



WAVELENGTHS

United University Professions * Old Westbury Chapter

Inside this issue:

Rally for a Fair Contract	1
Who Owns Your Syllabus?	2
An Important Supreme Court Case	3
Snow Day Blues	4
Upcoming Events	4
NYSUT Ad on Member Benefits	5
UUP Representatives	6

WE'RE BACK! After a six-year hiatus, *Wavelengths* is back! We'd like to invite YOU to contribute stories, and let us know about things you'd like us to discuss: academic concerns, professional concerns, contingent concerns, etc. This issue was produced by (in alphabetical order) Kyle Anderson, Ryan Baker, Martha Livingston, Carol Quirke and Regina Scarbrough.

UUPers Rally For a Fair Contract

By Martha Livingston, UUP-Old Westbury Chapter President

"What do we want? A fair contract! When do we want it? NOW!" It's been 22 months since the end of our old contract. On March 1st, over 70 UUP-Old Westbury members, along with UUPers on every campus statewide, rallied to demand that SUNY sit down with us and negotiate a fair contract!

Our members wrote their own signs, and we rallied and chanted as we walked around the Campus Center. The rally culminated with our handing our petitions, signed by over 200 members, to the President's Office asking our campus administration to put some pressure on the Chancellor to get this contract done.

Featured at our rally was a message of solidarity brought by CSEA-Old Westbury President Tommy Noble; a number of other CSEA members also joined and marched with us in solidarity. Dom D'Angelo, 4, the son of member Phil D'Angelo, also brought his own message of urgency: "My daddy needs more money!"



WHO OWNS YOUR SYLLABUS? by Carol Quirke, American Studies

Digital media has disrupted the travel industry, print media, the music industry, the taxi industry—and of course it is shaping higher education as well. Massive Open Online Courses (MOOCs) were touted by *The New York Times* and the *Chronicle of Higher Education* as game-changers. The MOOC revolution has not yet transpired, but online, hybrid and flipped courses are altering higher education. Two digital developments threaten UUP members' intellectual property rights. All faculty should be aware of possible encroachments by companies and some SUNY administrators and of what UUP members can do to address this concern.

New companies aimed at selling professors' course materials are popping up. Companies like Study Blue, Course Hero, Study Soup, and Chegg Study take professors' course material from students—things like syllabi, exams, course notes, homework notes and study guides—and then sell them to other students. (Entry to the sites often requires providing such materials.) SUNY Old Westbury School of Business materials were found on Study Blue and Course Hero, for example, and Biology exam support was found on Course Hero. Chegg Study offers students photographs of quizzes taken by students in the Physics Department. Study Soup offers notes from multiple classes.

The union is asking departments or professors who are facing the theft of intellectual property to alert them. The statewide UUP Vice President of Academics is Jamie Dangler, who can be reached at (800) 342-4206, or jdangler@uupmail.org. The union is compiling examples of this practice and is consulting with attorneys at New York State United Teachers (NYSUT) about possible options to address this problem. Of course some professors may wish to have some course materials shared in this way; SUNY *Policies of the Board of Trustees*' "Title J" clarifies that such materials belong to professors, and that they alone have the right to share their materials. (See <http://system.suny.edu/media/suny/content-assets/documents/boardoftrustees/SUNY-BOT-Policies-June2014.pdf>)

Additionally, at some campuses, professors are being informally pressured to make their online materials perpetually available to the university, thereby bypassing the professor's right to share materials. The union suggests offering a one-time permission that would require the university to ask for permission again if it wishes to pass materials along to others a second time. Lest this seem overly cautious, when Long Island University faculty went out on strike in fall 2016, administrators taught classes from faculty syllabi. While SUNY faculty cannot strike due to the Taylor law, one can imagine circumstances where a faculty member could lose control of their course material. Many departments enjoy collegial relations, where syllabi, readings, and other course material are regularly shared. Nonetheless, our intellectual labor was engaged in developing courses, and faculty should be aware that they retain the rights for their intellectual property.

The union is taking other actions in addition to exploring legal options. UUP's statewide leadership has recommended that its campus chapter officers discuss the sale of syllabi with administration to explore possible campus actions such as revising the Student Code of Conduct. UUP also recommends that faculty put their copyright on course materials and consider covering this in courses and workshops that cover plagiarism and copyright issues. They have been in communication with University Faculty Senate leaders and believe both student governance and campus faculty governance should be apprised of these pressures on faculty. Our campus administration has asked to work with us to guard against these encroachments.

UUP's Geneseo chapter has presented a resolution to address this problem to its campus senate. It has been shared with all UUP chapters as a possible model for UUP-Senate collaboration. Finally, UUP has brought this up in Labor-Management meetings with SUNY Central, which has agreed to inform individual campuses of members' concerns, and their rights through the Board of Trustees Policies. Many campuses have developed clear policies regarding online education to clarify that faculty own their course materials regardless of how a course is taught. SUNY Potsdam has one of the clearest and best examples of campus policies on this.

Interested in more information about intellectual property rights? The union has provided this broad overview: <http://uupinfo.org/reports/reportpdf/IntellectualPropertyUpdated2018.pdf>.

AN IMPORTANT SUPREME COURT CASE by Kyle Anderson, History & Philosophy

Last February, Randi Weingarten, the President of the American Federation of Teachers [UUP's parent union] spoke to a group of teachers from across Long Island about the Supreme Court case of Janus vs. AFSCME. Mark Janus is an employee of the Illinois state government, and he felt his rights were violated when he was forced to pay "agency fees" to the union that had used collective bargaining to negotiate his contract, even though he was not a member of the union.

Agency fees have long been collected by unions to compensate them for the work they do in negotiating contracts and representing employees in grievances and arbitrations. Because all employees benefit from these activities regardless of whether or not they join the union, agency fees are an important way for unions to prevent so-called "free rider problems," where people can benefit from the union without contributing anything to it.

While Mr. Janus has claimed that his personal free speech rights are violated when he pays a fee to the union that has negotiated his contract, the powerful allies he has attracted have not joined the fight out of any altruistic concern for the first amendment. The right-wing State Policy Network, where Mr. Janus has posted videos, recently stated of his case: "this is our opportunity to defund and de-fang one of our freedom movement's most powerful opponents: the government unions." The Janus case is not about free speech, it is about union-busting, and it is funded by billionaire donors like the Koch Brothers.

With President Trump's recent appointee, Neil Gorsuch, joining the court one year ago, the Janus case may well be decided in favor of the plaintiff. But that is not cause for despair. We will fight back against Janus by convincing people of the benefits of their union. We need to sign even more people up, and show people who are hesitant to pay agency fees that we are not abandoning them, and that we appreciate their membership.



Martha Livingston, President, Old Westbury UUP, Randi Weingarten, President, American Federation of Teachers, and Kyle Anderson, Faculty Member, History & Philosophy (L to R)

SNOW DAY BLUES by Ryan Baker, Information Technology

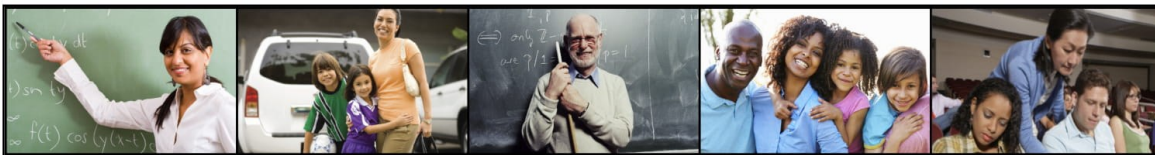
Roughly 170 miles separate the campus of SUNY Old Westbury and the Governor's Mansion in the state capital of Albany. While Long Island is surrounded by deep seawater for miles in nearly every direction, Albany is a mostly-landlocked city perched on the shore of the Hudson River, a mere 878 feet wide and 12 feet deep. These two locations are separated by both considerable distance and localized climates, making it all the more difficult to understand why the decision to cancel classes and activities for the safety of our students and faculty can be made locally by a group of administrators, but the decision to order the campus closed for the safety of the professional staff can be made only by the Governor, who sits more than a hundred and fifty miles away and whose view out the window gives no indication whatsoever of the severity of inclement weather in Nassau County.

When the decision is made in Old Westbury to cancel classes, students and faculty can stay home in relative safety, whereas the professional staff are expected to report to work to provide service to an empty campus, or else expend a day of hard-earned vacation time. This creates an unsafe situation in which professional staff are compelled to risk commuting to work on dangerous roads to arrive at a campus whose pathways and parking lots have not yet been cleared.

What kind of mixed message does such a system create when the county has been declared a state of emergency, travel advisories have been issued, and yet our campus offices remain open and our professional staff are still being asked to report to work? Why can't our professional staff be afforded the same simple courtesy of a "snow day" extended to our faculty and students? I suspect that a sizable number of SUNY Old Westbury UUP members would be curious to learn the answers.

Upcoming Events:

- Coming Soon: Department Rep. meeting. Watch this space!
- Chapter Action Project (CAP) fun event! Wednesday, May 2nd, MPR B, drop in any time from 12:30 to 3:30 for "Take a Break," to ask questions and play games, win prizes, and partake of coffee and cookies.
- General Membership Meeting & Picnic, 12:00pm-3:00pm, Wednesday, May 23rd, 2018, Campus Center.
- Chapter Outing to Mets game, 1:00pm, Sunday June 3rd, 2018 vs. the Chicago Cubs. Contact office if interested.



NYSUT Member Benefits thanks our UUP members

We appreciate our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

United University Professions
SUNY Old Westbury Chapter
Campus Center E204

UUP Old Westbury Chapter Office
Chapter Assistant:
Mary Navarra
Chapter Office Hours:
Tuesday-Friday
10:00 a.m. to 4:00 p.m.
Phone: (516)333-5770
E-mail: oldwestbury@uupmail.org
UUP website: www.uupinfo.org
NEW! Chapter Website:
www.oldwestburyuup.wordpress.com

WHO IS YOUR DEPARTMENT REP?

If you can't answer this question, it could be that your department *does not yet have* a department rep. Call the UUP office (333-5770) and ask our Chapter Assistant, Mary Navarra, who your department rep is. If there isn't one yet, how about YOU??

Old Westbury UUP Chapter

President:	Martha Livingston
Chapter Assistant	Mary Navarra
VP Academic:	Carol Quirke
VP Professional:	Eliliana Martinez
Secretary:	Peter Ikeler
Treasurer:	Eric Doucet
Officer for Contingents:	Victor Visconti
Officer for Retirees:	Delores James
VOTE-COPE Coordinator:	Ana Martinez
Delegates (Academic):	Eileen Landy
	Ashlee Lien
	Steve Samuel
Delegates (Professional):	Candelario Franco
	Ana Martinez
	Rafat Sada
Labor Relations Specialist:	Lynda Larson
	llarson@nysutmail.org

*The opinions expressed in this newsletter are those of the contributors
and not necessarily those of United University Professions*