

SPA SPOKESMAN

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Senate Professional Association of the State University of New York

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SPA Leadership Conference scores success

A massive conference of SPA chapter presidents, grievance chairmen, and delegates to the Association's Representative Council, plus the Executive Committee, concluded with a charge to "serve as architects of improvement for SUNY and all elements of the University community."

The conference, consisting of workshops in grievance processing, leadership development, organizational development and business sessions, brought together leaders from every unit in the statewide system.

Conference staff from SPA, NYSTA and NEA praised the enthusiasm and diligence of the participants, with SPA's Director of Research from NYSTA, Charles Santelli, noting that "the action level of the workshops, despite the rigorous schedule, seemed to increase as time passed, rather than the reverse."

SPA leaders heard a detailed review of the SPA - State Agreement, including instructions on interpretations "developed at the table and clearly bilaterally understood," as was noted by SPA Executive Committeeman

and negotiator Dr. Maurice Sandler (Upstate Medical Center).

Also appearing on the conference program was Dr. Caesar Naples, Assistant Vice Chancellor for Personnel and Employee Relations in SUNY, formerly with the Office of Employee Relations and chief negotiator for the State in bargaining with SPA. Dr. Naples expressed SUNY's "complete commitment to respect the Agreement with SPA," a commitment he said would be visible through implementation of all provisions of the Agreement "with dispatch and good faith."

SPA Negotiating Committee named

A Negotiations Committee composed of fourteen widely representative members of SPA was named by the Executive Committee to establish the bargaining program for SPA in reopened negotiations for basic annual salaries.

The reopener, stipulated in Article XIX of the SPA - State Agreement, was a demand of SPA's to improve the basic salaries of members of the bargaining unit for the second year of the Agreement, according to President Robert B. Granger.

"We are returning to the table with successful negotiations already behind us," Granger said, "but we are not satisfied with the basic salaries provided in the Agreement, despite our bringing the State from its rigid proposals of 1.5% without increments to what ultimately was agreed to."

The SPA President observed that equity, longevity provisions, minimums by rank, and

peer-determined meritorious increases were elements of the past SPA bargaining proposal, "and there seems to be little change in the feeling I read among members," he said.

Negotiations Committee members, hailed by Granger as being "both extremely sophisticated and extremely strong," are as follows:

Pat Buchalter (Student Activities-Albany)
Ann Commerton (Librarian-Oswego)
Herman Doh (English-Plattsburgh)
Edward Fiess (English-Stony Brook)
Robert Fisk (Education-U. Buffalo)
Daniel Frisbie (Admissions-Stony Brook)
Robert Granger (Registrar-Alfred)
Edward Lambert (Microbiology-Buffalo HSC)
Phyllis Livingston (Ed. Communications-New Paltz)
Barbara McCaffery (Education-Geneseo)
Richard Ryan (Tech. Specialist-Maritime)
David Truax (Admissions-Plattsburgh)
John Urban (Biology-Buffalo State)

Freeze Council 'responds'

A letter sent by General Counsel in the Governor's Office to the Cost of Living Council asking for a ruling on the SPA Agreement has been answered after five weeks with a form letter referring to guidelines previously distributed.

"The delay in responding was in itself shameful," said SPA Executive Director Philip Encinio, "but the response is ludicrous."

Encinio fired off a telegram to legal counsel for the National Education Association, noting the response and pressing for a "specific ruling, taking into account SPA's specific circumstances and citing specific authority for denying or granting our salary program."

SPA employs grievance coordinator

Miss Annalee Ziman, professional grievance consultant with long Association experience, has been employed by SPA and will head grievance efforts statewide.


Miss Ziman, formerly with the National Education Association in the Commission on Professional Rights, assumed her duties in late September and moved immediately into the full-scale implementation of procedures outlined in the SPA Agreement.

Her background, in addition to the NEA experience, includes service in the Arizona Education Association as training consultant and in grievance processing.

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Robert Granger
President
Barbara McCaffery
Vice President
John Valter
Vice President
Philip Encinio
Executive Director



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She was a member of the team conducting the statewide investigation of the Kentucky educational crisis of a year ago, and has worked in negotiations and communications.

SPA President Robert Granger lauded the appointment of Miss Ziman, noting that "not only her expertise but also her dedication and principles will serve SPA and SUNY well."

Miss Ziman, who holds BA and MA Degrees from Arizona State University, will be working closely with Chapter grievance chairmen and will expedite grievances carried beyond the campuses.

Grievances mount

The numbers and kinds of grievances being filed throughout the State University are growing, according to SPA grievance specialist, Annalee Ziman.

"Large numbers of grievances have been filed on procedural matters," the new SPA staffer indicated, "but some crucial, substantive issues have been raised, as well."

Among the substantive issues pressing immediately, Miss Ziman said, are questions relating to Trustees Policies, as well as to personnel files and their contents -- the latter being raised on four campuses presently, with disputes ranging from charges of secret files being kept to unfair dismissals pending.

Miss Ziman indicates her intention to establish a log of grievances, with periodic publication of the issues and their resolution.

NEA-affiliate wins in Pennsylvania

An election to determine the bargaining agent for the 14-campus system of the Pennsylvania State Colleges and University system has resulted in a resounding victory for the Associated Pennsylvania State Colleges and University Faculties, an affiliate of the Pennsylvania Education Association and the National Education Association.

APSCUF tallied 2,009 votes, a margin of more than 700 over the second-place AAUP with 1,282 votes. The AFT received 158 votes, eleven fewer than "no representation."