



Alfred UUP News

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Read the Voice and Echo at <https://uupinfo.org>

UUP's Legislative Agenda

NY HEALS:

#NYHEALS is a plan that fights for access to high quality healthcare, raising revenue through a just and progressive tax system, and making SUNY a dynamic vehicle for economic, social, and environmental change. Learn more about @uupinfo's proposal at <https://uupinfo.org/legislation/pdf/UUP21StateLegAgenda.pdf>

HEALTHCARE:

FULLY FUND SUNY HOSPITALS. SUNY's teaching hospitals train thousands of physicians and healthcare professionals while providing care to all residents in the community, regardless of ability to pay.

UUP's workers at our public teaching hospitals have been on the frontlines since the start of the pandemic risking their health and the health of their families! It's time for the state to honor their sacrifices with hazard pay!

SUNY hospitals are the only state agency required to pay salaries, fringe benefits & debt service for hospital maintenance, all while caring for patients regardless of their ability to pay. Ensure their continued success & restore \$87 million in mission funding! (continued next page)

SUNY CAN LEAD THE WAY TO A GREEN FUTURE FOR ALL NEW YORKERS

Echo



Union unveils aggressive state, federal legislative campaigns — Coverage begins on page 4



DSH payments were created as a joint federal & state program to help hospitals that serve patients without insurance or other means to pay. NY's cap on matching DSH funds hurts our SUNY hospitals & the patients they serve. Remove the cap and match DSH funding.

NYHEALS proposes a network of SUNY-operated ambulatory care centers across NY, expanding access to high-quality medical care, while also providing an excellent learning environment for future medical professionals. Learn more about @uupinfo's proposal at <https://uupinfo.org/legislation/pdf/UUP21StateLegAgenda.pdf>

SUNY Downstate can make an impact on the maternal morbidity crisis facing their community and our state by expanding their mission to be the center of maternal and child services in Brooklyn.

EDUCATION:

The TAP Gap grows with every tuition hike. This is the year to correct the expiring TAP formula to ensure that the true costs of a SUNY education are covered by the program, not by struggling families and campuses.

The TAP Gap costs SUNY campuses \$70 million every year. This is the year to fix the formula and invest in SUNY!

Faculty and staff at SUNY campuses stepped up to support students during the pandemic and they continue to work tirelessly to keep students safe. SUNY must invest in educators and establish additional tenure track lines.

We must remove the GRE exam requirement for admission to graduate teaching and school leadership programs. It is not a valid predictor of students' success and is an unnecessary barrier to recruiting diverse candidates.

ACCESS:

SUNY's Opportunity Programs have a proven record of success! #NYHEALS calls for the aggressive expansion of EOP by doubling the number of students, staff and funding by 2025.

The SUNY EOP Program has more than 76,000 proud alumni, but thousands of eligible students are unable to enroll each year due to limited resources. NY must increase funding for EOP!

A SUNY Medical Educational Opportunity Program (MEOP) would provide medical, nursing and allied health school preparation assistance, financial support, and mentoring, fostering a more diverse cohort of students studying to be healthcare professionals.

Frontline public workers, including bus drivers, sanitation workers, EMTs, healthcare professionals and more deserve a free SUNY education as a thank you for their service!

Thank the heroes on the frontlines! NY should waive licensure and certification fees for 5 years for healthcare professionals who worked at a public healthcare facility during the COVID state of emergency.

(continued next page)

LEADERSHIP/REVENUE:

New York must invest in the future of SUNY with a goal of 25% of faculty and staff positions be filled by individuals who are African American, Native American and Latine by 2025. #NYHEALS can lead the way.

It's time for New York to legalize adult cannabis use and dedicate 1% of the revenue gained to medical higher education diversity grants to ensure a healthy future for all New Yorkers!

As the financial crisis in NY continues, the most vulnerable members of the SUNY community are adjunct faculty. UUP proposes a 0.5% tax on campus foundations, to be used for adjunct retention. This tax could save thousands of jobs.

In a state as wealthy as New York, there is money to fully fund our public university systems, freeze tuition, and improve financial aid if those who benefit most from New York's economic system begin to pay their fair share. #InvestInNY

The staff shortages and reductions in student services have gone on too long. SUNY needs funding to cover their full mandatory operating cost increases, to hire full-time faculty, to provide fair pay for adjunct faculty, and to expand student services.

With stable long-term funding from sources such as an Ultra-Millionaires' Tax, Stock Transfer Tax, Pied-a-Terre Tax, and Capital Gains Tax, New York and SUNY can lead the way to a more fair and just future.

SUNY'S OPPORTUNITY PROGRAMS ARE A PROVEN SUCCESS!

INVEST IN SUNY.



Individual Development Awards

As part of the State/UUP agreement, the Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Both full-time and part-time UUP employees are eligible to apply for activities that occur(ed) **July 2, 2020 to July 1, 2021**. The maximum award is \$1,000, and you may submit only one project or activity per the award period.

Please refer to the GOER website and scroll to the Professional Development IDA section for complete eligibility information, the application and additional information. Projects or activities must fall within the following categories:

§ Registration fees for conferences or workshops

§ Travel and related expenses (including lodging and meals)

§ Tuition at the maximum allowable SUNY rate at the time of application

Guidelines for applying are available: <https://goer.ny.gov/system/files/documents/2021/01/nys-uup-jlmc-clefr-program-guidelines.pdf>

The IDA application is available: <https://goer.ny.gov/system/files/documents/2021/01/nys-uup-jlmc-clefr-program-application.pdf>

Please submit your clear and completed application with the required attachments to Marilyn Robin robinmf@alfredstate.edu in Human Resources by **Friday, April 9 at 4 p.m.** Please note the committee would appreciate applications and attachments be submitted by scan as a pdf.

The committee members are Joe Greenthal, Jen Guthrie, Alexandra Hoffman, Betsy Penrose, Joe Petrick, and Marilyn Robin.

UUP Salary Compression Intake Form

I encourage you to use the UUP Intake Form at the link below to provide us with information or voice any questions or concerns you have about the 2020 salary compression adjustments called for in the 2016-22 NYS-UUP Contract. These adjustments constitute the second of four years of compression adjustments required by the contract. This intake form is not to be used in lieu of contacting campus Human Resources with questions you may have about your specific circumstances. We are encouraging members who have such questions to contact HR. However, even if you speak to HR about your specific case, it is also important for UUP to know what members' questions and concerns are.

We are asking interested members to complete this form and return it to us by **April 1, 2021**.

Information collected through this process will be viewed at the chapter and state levels of UUP. We will use it to address concerns that need immediate attention. We also will use this information to inform the next round of discussions with the State over possible refinements or adjustments to the 2021 salary compression analysis. Modifications to the process and methodology adopted in the second round were a direct result of the information members provided after the first round of salary compression adjustments.

I encourage you to communicate with us through this intake form as soon as possible. We will begin analyzing all information as it comes in.

UUP Salary Compression Intake Form: <https://www.surveymonkey.com/r/UUP2020Compression>

SUNY Students, Supporters Call for Expanded access, Diversity at UUP Opportunity Advocacy Day

United University Professions hosted hundreds of students, faculty, staff and public higher education coalition partners at a March 11 virtual rally, where students and advocates spoke out for expanded access, diversity and opportunity for SUNY students.

The daylong event, which included meetings with more than 20 members of the state Senate and Assembly, began with a plenary session that served as a rallying call for budget actions to expand funding for SUNY. UUP seeks to create opportunities for students to have access to a world-class education and succeed in their educational goals.

Advocates also made it clear that it is time to tax the rich, by pushing for new taxes on billionaires and the ultrarich to help pay for the proposals. UUP is calling for these and other important initiatives in its [New York HEALS](#) (Healthcare, Education, Access, Leadership, Sustainability) legislative agenda.

“When we talk about opportunity at SUNY, we’re talking about a big-picture view to broaden opportunity and access for thousands of students who dream of earning a SUNY degree, and the thousands of New Yorkers who are lacking access to affordable health care,” said UUP President Frederick E. Kowal. “To address racial divisions and economic inequality, we need to increase diversity, equity and inclusion in SUNY. We must greatly expand SUNY’s successful opportunity programs, and establish a Medical Educational Opportunity Program (MEOP) to help students—who lack the means but possess the ability—get into SUNY medical schools, and fully fund New York’s vital Tuition Assistance Program.

“And we need a combination of new revenue streams, like new taxes on billionaires and ultramillionaires and the reinstatement of the state’s stock transfer tax, to help make these and other proposals in our New York HEALS plan a reality,” he continued. “Our continuous advocacy will press our elected state officials to get behind these important initiatives.”

CORRECT THE TAP GAP
DOUBLE EOP FUNDING
ADVANCE FACULTY
DIVERSITY
INVEST IN SUNY



Academics Workload Survey

A survey was conducted by statewide UUP Academics to gather information on the impact of the COVID-19 pandemic on workload, working conditions, and other aspects of Academics' professional lives and work-life balance. The survey was intended for all UUP Academics, both part-time and full-time, contingent and non-contingent. The intent is for UUP chapters to use the survey to increase awareness and educate ourselves about ways to address workload problems, identify pressing issues that need attention, and develop initiatives for campus level change.

Complete survey results are available at <http://uuphost.org/alfred/wp-content/uploads/2021/03/acadworkloadsurvey.pdf>

Edited comments from the Academics' Workload Survey were printed in the February 2021 UUP Chapter Newsletter.

The Academics' Workload Survey was deployed following the UUP Professionals' Survey. Some of the results of which were published in the October 2020 Alfred Chapter UUP News, available at <http://uuphost.org/alfred/wp-content/uploads/2020/10/News20201019.pdf>

Questions about either the Academics or Professionals Surveys can be addressed to Joe Petrick at petricja@alfredstate.edu.

The opinions expressed are those of the authors and do not necessarily reflect those of United University Professions or the Alfred Chapter of UUP

INVEST IN NY
THE WEALTHIEST
NEW YORKERS
MUST PAY
THEIR FAIR SHARE



All On-Campus Members Now Eligible for Vaccine

This is a very big deal: All SUNY employees working in person on SUNY campuses are immediately eligible for the coronavirus vaccine.

For UUP members, this new eligibility includes professional staff whose work brings them into many different areas of campus, whether or not they deal directly with students.

The change in eligibility recognizes what UUP has long known and has made central in its effort to bring members back to campuses under the safest conditions possible: The coronavirus can be transmitted too easily, especially indoors, to think that only members working directly with students need to be vaccinated.

UUP President Fred Kowal announced the all-inclusive policy March 10, and he credited the thousands of members who signed a petition and participated in advocacy efforts for helping to achieve the much-needed change in the state's vaccination eligibility policy.

"All the efforts of so many of us have paid off at last!" Kowal wrote in a message to members. "All those working on campus are now eligible for vaccination! Thanks to all of you for your advocacy and commitment to our efforts -- and the work we are doing."

For months, UUP worked closely with the chancellor, state legislators and its union colleagues to extend priority vaccinations to include not only in-class faculty and instructors, but all on-campus employees who work with students and the public. Those essential employees include residential life directors, counselors, instructional support staff, librarians, financial aid staff, researchers and other similar positions.

Kowal announced March 4 that residential life staff who worked with student programming would next be included in a high-priority category. He told members that day in a message that he had just written to the governor to demand that vaccine eligibility be extended to all professional staff working in person on campuses. That change came with the March 10 announcement.

Read UUP's press statement here: <https://uupinfo.org/communications/releases/210310.php>

Read the updated New York State Department of Health COVID-19 vaccine program guidance here: <https://coronavirus.health.ny.gov/system/files/documents/2021/03/guidanceforfacilitiesreceivingvaccine.pdf>

Pre-retirement Workshops

UUP has scheduled a series of virtual pre-retirement workshops in March, April and May.

The two-part, hour-long webinars will cover health care and Medicare, followed by union benefits, such as dental and vision coverage.

Noon to 1 p.m. April 20 and April 22. Click <https://docs.google.com/forms/d/e/1FAIpQLSd6LgoH2a63jA1P7J9Cm5T9peUAoosuZp0Tuq65rEVgNu586g/viewform> to register.

7 p.m. to 8 p.m. May 18 and May 20. Click <https://docs.google.com/forms/d/e/1FAIpQLScbMzKo9yZR7Xu75XiPvCOZgn72lrDJouUSjzXsmct7YuRJ2A/viewform> to register.

Chapter Officers		
Joseph Petrick	Chapter President	587-4311
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Linda Panter	VP for Academics	
James Buell	Treasurer	
Jennifer Guthrie	Membership Development Officer	
Vav Vavrek	Affirmative Action Chair	
Alexandra Hoffman	Officer for Contingents	
Gary Moore	Officer for Retirees	
Earl Packard	Delegate	
Ray Gleason	Delegate	
Laurie Dunn	Delegate	
Jamie Guilian	Labor Relations Specialist	

Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>

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