

Negotiations



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United University Professions: The nation's largest higher education union

2010: Negotiations at a glance

UUP Negotiations Structure

The UUP model for negotiations involves three distinct but interrelated groups of volunteers: the Negotiations Team, the Negotiations Committee and the *Ad Hoc* Advisory Committee. Article X of the UUP Constitution establishes the Negotiations Committee and the *Ad Hoc* Advisory Committee. UUP is committed to a vigorous process that provides many and varied opportunities for members to express their needs and concerns. The negotiations process reflects UUP's commitment to openness and member participation.

The Negotiations Team, appointed by and responsible to President Phillip Smith, represents UUP at the bargaining table and is responsible for negotiating the contract with the State of New York. The chief negotiator, UUP Executive Board member Jamie Dangler, is the leader and spokesperson for the Team. She will be assisted by the associate chief negotiator, UUP Executive Board member Michael Smiles. The Negotiations Team consists of 16 UUP activists. The Team met Aug. 18-20, 2010, to begin preparations for the negotiations process.

The Negotiations Committee's constitutional charge is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. Each chapter has a member on the Negotiations Committee. Each chapter nominates two additional representatives—one professional employee and one

academic employee—for the *Ad Hoc* Advisory Committee. These three chapter representatives are charged with compiling and presenting the concerns of the membership at their chapter for consideration as potential UUP proposals. On Dec. 9, 2010, each chapter's representatives on the *Ad Hoc* Advisory Committee will meet as part of a 100-plus-person work group to present member issues to the Negotiations Committee and Negotiations Team.

Negotiations Process Begins

Negotiations Committee and Negotiations Team members met in Albany Sept. 16, 2010, to begin the first phase of the negotiations process—collecting member information, ideas, opinions and concerns. This phase of the preparation process lasts through the 2010 fall semester and consists of a member survey, collection of Member Suggestion Forms, an open hearing at the Fall Delegate Assembly, and chapter visits by Negotiations Team members.

Member Survey

The Negotiations Survey is conducted by the UUP Research Department. Through the survey, individual UUP members have an opportunity to provide information for potential negotiations issues. The survey will be available online at www.uupinfo.org.

Member Suggestion Forms

UUP provides Member Suggestion Forms to allow individuals the opportunity to offer detailed comments and suggestions on employment issues. State negotiators require details about the specific needs or problems addressed by UUP's proposals. The most convincing explanations are often anecdotal reports that document members' needs and experiences.

Delegate Assembly Open Hearings

The Negotiations Team will meet with delegates at UUP Delegate Assemblies, starting with the 2010 Fall DA.

In addition to open hearings, Committee and Team members consult with delegates in numerous other informal ways. Committee and Team members wear name badges with special ribbons at DAs to facilitate identification and interaction with delegates.

Negotiations Team Chapter Visits

The Negotiations Team holds an open meeting at each chapter during the 2010 fall semester. Chief Negotiator Jamie Dangler and other members of the Team listen directly to members' concerns. More than 30 chapter meetings have been scheduled from September through November. Chapter members are invited to participate and share their concerns in person with the Team. Contact your chapter office or visit www.uupinfo.org for information about the Team's visit to your chapter.

Preparation of Contract Proposals

The Negotiations Team and Negotiations Committee and will convene Jan. 18-20, 2011, to review the tabulated results of the Negotiations Survey, as well as member comments from the survey, member suggestion forms, and other communications. They will also consider member input from the negotiations chapter visits and open hearings. They will then begin the process of analyzing member input to create a package of negotiations proposals.

Bargaining Expected to Begin

UUP's Negotiations Team and the NYS Team are expected to exchange proposals for negotiations in spring 2011. The NYS Team includes representatives from the Governor's Office of Employee Relations, SUNY System Administration, the state Division of the Budget, and the state Department of Civil Service. Regular meetings occur throughout the ensuing months to negotiate a successor collective bargaining agreement. The current contract expires July 1, 2011. All contract articles continue until a successor contract is concluded unless specific contract provisions expire by explicit sunset dates.

Member Approval of Tentative Pact

At the conclusion of the negotiations, the Negotiations Team presents a tentative agreement to the UUP Negotiations Committee. The Committee then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all UUP members. Members vote to ratify the tentative agreement. Ratification is conducted by a neutral third party, often the American Arbitration Association.

About UUP ...

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Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.



Negotiations

Team

Chief Negotiator

Jamie Dangler, Cortland

Associate Chief Negotiator

Michael Smiles, Farmingdale

Members

Michael Behun, Buffalo Center

Edison Bond, Brooklyn HSC

Charles Callahan III, Brockport

Raymond Dannenhoffer, Buffalo HSC

Patricia Ghee, Buffalo State

Frances Goldman, Binghamton

Richard Kelder, New Paltz

Carolyn Kube, Stony Brook HSC

Michael Lyon, Upstate Medical Univ.

Pamela Malone, Empire State College

J McDermott, Oneonta

Robert Rees, Alfred

Jason Torre, Stony Brook

Anne Wiegard, Cortland

Negotiations & Ad Hoc Advisory Committees; Chapter Visits

Chapter	Campus Visit	Committee	Ad Hoc (A)	Ad Hoc (P)
Albany	10/5	Candace A. Merbler (P)	Ivan Steen	Philippe Abraham
Alfred	9/14	Ray D. Gleason (P)	Roger Drumm	Tricia Herritt
Binghamton	10/4	Jim Dix (A)	TBD	Beth Klimarx
Brockport	9/15	Gary Owens (P)	TBD	Sophea So
Brooklyn HSC	11/1	Rowena J. Blackman-Stroud (P)	Virginia Anderson	Fred Houston
Buffalo Center	9/28	Ezra Zubrow (A)	TBD	Dave Ballard
Buffalo HSC	9/28	Peter Bradford (A)	Tom Melendy	Fred Covelli
Buffalo State	9/30	Richard A. Stempniak (A)	Jean Richardson	Dean Reinhart
Canton	9/23	Mary Bucher (A)	Ray Krisciunas	Dave Hartle
Cobleskill	10/27	Clifford D. DaVis (A)	William Tusang	Joe McCarthy
Cortland	10/12	John R. Driscoll (P)	Ross Borden	Jennifer Drake
Delhi	10/20	John Taylor (A)	Terry Hamblin	Scott Carlson
Empire State College	10/27 & 11/16	Jacqui Berger (A)	John Lawless	David Puskas
ESF	10/26	John View (P)	TBD	TBD
Farmingdale	11/4	Yolanda Pauze (P)	Robert Reganse	Solomon Ayo
Fredonia	9/29	Idalia Torres (P)	Bridget Russell	Christopher Taverna
Geneseo	9/27	Tabitha Buggie-Hunt (P)	Meg Stolee	Joe Dolce
Maritime	11/18	Barbara E. Warkentine (A)	Dennis F. Cooney	Roland Aragon
Morrisville	11/9	James D. Engle (A)	Tom Hogle	Raul Huerta
New Paltz	11/15	Peter D.G. Brown (A)	Mary Alice Citera	Linda Smith
NYSTI	10/15	John Romeo (P)	TBD	TBD
Old Westbury	11/2	Candelario Franco (P)	Steve Samuel	Rafat Sada
Oneonta	10/27	William M. Simons (A)	Robert Compton	Norman Payne
Optometry	11/19	John J. Picarelli (A)	TBD	Kim Oliver
Oswego	10/25	Steve Abraham (A)	TBD	TBD
Plattsburgh	9/24	David G. Curry (A)	Wendy Gordon	Albert Mihalek
Potsdam	9/23	Laura S. Rhoads (A)	Karen Johnson-Weiner	John Cote
Purchase	11/17	John J. Delate (P)	Karima Robinson	Eric Wildrick
Stony Brook	11/12	Arthur M. Shertzer (P)	Dan Kinney	Charlie McAteer
Stony Brook HSC	11/3 & 11/4	Kathleen Southerton (P)	Bruce Zitkus	Carol Gizzi
System Administration	10/6	John Leirey (P)	TBD	Carrie Pause
Upstate	10/26	Carol V. Braund (P)	Richard Veenstra	Carl Pettengill
Utica/Rome	11/9	Rafael Romero (A)	TBD	TBD
Part/Time Professional Rep.		Edward Felton (P)		
Part/Time Academic Rep.		Lori M. Nash (A)		