

UUP Professional Perspective

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Campus Information

Salary Increases and Awards

The negotiated Discretionary Salary Increase (DSI) for UUP positions, which were to be distributed in December 1997, are slated to be distributed this semester. DSI needed legislation from Albany in order to begin. You may remember the first year (June 1995-July 1996) of the new contract was evenly distributed to all UUPers (\$496 on base). This next distribution is for the 1996-1997 year. Two additional DSI distributions will take place during the life of this contract; the first for the year 1997-1998 and the second for the year 1998-1999. Both to be distributed in December of 1998 and 1999 respectively.

There are also two awards available, PDQWL grants and the Drescher Affirmative Action Awards. Information for both is available at www.uupinfo.org or by calling the Chapter Office at 632-6570.

Local Issues

Compensatory Time

Although you may not be eligible for overtime through the FLSA (Fair Labor Standards Act), professional staff members are eligible for Compensatory Time for additional time worked on the job. This is part of the 1995-1999 UUP contract with the State of New York as Appendix A-29.

As stated in the Appendix: "A second type of compensatory time is accorded to those managerial and professional employees whose service exceeds their normal professional obligation. It should be noted that this situation arises when that work does not fall within the definition of extra service. Such additional efforts should be recognized by compensatory time off at a later date. This compensatory time off should be scheduled at a mutually convenient time to the employee and the University." This type of compensatory time has been in place since the June 21, 1972 memorandum to campus Presidents from Kenneth MacKenzie. There is also a sample memo stated in the attachment to be used when scheduling compensatory time off.

INSIDE THIS ISSUE

- 1 Salary Increases and Awards
- 1 Local Issues - Compensatory Time
- 1 Did you Know?
- 2 Statewide Committee
- 2 UUP Contract News Articles 23, 30,35 & 36
- 2 Calendar of Events
- 2 We would like to hear from YOU

Did You Know?

Your Performance Program should be reviewed and revised every year. New performance programs for the upcoming year and evaluations for the present year should be done together. Both items must be completed with your supervisor and should be reviewed again in six months. These two items are essential for any salary increase or promotion and are required by the UUP contract. If you need a form visit the Human Resources home page through SB News, campus web sites.

STATEWIDE COMMITTEE

The Statewide Professional Issues Committee met in Albany during the Winter Delegate Assembly January 30th and 31st. The committee discussed many topics including Promotions, Contracting Out Watch, the College Review Panel, Committee on Professional Evaluation, Compensatory Time, and Needs for the Next Contract.

The topic of promotions was discussed at length and the committee members, VP for Professionals from each campus, came to a consensus. We agreed it would be beneficial to complete a survey about the promotion processes or lack thereof. If you have any ideas or suggestions for survey questions please send them to Ed Quinn at equinn@notes.cc.sunysb.edu or 3046 Staller Center, 5450.

The other topic to be addressed is Leaves for professionals. These leaves are available for professionals through the contract, Article 23.7b. Professionals can also apply for grants through the Joint Labor Management Committee. The committee is just beginning to gather information about professionals who have been granted such leaves.

CALENDAR OF EVENTS

NEXT EXECUTIVE BOARD MEETING

FEBRUARY 26, 1998

SUBMISSION FOR PDQWL AND THE AFFIRMATIVE ACTION DRESCHER AWARDS

MARCH 16, 1998

UUP CONTRACT NEWS

The new contract contains changes in some of the articles for Professional employees. The Articles with such changes are 23, 30, 35 and 36. **Article 23 Leaves** - employees can accumulate more than 40 days during a calendar year but may only carry 40 days to the next calendar year. Holiday leave any employee required to work Thanksgiving or Christmas shall be granted 1 1/2 compensatory days off. **Article 30 Appointment, Evaluation and Promotion** - the MOU referred to in this article is now included in the new contract as Attachment 5. **Article 35 Retrenchment** - Sections 35.3(a) 1 and 2 were changed to increase the notice of retrenchment for term employees from at least one semester to at least six months and for permanent appointees from at least two semesters to at least one year. **Article 36 Contracting Out** - this is a new article please read it from start to finish.

UUP is sponsoring a National Safety Institute class on campus. Attend this 6-hour defensive driving course provided by NSTI and you will receive the following benefits:

- 10% reduction in your insurance premiums for three years
- Reduction of up to 4 points on your license

Cost: \$25.00; Location: Student Activities Center
Contact Jo Weitzner if you are interested at 632-6570.
A minimum of fifteen is needed for each class.

| Possible Dates: | Time |
|-----------------|-------------------|
| 3/10 & 3/12 | 5:15 PM - 8:15 PM |
| 3/17 & 3/18 | 5:15 PM - 8:15 PM |
| 3/28 | 8:30 AM - 2:20PM |

We would like to hear from YOU.

Have you taken a professional leave lately? If so, when and where?

Please send your replies to the Chapter Office, or call 632-6570, or e-mail JWEITZNER, or fax to 632-6571.

UUP Chapter Office: 104 Old Chemistry

The chapter office is open daily from 8:30am - 4:00pm.

Executive Board Meetings are alternate Thursdays at 11:45 AM and members are encouraged to attend.

Committee Members

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