



The Cortland Cause

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WWW.UUPHOST.ORG/CORTLAND

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Where good ideas come from

One day recently I was in the middle of doing what I do pretty much every day, and I received an e-mail that has effectively enhanced and augmented the content of UUP's *The Cortland Cause*.

The e-mail came from Peter VanderWoude, Manager of Planned Gifts at SUNY Cortland. The e-mail was in essence a question. The question regarded whether or not the newsletter published retirements, as Peter is retiring effective February 1st. As I read the message from Peter, I wondered to myself how a union newsletter has allowed itself to ignore one of the most important events of a worker's life: retirement. While these pages have made mention of UUP Chapter retirements when they were members of the Chapter Executive Board, the newsletter has never made mention of the retirements of UUP's individual members who bring life, on a daily basis, to this College and this union. We do now, and we invite future retirees to let us know so we may acknowledge you in these pages.

I learned from Peter's e-mail that good ideas come from

good questions, and I appreciate his. I have known Peter and his family for many years (Kim VanderWoude is one of the powers behind the SUNY Cortland Children's Center; their son Nigel once attended the Children's Center, and is now a student at Cornell.)

Over the past 10 years Peter, a UUP Professional, has built the planned giving program at the College as well as had instrumental roles in other endowment programs. We at *The Cortland Cause* wish him the best in his retirement, and thank him for his role in helping to give this newsletter a more inclusive perspective.

We list below members of the Cortland Chapter of UUP who have retired recently, with their retirement dates, and with our gratitude for all that you do for the College. Readers, please congratulate them when you see them.

John Driscoll, Instructional Support Technician, 5/09/13

David Berger, Professor of Psychology, 7/01/13

Billie Jean Goff, Senior Counselor, 8/01/13

Paul Luyben, Professor of Psychology, 8/31/13

Karla Alwes, Editor, English



Chris Poole, Associate Director, Campus Technology, 1/10/14

David Ritchie, Associate Librarian, 1/31/14

Karla Alwes,
Editor, English

A question of balance

Elsewhere in this newsletter is an article about the days in the life of a contingent faculty member, written by Nancy Kane. *The Cortland Cause* has included several pieces from writers in the past that shared the same topic, yet the work environment of contingent faculty has grown increasingly unbalanced, disconnected and often alien from the world of teaching that was once envisioned by our part-time faculty and even our Full-time Lecturers.

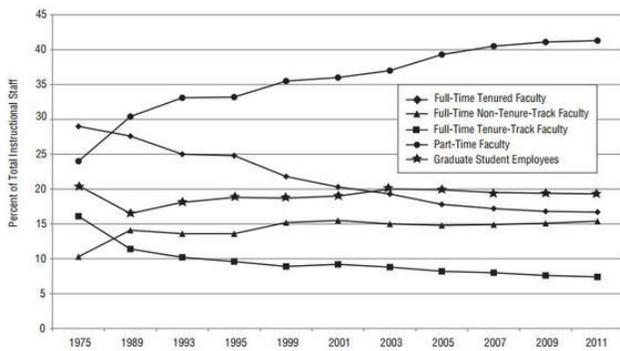
It is a national problem, as made clear by the accompanying charts. Locally, however, many of SUNY Cortland's contingent faculty must work at multiple campuses in order to make a living wage. And locally, many of SUNY Cortland's contingent faculty qualify for food stamps.

For further information regarding the situation of adjunct and contingent faculty (with thanks to Mary Lynch Kennedy), see the link: <http://democrats.edworkforce.house.gov/sites/democrats.edworkforce.house.gov/files/documents/1.24.14-AdjunctEforumReport.pdf>, the report from the House Committee on Education and the Workforce's Jan. 2014 report on the working conditions of adjunct faculty.)

In the fall semester the Faculty Development Center will host a book chat on Keith Hoeller's recent book, *Equality for Contingent Faculty*. The FDC will provide copies of the book for audience members when there is a date for the book chat set.

In the meantime, we must all be aware that in a world where there is very little outrage over the fact that Wal-Mart employees must organize food drives for their colleagues, the plight of the contingent faculty member on campuses across the country too often remains unnoticed.

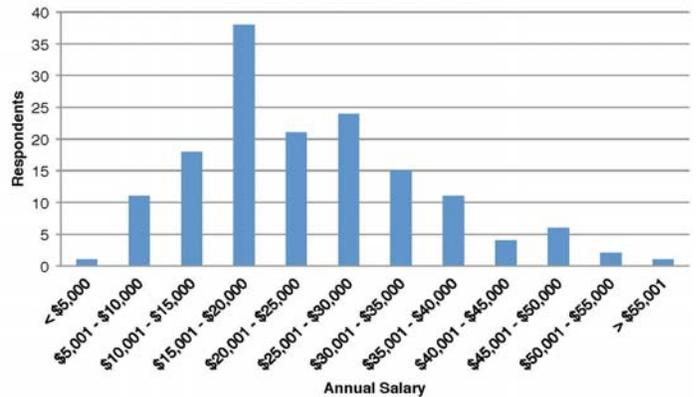
Trends in Instructional Staff Employment Status, 1975-2011
All Institutions, National Totals



Notes: Figures for 2011 are estimated. Figures from 2005 have been corrected from those published in 2012. Figures are for degree-granting institutions only, but the precise category of institutions included has changed over time. Graduate student employee figure for 1975 is from 1976. Percentages may not add to 100 due to rounding.
Source: US Department of Education, IPEDS Fall Staff Survey.

The graph shows the move away from hiring tenured and tenure-track professors to hiring more contingent faculty in recent years.

Respondents' Annual Salaries



The graph shows salaries paid contingent faculty, gathered from various sources and interviews. (All background material appears in the link to the website.)

Who's On-Call, What's on Re-Call

**Joseph Westbrook,
Vice President for
Professionals**



The new contract requires management to provide annual notification listing professional positions which management has designated as On-Call or Re-Call. In mid-December letters were sent from campus Human Resources Office to twenty-four professionals officially notifying them of their Re-Call designation. All of the positions on the Re-Call list are under the Information Resources Office or in the Library and closely related to technology services. No other UUP positions anywhere on campus are listed. The list is effective as of January 1, 2014 and will remain in effect until December 31, 2014. In October, management plans to review and make decisions on any change to the list for 2015. Management continues to review positions for On-Call obligation, though it currently does not expect to list any positions as meeting the definition for On-Call designation.

If you have received a letter, the UUP Executive Board urges you to keep a careful record of communications with your supervisor after normal business hours. Note what their request for support entailed and whether or not you agreed to return to work. Remember that a Re-Call designation imparts no obligation on you to accept a request. Because the current wording of the letter is somewhat vague, the UUP Executive Board is recommending that you return to work when you accept a request. This will be especially important during the time that management remains in the process of enacting their procedure for tabulating the time and status in TAS.

For the large majority of us who have not been designated, please be advised that we have not been excluded from being Re-Called. We also need to stay keenly alert to communication from our supervisors close to or outside of normal business hours, evenings and weekends. Carefully consider whether the situation is a special incident or task that is being required and outside of the normal time you work. Is there a pattern or frequency to the requests? Most importantly, are you able to decline providing service? Please do not be shy communicating with your supervisor so that you understand exactly what they require. It would be totally appropriate to ask directly if the supervisor understands that you are being Re-Called. Do you have any options to provide service at a time of your convenience? A good follow-up question would be what compensation will accrue by accepting the request. Written recordkeeping in this case will be essential to assure proper compensation.

Abbott and Costello took years to perfect their "Who's on First" routine. On many levels its language is structured to confuse and deflect the simple inquiry of the team players' names. Contract language, policies and procedures along with additional memos, voluntary agreements and the like can have the same smoky effect, especially when layered one over another and containing obvious inconsistencies between them. Our efforts will labor to make plain and straight a narrative of our members who are providing On-Call And Re-Call duties. From my perspective, a good place to begin would be to look closely at your performance program to see if it contains vague or overly broad language that renders it unclear how you need to fulfill specific tasks and duties to receive a satisfactory review. Are there phrases that describe you must be available outside of your normal weekly schedule like "Respond to after-hours emergencies on occasion"? Perhaps there are statements that loosely imply you meet your professional obligation "as needed" or "as assigned". This type of language has now become even more suspect and opaque relative to the On-Call/Re-Call provisions. Each of us needs to engage our supervisors in frank conversations about how the wording in your performance program implies or clearly identifies expectations for On-Call or Re-Call duties. If you are told that there are no expectations, work with them to modify or eliminate all passive descriptions of your duties, such as "responsible for all activities in residence hall, lab, department", etc. Be an active listener in the conversation. A clear understanding of expectations between you and your supervisor must be mutually important to assure a healthy work environment. On the other hand, if you find yourself as frustrated as Lou Costello, please share your thoughts with any board member so that by next October, we can all be more clearly informed about how the On-Call/Re-Call contract provisions apply locally to professional titles and provide us with rich data to present to management for their next review. My hope is that, with your feedback, our dialog with management will assist them to identify what services and activities our institution provides that meet the On-Call and Re-Call definitions and work accordingly to recognize those positions by appropriately compensating them.

Remembering Kathy Lattimore

Karla Alwes, English

As any denizen of Old Main will tell you, there was barely an evening or a late afternoon that would go by in which we did not see English Full-time Lecturer Kathy Lattimore in her office or in the English Office, following a full day of working, continuing to be engaged with students or with the class work that would eventually enrich her students' lives.



Kathy Lattimore

Kathy was an integral part of the English Department and the Cortland campus for 24 years. As Coordinator of the Writing Fellows program, which provides peer writing tutors for students at SUNY Cortland, as well as ubiquitously involved in all avenues of writing on campus as a member of the College Writing Committee, Kathy was known and admired by the entire SUNY Cortland community. (The English Department is grateful for all of the words of condolence we have received from the members of campus.)

Kathy was an activist outside of the classroom too, who shared her passion for education and justice with all she knew, including the Chapter and statewide members of UUP. "She was always going to Albany to protest, always wearing a button," Mary Lynch Kennedy, the director of campus writing, says of our colleague. Kathy was also active in making sure her students understood the history of who we are as a society, including essential topics regarding education and the politics of war. Kathy herself, her husband Guy says, was involved in progressive politics "all the way back to the 1960s."

To say her colleagues in the English Department will miss her is an obvious understatement. But we hope our collective grief can be turned into a source of solace and support for Kathy's family. To her husband Guy, daughter Alexandra, son Eugene Aarnio, daughter-in-law Samantha Aarnio, and their infant son Liam, we express our sympathy and affection and hope for the future.

Organized by English faculty members Jack Carr, Linda Rosekrans, Molly McGowan, and Interfaith Chaplain The Reverend Vicki Johnson, the English Department will hold a memorial service for Kathy on Saturday, March 22nd, at 10:00 a.m. at the campus Interfaith Center on Calvert Street. All friends and College employees and students are invited, as we remember the life of a woman who had so many important lives to share with us. We cherish all of them.

IT'S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community.

Please share your thoughts with us— we want to hear from you!

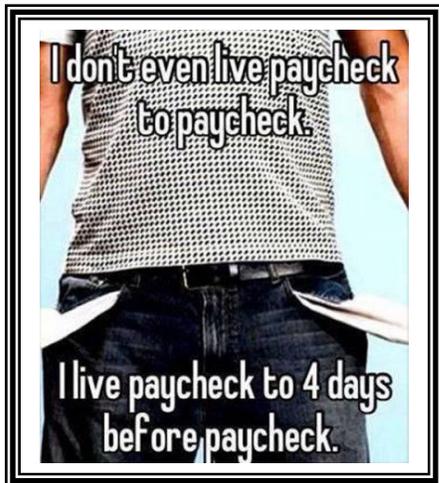
Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions.

We reserve the right to edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, uup@cutland.edu
and to the editor, Karla Alwes, karla.alwes@cutland.edu

Nancy Kane,
Performing Arts



Redemption

It's lunchtime and I'm hungry. I've finished teaching my classes for this morning. I still have a couple of hours to kill before I will drive fifty miles to my next teaching job. It's the end of the month, so I've got just about enough money left in my checking account to buy a tank of gas, but not enough to get lunch. In other words, I live like a typical adjunct professor.

I've used up the restaurant gift certificates thoughtful friends and parents of some of my younger students have given me, and I forgot to raid the coin jar my husband uses as a doorstop in our bedroom. For some reason, the local paper weekend delivery person has not visited our house in six weeks, so I have run out of coupons for restaurants, and the only coupons left in my Save Around are for buy one/get one free dinners. Credit cards are, well . . . let's just say that's not an option at this point.

The solution lies in the back of my cluttered van, surrounded by the blankets and pillows I use to sleep there year-round in those hours between classes. There, amid the odd collection of teaching-related paraphernalia (a music stand, CDs, quarter staves, dance shoes, and an extra set of dance teaching clothes, in my case), I have a treasure

trove of water bottles.

I pull into my preferred redemption center, a Tops friendly market. My collection of bottle bags fills a large shopping cart. The lady who just pulled in next to me can see that I am a regular customer at an assortment of dollar stores, thanks to the advertising on their bags. We share wan smiles, she and I, before she hurries past me toward the entrance. I trudge toward the bottle room doors, which are discreetly separated from the main store at this location.

Luck is with me, as the "good" plastic bottle machine is available. I park the cart and begin the ritual feeding of the bottles, telling myself I'm doing something good for the earth, sending up a silent prayer of hope that the machine has been recently emptied. Once my rhythm is established, I glance around at my fellow redeemers.

A young couple work the can machine together, silently helping each other. The smell of cigarettes hangs heavy around them, enveloping them in their own cloud of shared smokes and intimacies as the beer cans are crushed like old Marlboro stubs. Further down, an older man slowly and deliberately inserts glass bottles, each one crashing loudly with the sound of broken dreams.

I've always hated the sound of that machine.

My observations are interrupted by a worse sound: an insistent beeping and a message for me from the bin deity. My prayers are denied. Bin Full. The other recyclers look at me as though I've committed some offense, then go back to their toils, grim but happy it was my bad luck instead of theirs. I glance around, hoping my favorite bin fixer, Chris, is nearby, but again, luck is running against me.

When I first started bringing my bottles to this location, a glass partition allowed me to wave at the customer service women (they're always women, for some reason) and point at the machines when help was needed. Lately, however, the holiday spirit inspired someone to cover the window with wrapping paper. There is nothing to do but go outside and into the store, then patiently wait on line for my turn to ask for assistance. I don't worry that my bottles will be stolen while I'm gone; there is an unwritten code among redeemers that forbids poaching.

I wonder, for the hundredth time, why in this day and age we don't have automatic notification at the service desk when bins are full, especially when the bottle

Redemption cont.

room is outside the store and walled off by shiny paper-covered windows. I think about the times I've been at redemption centers located inside stores, right next to customer service, when multiple beepers are going off at once and the store employees seem oblivious until the sound is called to their attention. I don't fault them for it. Retail work can be grueling, and customer service has to deal with plenty of malcontents. I try not to add to their misery, figuring we're all just trying to make a living. It's not like I'm usually in a hurry, and besides, right now I am at their mercy.

Chris is summoned, and arrives with his usual good cheer, commenting on the weather, speculating about his favorite football team's chances this year, and revealing his plans for after work. He's looking forward to playing some video games with his brother. He hangs around for a couple minutes after the machine is fixed, feeding a few bottles for me to make sure everything's working correctly. That's why he's special – he's one of only a few people I know who honestly likes working with customers and seems to enjoy his role as an ambassador from the store to the bottle center. He restores my faith in human kindness every time I see him. Finally, with only two rejected bottles to take home for recycling, I am finished feeding the machine.

Gathering my empty bags, I head inside the store, pausing to recycle the bags on my way back to the customer service desk. More good for the earth, but without the monetary incentive. No matter: I've earned enough for lunch. \$6.85 means steamed Chinese vegetables are in my immediate future. I'll be fueled until I get home around ten o'clock tonight, with just enough time to share a kiss with my husband, some spaghetti, and a snuggle with my cat before bedtime.

The comfort food, cheap and filling, will lull me into a false sense of security for another night. I'll remind myself that I'm one of the lucky ones, hard-working, well-educated, doing what I love for a living, blessed with a home filled with love, fortunate enough to have decent health and security. Yet, even as I slip into my carb coma, I will hear the sound of the plastic bottles being ripped apart in the machine, punctured and crushed. Each one is a nickel keeping me fed between now and the next paycheck.

State Reacts To Academic Boycott By Threatening Campus Funding

**Daniel Harms,
Vice President for
Academics**

Could this campus lose state funding for a year over a single travel authorization? It can, if a bill in our legislative chambers becomes the law.

Recently, a number of organizations have expressed concerns about the treatment of the Palestinian people through boycotts of academic institutions in Israel. Vigorous debate can and should certainly occur as to both the reasons for the boycotts and the tactics employed, in keeping with the importance of academic freedom. Now the State of New York legislature has stepped in, however, with a solution that is both draconian and punitive. The Senate has passed the bill, and now the corresponding bill goes before the Assembly.



Any college accredited by the University of the State of New York (the group that accredits all academic institutions in the state, as opposed to SUNY) should not fund any academic group that boycotts another accredited body or the country in which it stands, the bill says. As such, no college or university – public or private – may provide membership dues, travel funding, or other funds that go to such a group. This should deeply trouble anyone who is a member of an academic organization, as such groups might pass resolutions that do not necessarily reflect the views of the members.

The bill goes beyond this, however. A college that provides these funds, even inadvertently, can be denied state funding for an entire academic year.

When we put in a travel request for a conference, how often do we check every single resolution that the sponsoring organization has passed to see if it is objectionable? Now if we do not do so, the campus could lose support, to the point where it could not support the needs of its faculty, staff, and students. Would people lose their jobs? Would support for scholarship diminish? Would our students be able to continue to advance and gain the training for which they have paid us? Indeed, thousands of lives could be ruined, all for the sake of one check sent out in all innocence.

House Bill A08392 is still in the Committee for Higher Education, and I would recommend that we try to keep it there. Our students deserve much better. "As of Tuesday the 4th, the Assembly's Higher Education committee had announced that the bill needs revisions before proceeding to the Assembly."

Statement on Cortaca Events

Executive Board

United University Professions of SUNY Cortland

If there is ever a time for AFT's motto, "Solution Driven Unionism," to guide our thinking, that time is now for SUNY Cortland. The events surrounding Cortaca in the fall of 2013 have done far more damage than generating a wave of negative publicity for our college. Cortaca events raise serious questions about the success of every program in our college. To put it bluntly, how can college-educated people engage in random and meaningless acts of vandalism and behavior unacceptable in any community? In moving forward, it is important for everyone at SUNY Cortland to ask what each of us and our programs can do to prevent the reoccurrence of vandalism, reckless behavior leading to the injury of self and others, lewdness, and generally intolerable behavior. What responsibility does each of us have for either actions or inactions that through our collective parts produced a gathering of thousands that showed no respect for our community?

A successful education is more than the collection of information. A successful education includes the wisdom to use information for the benefit of all. Higher education must do more than provide skills for a variety of jobs. Higher education must include the ethics and morality of how and when to use knowledge for the benefit of communities we share with others. As educators (and educators includes all of us who work at SUNY Cortland) we must not just ask ourselves if we are graduating students with the technical skills demanded by the economy. We must also ask difficult questions about the extent to which SUNY Cortland has or has not modeled behavior that is ethical and promotes good citizenship. Our campus cannot afford the luxury of assuming that the behavior of our students is not in some ways a product of the college environment.

To be clear, responsibility for the Cortaca incident is complex and widespread. The individuals engaged in the actions on the day of the Cortaca game bear primary responsibility for their behaviors, and they should be dealt with accordingly in the criminal justice system. Some have also placed blame on landlords who have overcrowded buildings, bars that promote 8:00 AM openings weeks in advance, and out of town visitors looking for a wild party who do not care about the Cortland community. However, a focus on this one day will not get at the core problems. As one community member correctly pointed out, what happened at Cortaca was unusual only in the degree of the actions, not the actions themselves. Those of us who live in Cortland have become accustomed to, and too forgiving of, sidewalks, streets, and yards littered with broken glass, plastic cups, and assorted garbage. We are subjected to language in the early morning hours that is not just obscene, it is racist, sexist, and hate-filled. Petty vandalism occurs on an almost weekly basis in the college area, most of it unreported to the police. This permissive environment must change.

The college, community, and students all bear responsibility for allowing this state of affairs to develop. United University Professions of SUNY Cortland supports all efforts at cooperating with the community to change the reigning culture of incivility and ensure there is no repeat of the events of November 16. We pledge to support President Bitterbaum and the City of Cortland in their efforts to stop all vandalism and inappropriate behavior in our community. We look forward to working with the Commission created by the City Council and SUNY Cortland to address these inappropriate behaviors.

Most of all, however, we ask that all members of the SUNY Cortland community reflect on our own roles and how we influence the students we interact with daily. This is not a problem created by some faceless 'other'; we are all a part of Cortaca. Have we, with or without forethought, participated in counterproductive policies or practices? We call upon all parts of the college to examine our own programs and practices seeking ways the college can better educate SUNY Cortland students in the meaning of responsible, democratic citizenship. We look forward to working with everyone in the college and community in restoring a positive meaning to a college education at SUNY Cortland.

Approved: December 5, 2013
Executive Board
United University Professions
SUNY Cortland

Support for K-12 Teachers

Statement by United University Professions SUNY Cortland Executive Board

At its December 5 meeting, the Executive Board of United University Professions of SUNY Cortland (UUP Cortland) affirmed our strong and continued support for the many certified public school teachers of New York, especially those in the Central New York area. SUNY Cortland is proud to count many of those teachers among our alumnae and alumni. Through a variety of programs, many of our faculty works closely with teachers in the surrounding area, and we can attest to their professionalism, knowledge, skills, and dedication.

The UUP Cortland Executive Board is appalled by the negative attitudes towards teachers and parents expressed by the words and actions of New York's Commissioner of Education, John King. The blizzard of testing in New York is detrimental to any real education occurring in our schools. A year ago, the Syracuse Teaching Association reported that testing occurred in over 40% of the school days. It is worth noting that the United States stands alone among developed nations in using testing and standards as the cornerstone of its educational system. The unprecedented speed with which New York has implemented new standards and tests compounds the difficulties New York teachers are facing. Finally, research supporting the use of standards and testing to improve educational outcomes is scanty at best. UUP Cortland strongly supports the moratorium on testing called for by NYSUT.

Recent comments by Commissioner King in which he alluded to parents and teachers as "special interest groups" make him unacceptable to continue leading New York's schools. We join many others in calling for his removal from office. At the same time, we recognize that Commissioner King is only a messenger. All of his policies are carried out with the approval of the Board of Regents and the Governor's Office. These other individuals must also be held accountable.

It is time that curriculum and teaching are returned to those who are qualified and best able to deliver a high quality education in our public schools: the many certified teachers who are currently and will continue to be teaching our youth every day in our schools.

Approved: December 5, 2013
Executive Board
United University Professions
SUNY Cortland



Something's Gotta Give: Workload and Quality of life

Anne Wiegard,
English



Even though classes have only been in session a couple of weeks, do you already feel like you're behind and there's no way to catch up?

Is there so much on your mind in the morning that you sometimes leave your travel mug full of coffee or your lunch on the kitchen counter, or forget to feed the dog or damp down the woodstove in your rush to leave for work?

Is there so much to do and so little time in which to do it all that you end up dropping the ball or giving tasks just a lick and a promise?

Can't participate in meaningful extracurricular activities that interest you because you feel continually preoccupied with the work hanging over your head?

When was the last time you had the energy, money, and/or time to plan and execute any social event in your home, or has entertaining friends become only a distant memory?

Does a family member sometimes call to ask why you haven't left work yet since you'd promised to be home some time ago?

Do you sometimes pass on the invitation to the family birthday party or holiday gathering because you're too exhausted to rise to the occasion and cater to the needs of others?

Are you continually stressed out by the disparity between your income and the bills you need to pay? Is the stress beginning to affect your health?

Do you sometimes consider contacting the Employee Assistance Program to get help with balancing work and life?

How many hours a day do you really work? Are you ever not working?

Are you spinning so many plates in the air that while you're teaching one course (or facilitating one meeting), you realize that you've referred to an assignment that's actually for a different course (or a different committee/group/project)?

Did you know Kathy Lattimore and has her untimely death on New Year's Eve given you pause with respect to the way that you've delayed gratification, postponing all your leisure activity for a retirement that may come too late or never be possible?

Are you deeply troubled by SUNY's apparent disregard for the core values that motivated you to choose higher education as your vocation? Are you feeling betrayed or unappreciated by SUNY or the State of New York?

Do the day-to-day obligations of the job make it next to impossible for you to plan long-term for your professional development or even for your personal life?

Can't get to sleep or wake up worrying about the list of things you have to do tomorrow?

Feeling like the college holds you hostage to the needs of the students whom you want to help but not at the sacrifice of time with your family or of doing other things that make your life worthwhile?

Scrambling to meet deadlines and in a panic about the likelihood of missing them?
Having trouble even keeping track of all the various things you're expected to do?

Wondering how, in good conscience, you can encourage your undergraduate students to venture further into higher education, the scholarly life, or even into teaching at any level if it means the kinds of sacrifices you're having to make?

Having a hard time remembering when you last had a whole day off? A day when you truly didn't think about your work obligations at all?

Do you find yourself fantasizing about the sweetness of doing nothing, of spending a whole day preparing an elaborate meal or of running away and holing up in a shack on the beach and tossing your phone in the surf?

Do you find yourself suddenly teary-eyed when you hear a piece of music on the radio on way home from work, as if the music lets you glimpse a whole way of life you long for but can't afford to even think about?

You are not alone. Come to the UUP Union Matters Luncheon Meeting in February to share your concerns about working conditions and other issues facing UUP members.

Register Today! NYSUT Higher Education Lobby Day February 25-26, 2014

**William Buxton,
President**



Fellow UUP Members,

I encourage you to read the message below from Fred Kowal, our state President. The proposed executive budget will not provide SUNY or Cortland with the funds we need. If you would like to attend, please inform our secretary, Toni Murray, by email at uup@cortland.edu. She will make reservations for you, and this will allow us to know who is going from Cortland. I realize it is difficult to arrange your work schedules to take a day and half off in the middle of the week, but if you can do so, you will make a valuable contribution to ensuring the continued viability of our college. We have not come close to recovering the state funding we lost at the beginning of the recession, and UUP's advocacy efforts are one of the few for higher education.



I am writing to invite you to attend NYSUT's 2014 Higher Education Lobby Day being held February 25-26, 2014 at the Desmond Hotel in Albany, NY. See attached agenda.

I urge you to join me for this important advocacy event and register online by visiting <http://www.cvent.com/d/74q0sw> no later than FEBRUARY 14.

UUP will host a dinner for its participants on Tuesday evening (time/location TBD). Your Tuesday night's lodging and Wednesday's breakfast and lunch at the Desmond will be provided by NYSUT. Transportation costs and a meal allowance up to \$40.00 for Tuesday night's dinner will be reimbursed by submitting a NYSUT expense voucher.

Please contact the UUP Legislation Department via phone at 800-342-4206 or via email at legislation@uupmail.org if you have any questions.

I look forward to seeing you there!

In Solidarity,
Fred Kowal

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2013-2014

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We're on the Web!

See us at:

UUPHOST.ORG/CORTLAND

Become a Department or Building Representative

Want to get more involved with UUP? Please consider becoming a Department or Building Representative!

We still need "reps" for many campus departments and/or buildings, and we would welcome your participation. Contact the Chapter Office (ext. 5991, uup@corland.edu) to express interest or to find out more!

ARE YOU RECEIVING CORTLAND UUP CAMPUS E-MAIL POSTINGS?

If not, here's how to sign onto the "UUP List" Cortland campus e-mail list – be sure to sign on so you don't miss important announcements and messages from UUP!

1. Login to your webmail via MyRedDragon
2. On MyRedDragon home page, mid-right, see "E-Mail Options." Under that, click on Manage your Mailing List Memberships
3. Pop-up will request that you enter your username and password again (same as you use to sign into webmail)
4. On the page that comes up, click on Manage My List Membership
5. The next page is "Mailing List Management Service" – on this page you can voluntarily subscribe/unsubscribe to various campus e-mail distribution lists. To sign onto the UUP list, click Subscribe by "UUP List".

Save the dates

Union Matter Chapter Meetings

Feb. 11th, Mar. 26th, Apr. 25th

Executive Board Meetings Schedule

Feb. 20th, Mar. 6th & 21st, Apr. 4th & 17th, and May 1st & 15th

Labor Management Meetings Schedule

Feb. 27th, Mar. 27th, Apr. 22nd, and May 22nd

Are you a UUP member?

JOIN TODAY so you can vote!

Go to www.uupinfo.org and click on "Join UUP" at the top (right) of the home page. Or simply contact the Cortland Chapter Office to request information or a membership application form (campus ext. 5991, e-mail uup@corland.edu)

Alan G. Hevesi New York State Comptroller		JOHN DOE		Total Gross Pay Taxable Gross	
Address # 12345678		Pay Start Date 02/16/2005	Negotiating Unit IIS	Current YTD 3456.78	1234.56
Advice Date 07/13/2005		Pay End Date 05/29/2005	Retirement System TIAA-CREF	45,678.90	34,567.89
Department ID 1234		Pay Rate 78,910.11		Net Pay 1,234.56	
EARNINGS		Current	YTD	TAX DATA	
Regular Pay Salary Employee	Hours/Day 3456.78	Earnings 45,678.90	678.90	Federal	State NYD
Location Pay	56.78	678.90	678.90	NYD	YTD
				Current	YTD
				Fed Withholding	1234.56
				State Withholding	3456.78
				Social Security	1234.56
				NY Withholding	3456.78
BEFORE TAX DEDUCTIONS		Current	YTD	AFTER TAX DEDUCTIONS	
Medical Before Tax Health	456.78	678.90	1234.56	Current	YTD
Supplemental Ret Annuity Plan	678.90	5678.90	5678.90	UUP Member Fee	34.56
TIAA Retirement Before Tax	56.78	1234.56	1234.56		456.78

Check your most recent paystub to find out if you are a member. If it says "UUP Agency Fee" you are not yet a UUP member.