

S.U.F.T. NEWS

PUBLISHED BY THE STATE UNIVERSITY FEDERATION OF TEACHERS

NOVEMBER 1970

SUFT DELEGATES EXPAND BARGAINING PROGRAM FOR STATE UNIVERSITY CONTRACT NEGOTIATIONS

Extensive additions were made both to the General Bargaining Program of the SUFT and for specific interest groups in the bargaining unit during the October 31 Syracuse meeting. Because of the scope and detail of the adopted positions, only highlights are able to be reprinted here. Readers should refer to the last issue of *Universitas* for information about the basic program to which these are additions. The full program of bargaining demands will be issued by SUFT prior to the collective bargaining election.

Highlights of Additions to the General Program

1. No positions in the bargaining unit shall be eliminated on the ground of insufficient funds.
2. Sufficient clerical and technical assistance shall be provided bargaining unit personnel to relieve them of all clerical chores.
3. All areas used by the professional staff shall be maintained in a safe and sanitary condition. Otherwise staff will not be expected to perform its responsibilities.
4. Safety committees shall be established to represent the professional staff in all cases where safety considerations are a factor with power to establish safety procedures and guidelines, recommend safety measures, report unsafe conditions; appropriate supervisors may direct appropriate staff to remedy unsafe conditions.
5. Service-connected disability insurance shall be provided without cost to professional staff.
6. Except for temporary appointments, all appointments to the professional staff shall be made on a tenure-generating basis.
7. Professional staff shall be allowed time off with pay for continuing education.
8. There shall be conveniently located, adequate and free parking space in areas designated for professional staff.
9. Any time a member of the professional staff travels in connection with his professional responsibilities he shall:
 - a. have the use of a State car, or
 - b. be reimbursed at the rate of 12½ cents per mile plus tolls, or
 - c. be reimbursed for the cost of public transportation.Staff members using their own cars shall be provided with the proper insurance.
10. Professional staff on official business shall be reimbursed for all actual expenses.
11. Professional staff shall receive reasonable advance notice of their responsibilities and assignments.
12. Adequate full-time security force shall be maintained at each SUNY campus to safeguard life and property.
13. All new positions and openings shall be announced to the entire professional staff through inter- and intra-campus communications. Current staff shall have ample opportunity for application and consideration for filling such positions.
14. Salaries shall be increased in accordance with changes in the Bureau of Labor Statistics' Consumer Price Index.



SUFT Delegates

Cont. on page 3



*Robin Ottaviani, SUFT'er from SUNY — New Paltz
Presents Bargaining Proposals.*

NEW SUFT CONSTITUTION PROVIDES WIDE REPRESENTATION

Constitutional Revision

SUFT Locals are voting on ratification of Constitutional changes proposed by delegates at the October 31st meeting of SUFT in Syracuse. If approved by the members of the SUFT Locals on each campus, the new Constitution will provide:

1. Annual Conventions of the SUFT where officers will be elected and policy will be established. Representation will be proportional to the number of members in a campus-based SUFT Local union.
2. Five Standing Committees in the areas of Business Services, Library Services, Student Personnel Services, Instructional Services, and Technical Assistants whose chairmen and vice-chairmen will be elected by SUFT members in each category.
3. Five Special Committees in the areas of University Centers, Four-Year Colleges, Agricultural and Technical Colleges, Medical Centers, and Special Colleges to advise the officers and Executive Board concerning policy matters affecting their areas.
4. An Executive Board consisting of the elected officers, two representatives from each SUFT campus Local and the chairmen and vice-chairmen of Standing Committees to set policy between Conventions.
5. A Negotiating Committee consisting of the President

STRONG WOMEN'S RIGHTS PLATFORM ADOPTED BY STATE UNIVERSITY FEDERATION

SUFT bargaining proposals affecting women were discussed and strengthened at the October 31 delegate meeting at Syracuse. In addition to previously-adopted goals rejecting discrimination on the basis of sex or marital status, opposing the Nepotism Rule, and backing paid maternity leave and day-care centers, the delegates agreed to recognize that "To remedy and eliminate current sex discrimination, an affirmative action program must be undertaken. This shall have as its goal equitable representation of women in the various academic ranks and in the various salary steps within each rank." Ruling out a quota system for employment of women, the SUFT offered to meet with leaders of the Caucus on Women's Rights at SUNY to work out mutually acceptable means to achieve this goal. The SUFT also pledged to pursue through all possible legal channels sex discrimination cases and to be willing to use its financial and legal resources to this end.

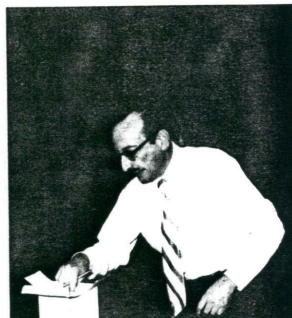
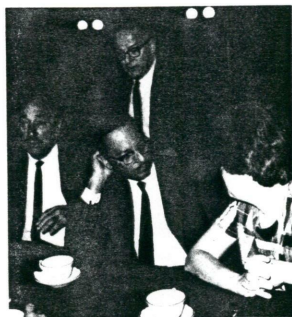
In addition, the SUFT representatives agreed to the following clarification of the Union's goals:

1. *Child Care Centers.* Child care centers shall be free, shall be operational at all times when parents are at work, shall have some sick beds, and shall accept children ranging in age from six weeks to 12 years. Operational policies shall be governed by parents of children in the centers.
2. *Maternity Leave.* Staff members shall be entitled to up to six weeks paid maternity leave and three weeks paid paternity leave. Moreover, no employee shall be made to take an unpaid leave of absence or forfeit her job because of pregnancy.
3. *Insurance.* The University shall not subscribe to or offer to its professional staff life insurance policies, disability policies or pension plan policies that discriminate on the basis of sex. Every woman's health insurance policy shall carry coverage for all gynecologic and obstetric services, including maternity, without the precondition that a woman have a dependent on her policy or be a dependent on her husband's policy.

of the SUFT, one representative elected from each campus Local of the SUFT, and the chairmen and vice-chairmen of Standing Committees.

SUFT President Donald Leon described the purpose of the Constitutional changes to be one of providing a "strong guarantee of proper representation for all professional staff members in both the internal and the collective bargaining functions of the SUFT, whatever their job and regardless of the campus on which they work."

SYRACUSE MEETING ADDS NEW DEMANDS



SUFT Delegates debate, discuss, and vote on program and elect officers.

Highlights of Additions to Special Programs *Cont. from page 1*

15. Free, adequate university health facilities shall be made available to members of the academic community, the professional staff, their families and dependants.
16. Tenure shall be conferred on a University-wide basis. Upon elimination of any tenured position the affected staff member shall be entitled to any vacant position in the University for which he or she is qualified.
17. Part-time professional staff shall be equitably compensated and shall receive pay proportional to full-time professional staff, performing equivalent tasks.

Note: Everything in the General Program applies to the entire professional staff.

Scholarship and Creativity

1. Professional staff who wish to engage in scholarly or creative activities during the summer shall be paid 1/2 annual salary.
2. The University shall be required to adequately support scholarly and creative activities when other avenues of support are not available.

Campus Schools

Professional staff employed by campus (laboratory) schools shall have adequate paraprofessional assistance to relieve them of all non-professional duties.

Technical Assistants and Technical Specialists

1. The workweek shall be 30 hours, 6 continuous hours

per day; additional work shall be at time and one-half salary.

2. TAs shall not be required to work in more than one laboratory during any laboratory session.
3. TAs and TSs shall receive time off with pay when attending upgrading courses.
4. TAs and TSs shall receive expense reimbursement when attending service and facilities courses.
5. TAs and TSs shall receive 5 personal days per year.
6. Upon completion of their probationary period, TAs and TSs shall receive permanent status.
7. TAs and TSs shall be eligible for promotion based on evaluations made within the department.

Instructional Services

1. Instructional Services shall mean institutional research staff, institutional media staff, and computer center staff.
2. The workweek shall be 30 hours, 6 continuous hours per day; additional work shall be at time and one-half salary.
3. Programmatic preferences will be honored wherever possible.
4. Adequate supportive service of technical assistants, technical specialists and clerical staff shall be provided. Specific ratios will be developed on a departmental basis.

5. There shall be access to prompt and efficient repair service. Critical back-up equipment shall be available to avert a breakdown of service.

Business Services

1. Sufficient clerical and technical assistance shall be provided to relieve bargaining unit personnel of all clerical chores.
2. Clerical assistants provided shall fulfill the standards established by bargaining unit personnel in the area of Business Services.
3. Business Services personnel shall have equal opportunity to be represented on all College-wide policy-making bodies.

Student Personnel

1. Standards for assignment of professional staff shall be no less than:

Housing	.....	1 to each 150 students
Admissions	.....	1 to each 750 applications
Counsellors	.....	1 to each 250 FTE students
Financial Aid	.....	1 to each 800 applications
Student Activities	....	1 to each 500 students
Evening College		
Counsellors	.....	1 to each 200 FTE students

2. The Academic Calendar observed for the teaching staff shall apply to Student Personnel. Compensatory time shall be allowed for work performed outside the Calendar.
3. Sufficient secretarial and other complementary staff shall be provided in the area of Student Personnel.
4. Adequate office space and equipment shall be provided to perform the job.

Library Services

1. Librarians are part of the academic faculty, and should be treated the same as far as ranks, pay, work-year and all other benefits.
2. Librarians shall have the right to determine the criteria for appointment and promotion which are uniquely appropriate to librarianship.
3. Standards for library resources, seating and work space must meet the standards determined by the librarians of SUNY and must reflect the growth and needs of the academic community served. Maximum size standards now in effect are unacceptable.

Appropriate resources for new academic programs as determined by librarians in consultation with teaching

colleagues must be funded and developed before any new academic programs are instituted.

4. Library innovations such as automation and mechanization of library services, information retrieval, microfilm and reprographic technologies, library construction and equipment must be thoroughly investigated and consultants provided to furnish data needed for librarians to make professional decisions on these matters on the local level. Appropriate funding for cooperative technical processing, automation, etc. must be available as required.
5. There shall be a minimum of two full-time clerks for one professional staff member.
6. Adequate funds shall be allocated for sub-clerical assistants, determined by each department head.
7. Workload shall be established on a professional basis in accordance with local needs. Sufficient professional staff shall be provided to equitably distribute uneven and irregular hours which exist in various areas of librarian responsibility (nights, weekends, holidays).
8. Room shall be provided for staff lounges with adequate facilities to accommodate *all* library personnel.
9. The ratio of salaries to book and equipment money shall be approximately two to one.



Elected at the SUFT Representatives' meeting at Syracuse October 31 to serve until new elections are held under the proposed revised SUFT Constitution are (l to r, sitting): Gene Link (Plattsburgh), Secretary; Don Leon (Cortland), President; Gene Welborn (Buffalo), Vice-President and Don Pugliesi (Farmingdale), Treasurer. At-Large members of the Executive Board standing are (l to r) Gene Brunelle (Buffalo), Fred Levine (Stony Brook); Dorothy Gutenkauf (Cortland), and Sami Boulos (New Paltz.)

SUFT PROPOSES GRIEVANCE PROCEDURE CHANGES

The Current Grievance Procedure

At present, a professional staff member who believes himself to be aggrieved may use the campus grievance procedure. These procedures allow appeals to be made finally to the President of the College. If the President rules against the staff member, he may appeal to the Faculty Senate Grievance Committee, which may make a recommendation to the Chancellor. The Chancellor then may either accept or reject or modify the recommendation.

... And What's Wrong With It

The present procedure gives the employer the power to determine unilaterally whether a staff member has a just complaint. When the cause of the complaint involves an action of the very people who make determinations on the merits of the grievance they become both judge and prosecutor; it is likely that they either will tend to uphold themselves or their administration appointees, or at best provide less than full justice to the aggrieved staff member.

Thus we have the recent case of an assistant professor who for many years was denied promotion. An appeal to the Faculty Senate Grievance Committee resulted in a recommendation of a promotion on the grounds that discrimination was the cause of failure to promote him. When the Chancellor received the recommendation of the Grievance Committee, he removed all reference to discrimination, ruled in favor of a small monetary award, and reaffirmed the denial of a promotion.

Even if the Chancellor decides in favor of an aggrieved staff member, he may have to continue fighting. Such is the fate of a professor at an Agricultural and Technical College who took courses in an accredited institution of higher learning on the basis of assurances from the College that tuition would be reimbursed for such courses since no unit of the State University was in the vicinity to permit tuition-free attendance. When the College refused to pay the tuition costs, the professor appealed to the Chancellor. The Chancellor agreed payment should be made. Despite his agreement, the College President still refuses to pay.

Of course, there is a basic unfairness in some of the SUNY policies which make success unlikely in the event of a grievance, because the cards are stacked against the grievant to begin with. For example, SUNY policy does not require that reasons be given for denying reappointment. Currently, there is a faculty member at a four-year college of the State University who has a Ph.D., has published widely and has received many honors in her field. She was promoted, but the following year she was denied reappointment. No reasons were given. Over a thousand

professional staff members and students have signed a petition for her retention, and her cause is being actively supported by the SUFT, as are the causes of the other grievants described here.

Where bad rules may be applied selectively, as is the case with the infamous "Nepotism Rule," the unfairness is compounded. Some wives employed at SUNY are terminated under the Nepotism Rule; but others are allowed to continue working. Decisions as to who is terminated may be entirely arbitrary. (This particular rule may even be illegal.)

Finally, even when justice is obtained through the existing procedure, it is likely to be long in coming.

The SUFT Proposed Grievance Procedure

SUFT will propose, in its negotiations with the State University, that the negotiated grievance procedure provide:

1. There shall be no arbitrary or discriminatory rules or policies; all policies and rules shall be applied fairly.
2. The aggrieved party shall have access to all pertinent information as well as the right to inspect his personnel file. There shall be no secret files. Staff members shall have the right to attach comments to any materials in their files.
3. The grievance procedure shall have no more than three steps. Specific time limits shall be established for resolution of the grievance at each step.
4. If not satisfactorily resolved at the third step, the grievance may be appealed to final and binding arbitration by an outside, impartial arbitrator.
5. Grievances based on policies or rules of a particular campus may move to arbitration without having to be considered at the Chancellor's level.
6. Full rights of representation and due process shall be followed in all aspects of the grievance procedure.

... And the Ability to Make It Work

The negotiation of the SUFT-proposed Grievance Procedure and a good collective bargaining contract provide the staff with its first real opportunity for justice in the area of resolving grievances. But negotiating good machinery is not enough. Effective administration of the contract requires an alert, skilled, knowledgeable organization with the commitment to enforce the grievance procedure properly. Only a strong union can do the job of vigorously protecting the rights of the professional staff.

State University Federation of Teachers
260 Park Avenue South, Fourth Floor
New York, New York 10010

Support For State University Federation Of Teachers Grows

Support for SUFT representation of the State University professional staff continues to grow as a collective bargaining election decision appears imminent. New SUFT Locals are being chartered — the most recent being at the University Center at Binghamton. Growing membership is reported at other campus units. SUFT President Donald Leon attributes the upsurge in membership to a

recognition by the professional staff that only a strong union can bargain effectively for them. "For every staff member who joins us now," Leon said, "there are ten others who will vote for us as their bargaining representative, because they know we are the organization that gets things done."

There's Still Time

SUFT is continuing to consider suggestions for inclusion in our bargaining demands. If you are a SUNY professional staff member, whether or not you are a member of SUFT, you are invited to forward your suggestions to:

State University Federation of Teachers
260 Park Avenue South, Fourth Floor
New York, New York 10010

All suggestions will be considered by SUFT and you will be notified of what action is taken on your proposals.

S.U.F.T. NEWS

PUBLISHED BY THE STATE UNIVERSITY FEDERATION OF TEACHERS

DECEMBER 1970, NO. 3

SUFT READIES LOCAL AND SUNY-WIDE PROGRAMS FOR IMMEDIATE NEGOTIATIONS

Dear Colleague:

The New York State Legislature convenes January 6, 1971, and the SUNY budget is already evolving.

Your collective bargaining representative must be prepared with a finalized version of its bargaining program -- both local and SUNY-wide, so that it can go to the bargaining table as soon as it is certified as the winner of the election. There is no time to lose if a full-fledged master contract and individual supplementary contracts are to be achieved by the start of the next fiscal year. The PERB and other organizations have already delayed the decision of who will represent you by a time-consuming and confused mail ballot vote which threatens to create numerous challenged ballots because of the inaccuracy of SUNY computer listings of its staff. (SUFT requested in-person balloting on each campus so the result could be known by December 15th at the latest.)

SUFT is the only organization which has developed a full, detailed negotiating program for SUNY staff. SUFT shall begin bargaining immediately on detailed and complete programs endorsed by the electorate for the SUNY Master Contract and Supplementary Local Contracts. We are prepared to reach signed agreements before the start of the new fiscal year on April 1, 1971.

We ask your support and advice in completing our program. Please respond to the questionnaire on Page 3 and return your completed form to the SUFT local on your campus. Final decisions as to which matters are properly subject to local bargaining and which should be negotiated in the Master Contract will be made at the next SUFT meeting scheduled for later this month.

I urge you to give thoughtful consideration to your answers; they will shape the bargaining relationship for a long time to come.

Respectfully yours,
Donald E. Leon,
S.U.F.T. President



Don Leon

RUTGERS STILL LACKS CONTRACT LAGS BEHIND 2-YEAR COLLEGE RATES

The importance of electing a bargaining agent which is fully prepared to negotiate, and which is expert in the area of bargaining is demonstrated by the situation at Rutgers, where the AAUP was recognized (without competition) some eighteen months ago to bargain for the faculty.

There is still no written contract at Rutgers. A salary schedule providing a 12% increase has been adopted — but 12% was the identical amount which the New Jersey State Legislature had allowed for this purpose *prior* to the opening of negotiations. Even with the 12% increase, salaries at prestigious Rutgers lag far behind those at

Fashion Institute of Technology, a two-year college where the union negotiates.

The faculty who are represented at Rutgers by AAUP never were offered a chance to vote on acceptance or rejection of any package — including the salaries in effect; and the grievance procedure "negotiated" by AAUP was referred to the Rutgers Faculty Senate, where administrators weakened it seriously. Not only does it lack binding arbitration by an impartial arbitrator (final decisions are made by the Board of Governors on all grievances) but it is lengthy and complicated.

SALARIES CURRENTLY IN EFFECT AT RUTGERS AND F. I. T.

	Instructor		Assistant Professor		Associate Professor		Full Professor	
	Rutgers	F.I.T.	Rutgers	F.I.T.	Rutgers	F.I.T.	Rutgers	F.I.T.
Minimum	\$ 8,530	\$12,610	\$10,369	\$13,925	\$12,603	\$15,970	\$15,320	\$19,155
Maximum	12,800	13,230	17,103	19,150	20,793	22,820	25,278	27,325
Years to Reach Maximum	11	3	14	8	14	8	14	8

Notes: AAUP is the bargaining agent at Rutgers; the Union bargains at F.I.T., a two-year college in New York City.

**CHECK DEMANDS ON PAGES THREE AND FOUR
AND SEND IN YOUR QUESTIONNAIRE**

WHEN YOU HAVE CONSIDERED ALL OF THE ITEMS LISTED AND MARKED THOSE WHICH YOU CONSIDER TO BE LOCAL ISSUES, COMPLETE THE QUESTIONS ON PAGE 4 AND RETURN THE ENTIRE PAGE TO THE SUFT REPRESENTATIVE ON YOUR CAMPUS (SEE BELOW) OR TO SUFT, Fourth Floor, 260 Park Avenue South, New York, N. Y. 10010.

Samuel Shaw
New Paltz

Edward Wesnofske
Oneonta

Lawrence A. DeLucia
Oswego

Eugene P. Link
Plattsburgh

Robert G. Keesey
Potsdam

Abe Dweck
Purchase

Fredric M. Levine
Stony Brook

Dr. Jay M. Land
Upstate Medical

Trudy Woods
Downstate Medical

Joseph McNeill
Maritime

Erich Nussbaum
Albany

Francis Hogan
Alfred

Stephen Ross
Binghamton

William Rock
Brockport

Samuel J. Wakshull
Buffalo

John Huddleston
Buffalo U.

Dorothy Gutenkauf
Cortland

James Gill
Delhi

Domenick Pugliese
Farmingdale

Malcolm Nelson
Fredonia

It is important that you complete and return the form.

SUFT PROPOSALS FOR MASTER CONTRACT AND LOCAL SUPPLEMENTAL CONTRACTS

The SUFT collective bargaining program which you have already received contains the items listed below. Please mark those items which you deem properly subject to bargaining at the *local* (campus) level by placing an X in front of it. Remaining items will be negotiated in the *Master Contract*.

Synopsis of SUFT Program

The Professional Staff

- full participation
- equitable treatment
- separate determination

The Department

- organization
- autonomy

New Departments Formed

- library services
- instructional services
- student personnel
- business services
- technical services

Governance

- staff authority in standards
- election of chairman
- recall of chairman
- advise in selection of administrators
- terms and recall of administrators
- administrative tenure
- salaries for administrators
- chancellors and vice-chancellors

Selection and Evaluation

- department responsibility
- assistance provided
- evaluation in writing
- disposition of evaluations
- access to evaluations
- subject to grievance

Promotion

- peer judgment
- objective criteria
- decisions final
- appeal through grievance procedure
- early promotion for merit
- budget limitations inapplicable
- advance in salary

Grievance Procedure

- broad definition
- fair application of rules
- access to pertinent information
- right to representation
- specific time limits
- local binding arbitration
- skipping steps by mutual consent
- due process guarantee
- impartial outside arbitrator

Academic Freedom

- fundamental working condition
- free inquiry and discourse
- statement on violence
- defended within the contract
- defended without the contract
- teaching prerogatives
- no censorship of library collections or reading
- citizenship rights guaranteed
- public statement rights
- freedom to refrain from joining
- freedom to participate in organizations

Due Process

- in discipline
- in non-renewal of contract
- in discharge
- in reduction of benefits
- just cause shown
- one-year termination notice
- positions guaranteed

Tenure

- appointments, tenure — generating for entire staff
- probationary performance based on departmental standards
- experience rewarded in tenure granting

- early tenure granting as reward for merit
- university-wide portability of tenure

Workyear

- definition by calendar
- pro rata pay for work beyond academic year

Salary

- instructor or equivalent 3 steps \$14,000-18,000
- assistant professor or equivalent 4 steps \$18,000-24,000
- associate professor or equivalent 6 steps \$22,000-32,000
- professor or equivalent 6 steps \$26,000-36,000
- distinguished professor provisions
- part-time salaries pro rata
- all promotions to higher salary step
- cost-of-living increase
- equivalent rank for professionals currently excluded

Summer Pay

- based on succeeding year
- pro rata basis
- no 12 month contracts
- all professionals included

Hours

- maximum class contract 9 hours per week undergraduate 75 students per semester 6 hours per week graduate
- equivalent workloads for non-teaching professionals

No Discrimination Clause

Legal Counsel

- university provided

Abolishment of Nepotism Rule

Continuing Education

- time off with pay

Tuition Waiver

- SUNY waiver
- reimbursement for tuition costs elsewhere

Professional Meetings

- reimbursement for travel and expenses

Research Fund

- set aside for departments and campuses

Scholarship and Creativity

- one third salary for summer activity, proof required
- university support

Travel Policy

- professional business reimbursement
- state cars or 12½¢ per mile or public transportation
- insurance provision
- actual expense reimbursement

Parking Furnished

Security

Safety

- maintenance guarantee
- creation of safety committee
- powers of committee
- appeal and grievance procedure
- arbitration
- supervisor's authority

Clerical and Technical Assistance

- relief from clerical chores

Filling Positions

- prior announcement guarantee

Sabbatical Leave

- six years, full pay
- study, research, travel or restoration of health

Sick Leave

- unlimited

Terminal Leave

- six months at full pay

Maternity and Paternity

- up to six weeks maternity leave
- three weeks paternity leave
- tenure continuity

National Service Leave

- armed services
- Peace Corps
- Vista

Pensions

- non-contributory
- SUNY underwritten
- half pay after 20 years
- immediate vesting
- portability
- equalization of state contributions for TIAA-CREF

Health and Hospitalization

- fully paid
- dependents covered
- major medical
- no sex discrimination

Welfare Fund

- life, disability, dental, drugs, eye care, scholarship aid
- retirement availability

Health Facilities

Child Care Centers

- each campus
- free use
- parent governance

Local Bargaining

- procedures defined
- supplementary contracts
- local contract
- simultaneous bargaining

Campus Schools

- para professional assistance

Business Services

- (see full SUFT program for Business)

Student Personnel

- (see full SUFT program for Student Personnel)

Technical Support Services

- (see full SUFT program for TSS)

Instructional Services

- (see full SUFT program for Instructional Services)

Library Services

- (see full SUFT program for Library Services)

(continued on next page)

State University Federation of Teachers
 260 Park Avenue South, Fourth Floor
 New York, New York 10010

SUFT SUPPLEMENTAL BARGAINING PROGRAM

In addition to the items previously listed, which are already part of the SUFT bargaining program, additional areas of concern are listed below, many of which may be appropriate for negotiation at the local (campus) level. SUFT provides, in its program, a framework for negotiating Supplementary Local Contracts to provide autonomy and flexibility in the resolution of local problems at the campus level. Please designate those items which you consider appropriate for local bargaining with an X. If you are opposed to negotiating any item at any level, draw a line through it. Remaining items will be considered appropriate for bargaining in a Master Contract, at the university-wide level.

- | | | |
|---|--|---|
| <ul style="list-style-type: none"> • Academic Calendar • Procedure for Obtaining Sabbatical Leave • Program and Assignment Preference • Regular Consultation with College President • Workload Limits • Consultation in Design and Construction of New Facilities • Fair Assignment of Office Space • Sufficient Staff Lounges • Adequate Office Space • Availability to Staff of All Policies, Regulations and By-Laws of the Board of Trustees • Adequate Parking Facilities | <ul style="list-style-type: none"> • Confidentiality of Student-Staff Discussions • No Strike or Work Stoppage during Life of the Agreement • Adequacy of Supplies and Materials • Student-staff Relations • Selection and Term of Office of College President • Evaluation of Deans • Term of Office of Elected Department Chairmen • Recall Procedures for Elected Department Chairmen • Creation of Additional Departments • Objective Criteria for Fair Evaluation of Staff • Faculty Housing | <ul style="list-style-type: none"> • Curriculum • Admission Standards for Students • Required Attendance at Meetings • Fair Standards for Promotion • Standards for Determining Faculty Rank Equivalencies • Selection of New Staff • Retirement Age • Campus Governance • Maintenance of Buildings and Grounds • Use of Libraries • Air Conditioning of Buildings • Proper Ventilation • Protection of Past Practices |
|---|--|---|

NAME _____ CAMPUS _____

ADDRESS _____ TITLE _____

I request that you add to the SUFT program for the Master Contract, to be negotiated university-wide, the following item(s): (attach separate sheet if necessary).

I request that you add to the SUFT program for a Supplementary Contract for my campus, to be negotiated locally, the following item(s): (attach separate sheet if necessary).

S.U.F.T. NEWS

PUBLISHED BY THE STATE UNIVERSITY FEDERATION OF TEACHERS

JANUARY 1971, NO. 4

SUFT DEMANDS END TO SUNY FREEZE; VOWS FIGHT FOR FULL UNIVERSITY BUDGET



Don Leon, SUFT President

SUFT GAINS PLURALITY IN SUNY ELECTION

Runoff Set This Month

The official tally of the PERB-conducted bargaining election held December 29, 1970 placed SUFT first among contending organizations. As a result of the first ballot vote, a run-off election will be held this month between SUFT and SPA, the runner-up. Ballots will be counted January 26, 1971. A majority of ballots cast is necessary to win the election. The voting on the first ballot was:

SUFT	3287
SPA	2974
AAUP	1912
CSEA	705
None	547

REQUEST MEETING WITH GOVERNOR ON UNIVERSITY CUTBACKS

"The cutbacks ordered by the State Budget Director are crippling the state university system and must be immediately restored," stated Don Leon, SUFT president, in a telegram sent last week to Governor Nelson Rockefeller. The telegram asked the Governor to meet with SUFT officials to discuss the effects of the freeze on the state college system.

Among the cutbacks ordered by T. Norman Hurd, State Budget Director, are:

- A freeze on all existing SUNY positions.
- A freeze on all SUNY promotions.
- No new SUNY positions are to be filled.
- No SUNY vacancies are to be filled.
- Postpone indefinitely implementation of all new SUNY programs.
- Postpone indefinitely any SUNY program expansions.
- Drop all temporary SUNY Staff.
- Eliminate out of state travel and limit in-state travel on SUNY business.
- Stop all equipment and supply purchases.
- Postpone indefinitely all SUNY equipment repairs.

Prof. Leon said: "These cutbacks represent a callous disregard for higher education and the needs of SUNY staff and students. They cannot be tolerated."

SUFT Affiliates Pledge Support

SUFT has notified the New York State Federation of Teachers as well as the Education Committee of the State AFL-CIO of SUFT's unqualified opposition to the SUNY budget cutbacks. The immediate response has been highly favorable and supportive. Mr. Raymond Corbett, President of New York AFL-CIO said Monday, "We have in the past supported the higher education goals of SUFT. We accept the fact that our affiliates know what's needed for effective education in SUNY. **Let us know how we can help.**"

The New York AFL-CIO represents over two million members in New York State.

"These cutbacks make imperative the election of a strong bargaining agent. We believe the SUNY staff will provide the voting margin sufficient to give SUFT a mandate to not only restore the cutbacks but in addition negotiate the full SUFT program," Leon stated. "The margin of our victory can be one of our strongest bargaining weapons when negotiations begin."

SUFT OFFICERS, ATTORNEYS READY CONTRACT DEMANDS



*Gene Welborn, SUFT
Vice President*

SUFT officers have submitted over two hundred of the proposed contract provisions for rewrite into contract language. The difficult but essential job must be completed to prevent any delay in bargaining.

A special SUFT committee composed of SUFT lawyers and professional negotiators has been assigned the laborious task of translating SUNY proposals into legal contract language.

Gene Welborn, SUFT Vice President, explained, "Each proposal must be prepared for submission to bargaining. It must be written in precise legal language, eliminating ambiguity which could render the proposal unenforceable. Virtually any item no matter how seemingly inconsequential could be a subject for grievance or arbitration. We do not want to hassle later over the intent of each agreed upon contract provision."

Each approved proposal will be ready for immediate bargaining by the end of January.

AFT PETITIONS FOR STATE COLLEGES ELECTION IN NEW JERSEY

NEA Group Fails To Get Contract After Twenty Months

AFT college locals at six New Jersey State Colleges have filed collective bargaining petitions containing the signatures of more than fifty percent of the staff. The AFT is seeking to replace the Faculty Association, an affiliate of the New Jersey Education Association (NEA), which has held bargaining rights since May 8, 1969 but has failed to negotiate a contract during that time for the staff.

SUNY LIBRARIANS BACK SUFT

Dr. Mary Cassata, Head of Reader Services, Lockwood Library, SUNY/Buffalo and President of the SUNY Librarians Association, has given her personal support to SUFT in the run-off election. Dr. Cassata pointed out that in November, 1970 SUNYLA recommended that SUFT be supported as the bargaining agent.

Dr. Cassata stated, "As president of the SUNY Librarians Association, I personally want to go on record as supporting the State University Federation of Teachers. I also want to state that in November, 1970 the Council of our Association did recommend to our membership that SUFT be supported as the bargaining agent.

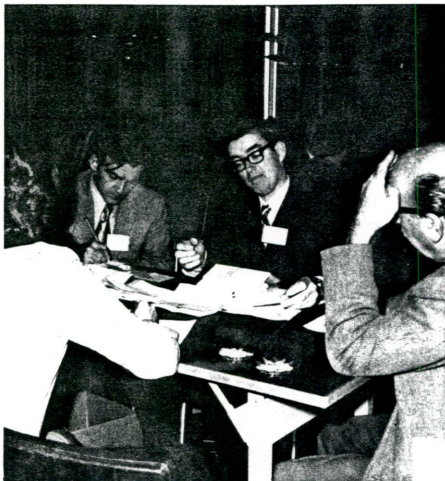
"My own support for SUFT is based on the fact that SUFT has worked with the librarians to draft a statement that endorses completely our Association's position to implement fully the academic rank which librarians have been accorded through the policies of the SUNY Board of Trustees."

The SUFT Program for Collective Bargaining Negotiations includes a detailed statement of special interest to librarians. Among the proposals SUFT will make for librarians are the following:

- Librarians are part of the academic faculty.
- The Department of Library must be considered one of the academic departments.
- Librarians shall have four faculty ranks, equivalent to the academic ranks of Professor, Associate Professor, Assistant Professor and Instructor.
- Librarians shall be paid in accordance with the same salary structure as other academic faculty of equivalent rank.
- Librarians shall have academic year appointments with the work obligation defined by the college calendar of each unit. There must be an end to penalizing librarians by salary deductions if they work the same calendar as other academic faculty.
- Librarians are entitled to all faculty benefits, including the right to determine the criteria for appointment and promotion which are uniquely appropriate to librarianship.
- Standards for library resources, seating and work space must meet the standards determined by the librarians of SUNY and must reflect the growth and needs of the academic community served. Maximum size standards now in effect are unacceptable.
- Appropriate resources for new academic programs as determined by librarians in consultation with teaching colleagues must be funded and developed before any new academic programs are instituted.
- Library innovations such as automation and mechanization of library services, information retrieval, microfilm and reprographic technologies, library construction and equipment must be thoroughly investigated and consultants provided to furnish data needed for librarians to make professional decisions on these matters on the local level. Appropriate funding for cooperative technical processing, automation, etc. must be available as required.

AAUP HEAD BACKS SUFT IN SUNY RUN-OFF ELECTION

Counting and Checking Ballots in First Vote



Professor Leland Marsh, president of the SUNY AAUP Council, has joined the SUFT and offered his "unqualified support" to SUFT in the run-off election. In a letter dated January 3, 1971 responding to a letter from SUFT president Donald Leon concerning AAUP's position in the run-off election, Professor Marsh replied that it was unlikely the SUNY AAUP Council would be able to meet in time to take an official stand before the vote, as an organization. However, he stated, "... believing that each member of the professional staff has an obligation to support one or the other of the two contending organizations, I wish to speak to you and your organization as an individual and not as president of the SUNY AAUP Council. You have my unqualified support as the best choice to represent the staff of the State University of New York. Your victory on the first ballot combined with the overwhelming support for a negotiating agent leads me to conclude that the employees of State University want to negotiate and they want someone experienced who will vigorously pursue their legitimate demands."

Professor Marsh's letter concluded: "... Believing that every individual has an obligation to support one organization or the other, that our strength is our unity, and that there is no substitute in negotiations for experience, and that your organization will strive to advance the principles enunciated by the AAUP, I have recently joined SUFT and wish you every success on the second ballot!"

CSEA INSURANCE DEDUCTIONS TO REMAIN WITH SUFT VICTORY

In a key policy decision, SUFT has endorsed the right of SUNY staff members who currently hold CSEA insurance to continue to have the right of payroll deduction for that purpose. The decision is a departure from standard practice which limits payroll deductions to the elected bargaining agent.

"Although CSEA can not now win bargaining rights, SUFT believes those SUNY professionals who wish to continue CSEA insurance should have that right, and we will negotiate into our contract a continuation of payroll deduction for that purpose. We will also make available to CSEA insurance holders AFT insurance policies which are equal or superior to their current CSEA policies if they desire to change their insurance," the SUFT statement concluded.

State University Federation of Teachers
260 Park Avenue South, Fourth Floor
New York, New York 10010

SUNY STAFF REPLIES INDICATE LOCAL BARGAINING ISSUES FOR SUFT

The SUFT executive officers have released Guidelines for local bargaining to all SUFT locals.

Simultaneously SUFT announced that its policy regarding local bargaining would remain flexible pending action on individual campuses to develop bargaining programs.

The SUFT Guidelines request locals on each campus to develop detailed positions expressing the preferences of the staff on the campus. The text of the Guidelines follows:

"More than 1500 replies have been received to date from SUNY professional staff members to our questionnaire on bargaining issues printed in the last SUFT NEWS.

"The replies showed a wide variety of opinion, reflecting the individuality of SUNY staff members in their approach to collective bargaining. Yet a number of issues are clearly areas where the staff appears to prefer local rather than central bargaining. We regard this expressed preference as an endorsement of our fight to preserve the right to bargain locally on local issues at SUNY — a fight which will be won when we sit down to bargain a Master contract and local supplemental contracts for the SUNY professional staff.

"SUFT is in a position to begin bargaining immediately on our detailed program, which was circulated to all SUNY staff members last month. What remains is the development of programs for local negotiations. These programs

must be developed on each campus. The following guidelines state the SUFT policy with respect to determining which issues will be negotiated centrally. Please apply these principles to the items designated by SUNY staff on your campus as proper subjects for local negotiations there and return your detailed program to SUFT headquarters as soon as possible after full consultation with the entire professional staff on your campus. Remember *time is short*, and a bargaining agent which has not developed *detailed bargaining proposals* by the end of this month will be unable to consummate a contract this year.

GUIDELINES

- I. Unique or strictly local issues must be dealt with in a way that complements state-wide bargaining.
- II. Issues that are prevalent on a significant number of campuses should be dealt with at the state-wide level provided there is substantial agreement among all affected campuses on how the issues should be resolved.
- III. Matters unique to a campus, or issues which should be resolved by taking into consideration local conditions and preferences are appropriate for local negotiation.
- IV. An issue which affects one campus or a small group shall not necessarily be considered a local issue. It may be secured in the Master Contract provided it is not contradictory to other local or SUNY-wide issues."