 Chegg Study: [www.chegg.com](http://www.chegg.com)

To inform UUP or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at [jdangler@uupmail.org](mailto:jdangler@uupmail.org); 1-800-342-4206.

UUP brought this to SUNY's attention at a Feb. 15 state-level labor-management meeting and we agreed to work collaboratively to investigate and address this problem. Some UUP chapters have already discussed it at campus labor-management meetings and are exploring possible campus actions, including campus Student Code of Conduct and Disciplinary procedures.

UUP is seeking legal advice to consider possible action on behalf of impacted members and we need to identify faculty whose material has been posted without their permission.

We ask faculty to do the following:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

### Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
  - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
  - The year of first publication of the copyrighted work;
  - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to [goo.gl/EUaYtg](http://goo.gl/EUaYtg)



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
 518.640.6600 | FAX: 518.640.6698 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG) | FOLLOW US @UUPINFO

## NYSUT HEALTH AND SAFETY FACT SHEET

# Workplace Bullying

### Workplace Bullying Defined

Thousands of NYSUT members are expected to model good behavior for students. They are trained to be on the alert to spot bullying against students and help to end the behavior by working with the bully and supporting the victim. How about the bullied worker? In a 2014 study, more than 27 percent of Americans say they have been, or are being, bullied at work. Most say that their employers ignore the problem.

The bully can be a supervisor, administrator or coworker. Their bullying behavior is easy to recognize. While a tough, demanding boss who wants to get the best performance out of workers is not a bully, the following behaviors do indicate a bully at work:

- Repeated behavior that intimidates, degrades, humiliates or offends a person, often in front of others
- Singling out a worker(s) for constant criticism with no concrete or positive guidance and support for changing the alleged shortcoming
- Targeting someone with practical jokes
- Exclusion or social isolation of an employee
- Excessive monitoring
- Giving assignments with unrealistic or impossible deadlines
- Sabotaging and undermining work such as withholding information and resources needed for the job
- Gossip, rumors and misinformation

This bullying behavior can also happen by mobile phone, email or over the Internet (workplace cyberbullying).

If you regularly feel intimidated or dread being around a coworker or supervisor who constantly yells at, insults, and puts you down; or that individual talks over you at meetings, criticizes you, or steals credit for your work, you are a victim of workplace bullying.

### Health Effects of Bullying

Some organizational effects of workplace bullying may be self-obvious, like increased staff turnover and absenteeism and loss of job satisfaction, productivity and creativity.

For workers, the consequences of workplace bullying can be devastating. Some studies have shown that bullied workers exhibit symptoms similar to those of soldiers returning from combat. Too often bullied workers end up leaving their jobs involuntarily because the situation is so demoralizing and stressful.

If not addressed soon, bullied workers can experience serious health consequences such as:

- Post-traumatic stress disorder
- Reduced self-esteem



- Musculoskeletal problems
- Sleep disturbance
- Depression
- Digestive problems
- Phobias
- Anxiety disorder

Witnesses to bullying also suffer. In addition to being emotionally distressed, witnesses are also more likely to want resign their jobs and may start to view their employers as being unethical and unsupportive. If their coworker is bullied with impunity, what's to stop them from being bullied in the future?



## What rights do you have?

### Federal and state laws

- Federal and state laws protect against discrimination related to sexual harassment or racial, age or other protected class discrimination. Protected classes in employment in New York are: race/color, creed (religion), national origin, sex, marital status, disability, HIV/AIDS or Hepatitis C status, sexual orientation/gender identity, and honorably discharged veteran and military status.



- Protected class harassment laws offer no protection against 'status blind' (not related to being a protected class) workplace bullying.
- For public employees in New York, excluding pre-k-12 school employees, the Workplace Violence Prevention regulation has some protection against verbal abuse. However, much of what constitutes workplace bullying doesn't rise to the law's definition of violence. If you're not sure, talk to your local union rep or call your area PESH office (NYS Dept. of Labor Public Employee Safety and Health).

### Employer policies

- Check to see if your employer either has a specific policy against bullying at work or if there are other related policies for conduct, behavior, harassment and/or respect.
- Good employer policies should include a statement on the purpose of the policy, definition of bullying behaviors, employee rights and responsibilities, complaint procedures, no retaliation for reporting, education of the workforce on bullying and remedies for bullied workers.

### Contract language

- See if your contract has any language references to positive work environments or if you can file grievances on violations of employer policies.
- Negotiating language into the collective bargaining agreement is an important way to give workers protection against bullies. There are many examples of effective language from around the country. Local leaders can talk to the union labor relations specialist about developing proposed language.
- Issues to consider for contract language are similar to employer policy recommendations and include: definition of workplace bullying, prohibition of inappropriate forms of communication, stated expectations of how workers and supervisors should treat each other and how



reports of bullying are reported and investigated. Contracts may also identify disciplinary action against bullies.



## What Can You Do?

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- If you are being bullied, it's important to speak up as soon as possible. Tell a union rep and trusted coworkers. Tell someone from management as soon as possible.
- Document the bullying behavior. The number, patterns and regularity of the behavior reveal bullying so document what is done, and where and when it happens. If there are witnesses, write down who they are and ask them if they would be willing to give a written statement. Keep track of any efforts to address the problem.
- If you believe you have bullying-related health problems, talk to your physician and/or to an Employee Assistance Program (EAP ) representative for additional advice.



## If you are a witness to bullying

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Witnesses to bullying may feel they are unable to stop the mistreatment of their coworker, or are afraid they could become the target of the bully should they speak up. But witnesses also may feel compelled to speak up and try to help stop the damage the bully is inflicting. To have the best chance of a positive impact, consider the following actions:

- Write down the details of the mistreatment soon after you witness it.
- Don't wait until you see a large number of infractions before recording your observations. It will be harder to recall all the specific incidents if you wait for a long-standing pattern.
- Keep emails that include evidence of bullying.
- When you are copied on a mean-spirited email, commonly called a 'nasty gram', it may be tempting to immediately delete it. Instead, create an email folder for such correspondence and save the "nasty gram" to that folder. You never know when you, or the target, may need such evidence.
- Reach out to the target privately.
- Even if you don't know the target well, stopping by her office and giving her your vote of confidence means a lot. Give the target positive feedback and let him know you are there to support him if and when he needs it. It may be the support your coworker needs to confront the bully, or to take steps to stop the behavior.
- Support the target in group settings.
- You may not want to challenge a bully for fear he or she will turn on you, but there are subtle ways to support the target when you feel she is being unjustly criticized or attacked. You can always lend your support by saying, "I support the work Tom has done," or "I believe Jana is on the right path here." And then give your reasons why.



- Share what you know with Human Resources when you see a pattern of bullying.

Targets of bullying are often afraid to speak up, and when they do, their complaints may be disregarded by a manager. As an independent third party, you may be in a better position to provide an objective account of the negative behavior. If a manager disregards the bullying activity, it may be time to go to HR.

- Take care of yourself.

It can be easy to discount the impact of a toxic work environment if you are not the target of hostility, but even witnessing bullying can impact your wellbeing. Don't forget about your own self-care needs, which may include exercise, healthy food, and positive relationships with people outside the workplace.

Source: Heidi Reeder Ph.D., "The Witness: 6 Steps to Take if You See Workplace Bullying," Psychology Today, Aug 13, 2014



## How The Union Can Help

As a member of the union, you can access resources to help deal with a workplace bully. Don't suffer in silence — you have a right to dignity and respect at work. You are also probably not alone in being bullied.

Contact your union about what is happening. If it can be avoided, an employee shouldn't be alone with a bully or confront him about his behavior. If the bully is a supervisor, the union building representative or shop steward can help with advice including accompanying the employee to meetings with the bully.

Union representatives should ask about separating the bully and the victim until the situation improves. Don't make the target of bullying responsible for solving the problem she/he didn't cause. Make sure that the bullying victim agrees before taking action.

If both the bully and the target are union members, get another union rep to represent the bully.

NYSUT labor relations specialists can help with recommendations for workplace bullying policy and/or contract language including statements of behavioral expectations for all employees.

Following the recommendations outlined above can help bring down those inexcusable numbers and improve the climate and culture for NYSUT members wherever they work.

The NYSUT workplace bullying toolkit has sample policies, contract language, a training module, online resources and more. You can find it at [www.nysut.org/healthandsafety](http://www.nysut.org/healthandsafety).



**ENOUGH ALREADY!**



NYSUT Program Services

800 Troy-Schenectady Road, Latham, N.Y. 12110

This publication is made possible by a grant from the

New York State Occupational Safety and Health Training and Education Program

PS311B\_15

# Retiree Membership Form

## MISSION STATEMENT of the Committee on Active Retired Membership

The UUP retiree organization (COARM), through education and action, shall advocate for retiree benefits on the state and national levels for current and future retirees and for the UUP agenda for public higher education, and shall work with other organizations to improve the lives of seniors.



## Retired Membership Application

Please supply the following information.

Retired from: Campus \_\_\_\_\_ Date of Retirement \_\_\_\_\_

Email \_\_\_\_\_ Home Phone \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Non-SUNY Email \_\_\_\_\_



Dues are assessed on an annual basis.

Send check for \$50 payable to: United University Professions

P.O. Box 15143, Albany, N.Y. 12212-5143

Current retiree members need not return this application.

# Active Member while on Leave without Pay Form

## UUP Leave Without Pay Membership Application

Name		Phone #
Campus	Date of Leave	To
Permanent Address		
City	State	Zip
Temporary Address		
City	State	Zip

Return this form, along with your check for \$47, no later than 60 days after commencement of leave without pay to:

United University Professions

P.O. Box 15143

Albany, NY 12212-5143

800-342-4206

# NYS 2019 State Budget: SUNY Highlights

[Excerpted from email notification to  
Chapter Presidents, April 5, 2018]

## **SUNY State-Operated Campuses:**

The enacted budget provides \$729 million in operating aid for SUNY state-operated campuses.

## **SUNY Capital Funding:**

The enacted budget restores \$200 million to state-operated campuses for a total of \$550 million. Educational Opportunity Centers received a \$10 million capital appropriation.

## **Educational Opportunity Program (EOP):**

The enacted budget restores \$5.3 million in funding, for a total of \$32.1 million.

## **Educational Opportunity Centers (EOCs) and ATTAIN Labs:**

Funding for these programs is increased by \$7 million, for a total of \$62 million.

## **SUNY Hospitals:**

The enacted budget provides \$92 million in funding for the SUNY hospital, which will be allocated from the federal Care Restructuring Enhancement Pilot Program.

## **SUNY Hospitals Capital Funds:**

A total of \$255.8 million in capital funding is provided to the SUNY hospitals; approximately \$90 million of which has been allocated to SUNY Upstate and \$86 million to Stony Brook. In addition, an unspecified appropriation of \$78.6 million is provided.

## **SUNY Stony Brook Eastern Long Island Hospital Affiliation Escrow Fund:**

The enacted budget creates an escrow fund for the SUNY Stony Brook Eastern Long Island Hospital Affiliation in the joint custody of the New York State Comptroller and SUNY Chancellor. This account will be available without fiscal limitation and will consist of funds generated through patient revenue, federal reimbursement and other associated revenues – including rent payments. Funding from this account can only be used for operational expenses incurred by the Stony Brook at Eastern Long Island Hospital.

## **Enhanced Safety Net for Public Hospitals:**

The enacted budget provides \$50 million for the Enhanced Safety Net Hospital Program to provide eligible public hospitals, including those operated by SUNY hospitals, with an additional adjusted Medicaid rate. This adjusted rate is to offset the costs of providing critically needed health care services by safety net hospitals. In order to qualify for the additional payment, public hospitals must meet specific criteria regarding services rendered to Medicaid or medically uninsured patients.

## **Health Facility Transformation Program- Statewide III:**

The enacted budget provides \$475 million for the creation of a new transformation program to provide funding to support capital projects, debt retirement, working capital or other non-capital projects that facilitate health care transformation activities, including mergers, consolidations, acquisitions or other activities.

[Continued on Next Page]



### **SUNY Set-Aside Funding:**

The enacted budget continues to set aside \$18 million in state aid to institutions to be allocated to state-operated campuses per an approved plan of the Board of Trustees. In prior years, this money was set aside for performance-based initiatives. The enacted budget also stipulates that a portion of these funds may be used to support new classroom faculty.

### **Graduate Level Reporting – Teacher and Educational Leader Programs**

We defeated the Executive Budget proposal to require graduate level teacher and educational leader programs to report to the State Education Department data regarding demographics and completion of students registered in such programs.

There were also a number of non-financial components in this year's budget. Though such items are not unusual, the number this year was far above normal. Having said that, we were particularly pleased by what we found that relates to protections for unions in the aftermath of a potential negative ruling in *Janus*.

### **Statutory Protections to Help Mitigate an Adverse Janus Decision**

The budget agreement addresses and codifies several important issues to protect a public employee's right to join a union and union members' rights in the public sector once they have joined a union. Specifically, the agreement:

- Requires public employers to provide the names, locations and contact numbers of all new hires and rehires to the employee organization within 30 days of employment.

- Requires public employers to provide time during work hours within 30 days of the above notification for the employee organization to meet with all new hires, without loss of employee leave time.
- Codifies that individuals may sign dues authorization cards via means allowed by state technology law, allowing emails and other electronic means to be accepted.
- Requires employers to begin dues deduction within 30 days of receiving a member's dues authorization card and requires remittance of the dues to the union within 30 days of making the deduction.
- Codifies members who have left service and who return within a one-year period will automatically have their membership reinstated and a member who is placed on voluntary or involuntary leave will automatically have membership reinstated upon return to the public payroll.
- Codifies that the withdraw process from the union may be determined by the dues authorization card.

Codifies that the union is allowed to offer benefits and services that are above and beyond a negotiated agreement to its members only. In addition, to protect dues paying members from free-riders, the language codifies that the union's obligation to represent non-members is limited to the negotiation and enforcement of the contract. The union is not required to represent non-members in various disciplinary processes when the non-member is authorized to get their own representation.

# UUP Membership Form

## PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: \_\_\_\_\_

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143  
(800) 342-4206

## UUP Membership Application (It Doesn't Cost More to Join)

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Street Address \_\_\_\_\_ Birth Date \_\_\_\_/\_\_\_\_/\_\_\_\_ E-mail \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_

SUNY Department \_\_\_\_\_ SUNY Title \_\_\_\_\_

Signature \_\_\_\_\_ Campus \_\_\_\_\_ Gender \_\_\_\_\_ Date \_\_\_\_\_

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

### Payroll Deduction Authority for UUP Membership

**TO THE COMPTROLLER OF THE STATE OF NEW YORK:** I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

**BE SURE YOU HAVE SIGNED THIS CARD** and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143  
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.



## UUP STONY BROOK CENTER CHAPTER OFFICE

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