



The Cortland Cause

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From the President

Seamless Transfer, edTPA, and General Education

“Recognition that state, system, accreditation, and licensure mandates affect curriculum and course offerings” (General Education Proposal, 2014, p. 7).

Out of the detailed 27 page GE Proposal presented to the campus this spring, that one sentence captured my attention the most. My focus on that sentence is very much shaped by my past experiences with external mandates shaping curriculum. When I came to Cortland 16 years ago, I had heard of NCATE, but NCATE was something colleges pursued only when they were unsure or unconfident of their teacher preparation programs. On hearing that Cortland was going to pursue NCATE accreditation, I was surprised and disappointed as I saw it as a sign of weakness. Once I became reluctantly involved in NCATE, my suspicions were confirmed that NCATE ensured mediocrity and had a strong anti-intellectual bias. While NCATE (now CAEP) consistently maintained they do not dictate curriculum, the

reality was and is the exact opposite. In my time at NCATE, 90% of the changes in my course syllabi have been directly related to some part of the NCATE process. Unfortunately NCATE was simply the beginning of external mandates and standards that demanded curricular changes.

At almost the same time as work on NCATE accreditation began (this was all around the year 2000), the State Education Department (SED) mandated a massive reregistration of teacher preparation programs. Across the board, there were significant increases in the required course work for any program leading to teacher certification. In succeeding years, changes to NCATE standards (twice) and my Specialized Professional Association (SPA) (also twice) led to continual curricular revisions and mountains of paperwork. The State Education Department also saw fit to insert itself into teacher preparation programs through additional required coursework or workshops.

This brings me to edTPA, a clinical assessment of future teachers, that SED mandated as a certification requirement for all students graduating after May1, 2014. Over two

William Buxton, President Literacy



years ago, a small group of us wrote a statement questioning SED’s proposed development of a clinical assessment for certification. We sent that statement to the NYSUT/UUP Teacher Education Task Force in February of 2012, and that statement began UUP’s questioning of this assessment. In the two plus years since then, the clinical assessment became edTPA. Despite an inability to answer questions about the real world validity and reliability of edTPA to predict future teaching success, the edTPA continued on course to become a requirement for all graduates seeking certification after May 1, 2014.

However, across the state a coalition of faculty, students, and parents that questioned edTPA gradually formed. For much of that time we were criticized as naysayers, not with the understanding the wonderful benefits of edTPA.

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From the President cont.

For much of the past two years, edTPA did seem inevitable, and those of us questioning edTPA were criticized as naysayers, not with the times, and not understanding the wonderful benefits of edTPA. However, as knowledge of edTPA gradually expanded, resistance to the test also grew. Last fall, a SUNY Cortland Student, Melissa Howard, started an online petition to indefinitely suspend the implementation of edTPA. That petition has attached over 3600 signatures to date. Gigi Peterson has become a go-to person for news reporters seeking information on edTPA. UUP made a delay of edTPA a legislative priority this year. The National Association of Multicultural Education (NAME), a leading professional organization, adopted a strong statement condemning edTPA. The tides shifted, and a recent telephone poll of teacher education faculty revealed two thirds of those faculty perceived edTPA as having a negative impact. In the past two weeks, bills were introduced in both the Assembly and Senate that will delay the implementation of edTPA until July of 2015. These bills were introduced by the Higher Education Committee Chairs of the Assembly and the Senate and are very similar, making the passage of a combined bill very likely. Both houses of the legislature are considering open hearings on edTPA this spring. The inevitable is no longer inevitable.

This rather lengthy prologue is to explain why the single sentence on external mandates in the recent GE Proposal caught my attention: I have lived and known the impact of external mandates during my entire career at SUNY Cortland. These mandates are not trivial and they alter our educational programs in substantive ways. Once the Seamless Transfer initiative was introduced by SUNY, when a goal of SUNY became granting 3-year degrees, and educational institutions are measured by the speed in which they graduate students, reductions in GE requirements were almost inevitable. The lessons I learned from edTPA have relevance to what is happening to SUNY and to Cortland. I learned that you must and can fight external mandates. The fight may and probably will last years, but we can fight external mandates, and we *must* fight external mandates.

To be clear, I have no problem with revisiting curriculum on a regular basis, in fact, I think it is a good idea. I do have a problem if the reason for changing curriculum is because of external mandates, not because it is the result of considered discussion about the goals of an education at SUNY Cortland and how the GE program fits into those goals. I understand that there are times we must comply with external mandates, but I urge caution in implementing external mandates without a full debate of exactly how we are implementing those standards.

I commend the GE Committee and the Faculty Senate for taking time during the past six months to collect information from the faculty. Now that the faculty has a proposal with specific recommendations, the same measured approach should be taken in reaching a decision on this proposal. Higher education institutions have an obligation to ask questions, to seek evidence, and to ask why. What is lost or gained in any curricular change? How will different GE requirements change what it means to be a SUNY Cortland graduate? Is changing the GE program the only way of reducing total credits in existing programs? The proponents of Seamless Transfer have claimed the high ground in arguing that Seamless Transfer is about increasing college accessibility. We need to reclaim the high ground by arguing for accessible *and quality* education.

A final point on the discussion surrounding proposed changes in the GE Program: there is room for differing opinions. Reasonable people can and do take different stances on curriculum proposals. Too often, however, I have seen curriculum discussions take the form of personal attacks. I urge everyone to remember that we are in this together. The enemy is not our colleagues, it is the external agencies and forces that are demanding changes that may or may not be educationally sound.

Joe Westbrook,
Vice President for
Professionals



Important update to Professionals

Since publishing the “Who’s On-Call, What’s on Re-Call” article, The Human Resources Office has issued the form to be used in the event that you are Re-Called. The form can be accessed at: <http://www2.cortland.edu/dotAsset/3a90e862-8b98-45ba-b643-afb385e1674a.pdf> . You may find it worthwhile to take a few minutes of time to become familiar with the form. There are three levels of supervisory sign-off required in order to authorize the Payroll Office to calculate and process payment. No separate instructions or guidelines appear to have been posted on the Website. The UUP Executive Board continues to monitor implementation of the new contract provision and will provide updates as they develop.

Shaking Up NYSUT, and What it Might Mean for UUP

April 6th is already a banner moment in the New York State United Teachers union history! Just a week ago, a challenging slate of officers – running under the slogan of “Revive NYSUT” – toppled the incumbent NYSUT President, two Vice-Presidents, and the Secretary/Treasurer! Only once before, when Tom Hobart retired after 30-odd years as NYSUT President, had there been two full slates of officers to choose from. And in that year – nine years ago – Hobart’s hand-picked successor, Richard Iannuzzi, and his slate of officers, won. So there hasn’t been a lot of fresh blood in NYSUT until now!

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David Ritchie,
NYSUT
Representative
Assembly Delegate



2014 NYSUT Officer Election Results		
President		Percent of Weighted Vote
	Richard Iannuzzi*	39%
	Karen Magee	61% ←
Exec. V-P		
	Andrew Palotta*	73% ←
	Arthur Goldstein	27%
First V-P		
	Maria Neira*	44%
	Catalina Fortino	56% ←
Second V-P		
	Kathleen Donahue*	40%
	Paul Pecorale	60% ←
Secy/Treas.		
	Lee Cutler*	46%
	Martin Messner	54% ←
*=-incumbents		

Shaking Up NYSUT, and What it Might Mean for UUP cont.

New President Karen Magee, incumbent Executive Vice-President Andy Pallotta, new Vice-Presidents Catalina Fortino and Paul Pecorale, and new Secretary-Treasurer Martin Messner handily defeated the “Stronger Together” incumbents as many of the largest locals in NYSUT publicly supported the challengers – including the NYC teacher's association (UFT), the CUNY faculty association (PSC), and the Buffalo, Rochester, Syracuse, and Yonkers teachers associations. **And what about UUP?** UUP state-wide President Fred Kowal personally endorsed the challenging “Revive NYSUT” slate, as did all of the current UUP officers and all of the living previous UUP Presidents. But UUP as a union (and a local in NYSUT) did not take a position. In a personal letter and in more detail at the NYSUT Representative Assembly last Saturday, Kowal gave the UUP delegates his reasons for supporting the challengers – basically that UUP has needed more support from NYSUT's officers and it has not been forthcoming, except from Andy Pallotta in his role as NYSUT's political outreach coordinator. But Fred did not bind us as delegates to supporting what he thought was the best choice for UUP – as some of the other locals try to do by having their organization endorse a slate. You can find out how each of us voted as UUP delegates in the May issue of the NYSUT United magazine. Also good for UUP, Fred Kowal, Rowena Blackman-Stroud, Jamie Dangler, and Tom Tucker were elected to the NYSUT Board of Directors!

So what does having a new slate of NYSUT officers mean for UUP? I don't know right now – time will tell. Two major needs that UUP hopes that the new NYSUT regime will provide:

--greater financial, strategic, and publicity support for the various campaigns UUP is waging – like keeping the Downstate Hospital and Medical School viable and supporting its public mission, and like combatting the poorly-thought-out edTPA and the NYS Education Department's rush to adopt it without piloting it; and

--funding to replace the vacant Assistant Director of Field Services (to work under John Marino to help support the regional Labor-Relations Specialists supporting our UUP campus chapters).

Beyond the specific needs UUP has (I've only listed two here), there is a strong desire to have the 600,000-member NYSUT parent union be more responsive to UUP and its other constituent unions. UUP members make up only 1/20 of the members of NYSUT, but think if UUP could count on the political muscle that NYSUT members, united, could wield!

Karen Magee, the first woman NYSUT President, called for unity right after being elected, saying “We broke records in terms of participation, voting, and engagement at this RA – that is a powerful sign of NYSUT's health... We need to build on that election energy... to mobilize our membership, ALL of our membership! ...A lot happened during this campaign. It's easy to stay divided... but it's not acceptable.” To both “our many supporters” and “to those who may have voted another way, [whose] passion and commitment to NYSUT is equally deep”, Magee entreated “we need to stand side-by-side in the days ahead.” Her ringing “If there is a time to unite, you bet it is this minute and it is right now!” got great applause from the record number of NYSUT delegates in attendance.

Aftermath: In an email message on April 10, NYSUT President Magee reported that Governor Cuomo had called to re-establish communication with NYSUT – and she assured us that NYSUT would be the voice he couldn't ignore and will forcefully push for the changes the union is collectively demanding. She also reported that Commissioner of Education John King had called and asked to meet with her, which she said would be happening at NYSUT headquarters very shortly.

Joe Westbrook,
Vice President for
Professionals

Time to Spring Forward

The way the union is doing business is changing. Unionism in America has shrunk to the point where individual groups struggle to advocate their own self-interests. For the most part the amount of influence achievable is limited to basic survival and even this effort is trending downward. We all personally know this to be true. We all remember the disappointments in our current contract. The next round of negotiations will begin from this diminished position. The time has come where we must spring forward with something bigger than business as usual.

UUP has been restructuring its efforts to keenly focus on forming coalitions with a diverse group of organizations. We are looking for new ideas which tend to result when diverse backgrounds and viewpoints engage and discover common interests and surprising contributions. Different organizations and groups represent large and varying communities in our region. Each has the potential to contribute different capacities, strengths and weaknesses. Representation improves overall through a strong running coalition. Not everyone has to agree on everything. The coalition can only function within areas of agreement. Self-interest fades while roles and responsibilities coalesce.

What does this effort mean to our local chapter? The Executive Board is broadening the chapter's scope of work to involve our own members as well as community groups that have never before been involved together in building solidarity. Our overarching goal is to increase the power of our voice and broaden a supportive audience. Coalitions earn more respect than a single group as their message both resonates and represents a common campaign.

Resources are critical to this effort. Union funding is stagnant. In fact the coming budget projects a significant drop in revenue mainly as a result of over 600 lost positions at the Downstate Medical Center. Inflation will continue to further erode our spending power. We must refocus our efforts to more effectively advance our objectives.

Every activity will be reviewed and prioritized for its ability to accomplish more with less. We need you to become more involved. Start by thinking beyond your self-interests. We all contribute financially to this organization. It is not enough. Passive participation will not advance our agenda. Action is required. Stay tuned. Say yes when asked to provide support. Better yet, volunteer. Together we can build strength and accomplish more than acting alone. The task is tremendous and increasing everyone's presence is the resource we need most. Reach out to a board member, area representative or visit the website at UUPinfo.org to find out how you can take action and grow the coalition.



A New York Minute:

---Please be aware that there is a current proposal to amend the SUNY Cortland GE program. Become acquainted with the proposal, which was recently sent via e-mail, in order to understand how the changes may affect the disciplines. The stated goal of the changes is “flexibility,” and the changes are: 1) Reduction of the natural science requirement to one laboratory course (elimination of GE 13, a second natural science); 2) Allow 3 or 4 credit hour laboratory natural science courses to fulfill the natural science requirement; 3) Allow the completion of two of the three following categories—GE 3 (Social Science), GE 4 (US History and Society), GE 5 (Western Civilizations), for six rather than nine hours.

---David Franke (Professional Writing/English) was one of 10 US educators to receive the 2013 “Herff-Jones ‘Shout Out for Teaching’ Award.” The monetary prize was shared between Franke and SUNY Cortland. To read more, go to (<http://www.wireservice.co/2013/06/ten-u-s-educators-named-2013-herff-jones-teacher-shout-out-award-recipients>).

**Karla Alwes,
Editor**



Seven Valleys Writing Project

**David Franke,
English**

Every summer SUNY Cortland runs a graduate-level teaching program focused on using writing to learn (the “Seven Valleys Writing Project”). The Summer Institute is for all teachers, K-12, in any content area.

Places in the Institute are competitive, with a limited number of openings. We accept applications from teachers across the professional spectrum, and encourage teachers of art, social studies, math, and elementary grades—and English!—to apply. The Seven Valleys Writing Project is part of the National Writing Project, which is a federally-funded program for promoting teacher resilience, inquiry, and writing.

The Summer Institute runs from July 7 to July 25 this year, and all members of the campus, especially faculty who teach prospective or current teachers, are encouraged to make this opportunity known to eligible applicants. We accept applications from retired teachers to those just entering the field.

For further information contact David Franke, 753-5945, English Department, or the website <http://sevenvalleyswritingproject.com>

Question and Answer

**Karla Alwes,
English**

A retired UUP Chapter member recently inquired about the cost of mailing copies of the UUP *Cortland Cause* to retirees' homes. He suggested that the cost to do so is prohibitive, and understandably wanted to know the reason why the mailing is in practice because of the extra costs involved. The Chapter has, as far as I know, always mailed copies of the newsletter to our retired members, but the reason for the practice was unknown to me. Because there may be other retirees who are wondering the same thing, we asked our knowledgeable retiree Jo Schaffer for information as to why the copies are mailed to homes.

Jo responded that the mailing costs to retirees come from COARM dues (Committee for Active Retiree Membership). The practice began because many retirees are not linked to the college e-mail system, others don't have e-mail connections, and still others live a distance from the immediate vicinity. It is a way to keep retirees connected who cannot be connected in any other way. Jo adds, though, that anyone who would like to opt out of receiving a mailed copy can get in touch with her and she will remove the recipient's name from the mailing list.

Daniel Harms,
Vice President for
Academics



How New Is OpenSUNY

On January 14 of this year, the Wall Street Journal stated as follows:

“In what it’s calling ‘Open SUNY,’ the State University of New York goes live Tuesday with **eight new online degree programs** at six campuses and plans to add more in September. SUNY currently offers more than 12,000 courses and 150 degree programs online.” (My emphasis.)

Here’s a list of those online programs and the first records of them on the Web, using the Wayback Machine and other sites. The only one on which online data could not be found is the Lab Associate program at BCC.

- Empire State College – Bachelor of Science in Business, Management and Economics in either information systems or human resource management

The information systems concentration first appears in the Wayback Machine on August 9, 2012,¹ and the one in human resources is listed in July 1, 2009².

- SUNY Delhi – Bachelor of Science in Nursing

The Wayback Machine’s first record of this program is March 22, 2009.³

- Finger Lakes Community College – Associate of Science in Tourism Studies

There’s some uncertainty on this one, as the exact title of the program differs between the sources, but the first Wayback appearance is April 23, 2013.⁴

- Finger Lakes Community College – Associate of Applied Science in Tourism Management

This one dates further back than its companion at FLCC, to August 18, 2009.⁵

- Stony Brook University – Bachelor of Science in Electrical Engineering

This one is August 12, 2011.⁶

- SUNY Oswego – Master of Business Administration

March 27, 2011.⁷

- SUNY Oswego – Master of Business Administration in Health Services Administration

July 9, 2013.⁸

This is not to say that OpenSUNY might not have its benefits. Nonetheless, it is clear that many hardworking faculty and administrators throughout SUNY have been working to bring online education to their students without support from Central. In the long run, we will not bring about quality online education without continuing recognition of the SUNY employees who have made it possible.

¹ <http://web.archive.org/web/20120809063026/http://www.esc.edu/degrees-programs/undergraduate-aos/business-management-economics/bme-guidelines/bme-concentration-guidelines/information-systems/>

² <http://www.esc.edu/degrees-programs/undergraduate-aos/business-management-economics/bme-guidelines/bme-concentration-guidelines/human-resource-management/matriculated-before-2009-july-1/>

³ http://web.archive.org/web/20090322112631/http://www.delhi.edu/academics/online_degrees/nurs/

⁴ <http://web.archive.org/web/20130423011421/http://www.flcc.edu/online/>

⁵ <http://web.archive.org/web/20090818225523/http://www.flcc.edu/online/>

⁶ <http://web.archive.org/web/20110812074738/http://beeol.ee.sunysb.edu/index.shtml>

⁷ http://web.archive.org/web/20110327173947/http://www.oswego.edu/extended_learning/online_degrees.html

⁸ http://www.oswego.edu/news/index.php/site/news_story/health_services_mba

A Tale of Three Teachers: Kathy, Margaret Mary and Mary Faith

Anne Wiegard,
English



At the NYSUT Representative Assembly this past weekend, I had the pleasure of sitting for some time with Guy Lattimore, a K-12 Delegate whose wife Kathy died in a tragic car crash on New Year's Eve. Kathy was my friend and lecturer colleague for many years, and I find it particularly tragic that she was so close to a retirement she'd been planning when she was taken from us. I also find it sad that she had had to postpone so many of life's pleasures because she needed to work two jobs in order to provide for herself and her family. But at least Kathy had been fortunate enough to obtain a relatively secure full-time position here with a decent salary and benefits. Most contingent college faculty across the nation are not so fortunate.

Last October, we were moved by the posthumous story about elderly homeless professor Margaret Mary Vojtko who had died destitute and distressed in Pittsburgh. This Spring, we are moved by the story about our colleague in NYSUT from New York City, Mary Faith Cerasoli, who stood in the rain all day March 28th on the steps of the State Education Department in Albany, to call attention to the employment practices which have resulted in her homelessness and

destitution (see [New York Times](#), March 30, 2014). Her desperate circumstances have drawn national attention to not only the inequitable wages of part-time professors, but even more so to the devastating effects of job insecurity.

The employer's ability to take away work at will, regardless of any bona fide curricular or structural need to do so is simply an unconscionable way to treat employees, many of whom are exceptionally excellent and beloved by students and colleagues alike, who have invested decades in their education and the refinement of their pedagogy. SUNY has always maintained that "flexibility" is necessary for proper management of its course offerings in response to fluctuating enrollment, but no one can accept this rationale if he or she considers that before the national academic workforce became majority part-time, colleges and universities managed their course offerings with no discernable difficulty. Now, 75% of faculty are employed off the tenure track, with at most a year's advance notice of non-renewal. Is it even remotely conceivable that university enrollments could fluctuate by 75%? At Cortland, how much has our enrollment dropped in any given academic year? Certainly not enough to warrant

more than 10% of the faculty being restricted to precarious working lives. Insistence on the need for "flexibility" is a disguise for insistence on maintaining total power over the faculty. When the majority of the faculty is excluded from faculty governance, when they can be non-renewed for any reason or no reason at all, the faculty collectively has no authentic voice in the decisions made by the university. Sad to say, as it is practiced today, "tenure" has become a marker of an apartheid that few faculty can be proud of.

As our tenured and tenure-eligible sisters and brothers within UUP, within PSC, within AAUP, NEA, and AFT are coming to understand that the terms of their own employment are contingent upon the terms that control the working life of colleagues like Mary Faith, we are getting closer to being able to truly confront contingency. Reform will come too late for Margaret Mary and many other burned out, despairing faculty who have left academia, but it need not come too late to benefit Mary Faith.

Margaret Mary was not represented by a union, but Mary Faith, along with all of her colleagues working in contingent positions for CUNY, is represented by PSC.

A Tale of Three Teachers cont.

With dignity and civility, she has asked her union to help her. The leadership of PSC is sympathetic toward its members working off the tenure-track, but it has apparently been focused on larger priorities like the New York State budget. Of course, funding CUNY is very important. Funding SUNY is very important, too, and this year the UUP leadership has prioritized a legislative proposal related to the budget that could vastly improve the lives of thousands of "part-time" faculty by opening the door to creating full-time positions for them to advance into. Both CUNY and UUP are working on long-term projects to improve the terms and conditions of contingent employment and as is the case with PSC, many of our union's priorities, such as keeping the Downstate Medical Center open and thwarting the ill-conceived aspects of "Open SUNY" and the new edTPA initiatives, will benefit all of our members, contingents included.

Yet, somehow, our concerted efforts on behalf of our members, even those designed to address egregious inequities such as fractional wages and job insecurity, do not seem adequate in the face of such a plight as Margaret Mary's or Mary Faith's. I believe the power and solidarity of a union is not to be measured by what it has secured for the highest ranking among its membership, but rather, by its ability to mitigate the hardships experienced by those members with the lowest standard of living. We have no "hardship fund" or "strike fund" to address the homeless condition of an adjunct faculty member. New Faculty Majority continues to try to get the major unions and the disciplinary organizations interested in creating and administering an emergency fund for contingents in dire straits, but this initiative has not gotten any traction yet.

So I propose we pass the hat. I am expecting my income tax refund any day now, and I am writing out a check to Mary Faith Cerasoli today and putting it in an envelope where I hope a check from each of you will join it. Whether you can only give \$5 or you can give \$50, please give something. With over eight hundred members in our chapter, if everyone gave even just \$5, our collective \$4,000 could ensure that Mary Faith has good nutrition and a secure place to sleep for the next several months. Checks from employees who are not UUP members will be welcome. You can send your check to me by May 5th via Old Main 117C, or to my home address: 203 East Cortland Street, Groton, NY 13073. Let's make a difference at least for Mary Faith. It's a start.

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

From the Editor: Retirements

Karla Alwes

In 1974 librarian Dave Ritchie began his 40-year tenure at SUNY Cortland. Shortly after his arrival, with the influence of librarian and union activist David Kreh, Dave began his (ongoing) work with the Cortland Chapter of UUP. His first experience as a union activist was replicated multiple times throughout his years at Cortland: a trip to Albany to speak to NYS legislators about funding and political support for SUNY. It is the type of outreach work that has defined Dave's activism and engagement with the union, including his position as Chapter secretary some years ago, to his role as state-wide delegate, to his passion as a recruitment voice for the Chapter's Membership and Legislation Committees, to his most recent position as Vice President for Academics before retiring.

Dave's late wife, Joan, is the person in his life, he says, who "made him see new possibilities in different areas." Following up on one of these possibilities, Dave recently participated in the NYSUT Representative Assembly in New York City – for which a new leadership group emerged espousing more responsiveness to NYSUT's member unions (like UUP) and taking "pro-active" and vehement positions (in contrast to the existing NYSUT administration's "re-active" and passive positions) on the many education and higher education initiatives of the past few years – and at which he joined with a majority of other NYSUT delegates to elect that new "Revive NYSUT" slate of officers, including the first woman president to lead NYSUT.

Dave plans to continue his union activism, and, regarding all that he has done in his career in Memorial Library, on campus, and in UUP, he says he has always "tried to be as honest as I could, and let people know what I stood for." We wish him well as he continues his work for all of us.

Distinguished Teaching Professor, Mary Lynch Kennedy, English, arrived at SUNY Cortland in 1985, and led the writing revolution across campus. Through her work as the Director of Writing on campus, as well as the books on writing she has authored, Mary has led the fight for the production of student writing that is not only capable, but also, at times, outstanding. She and the campus Writing Committee initiated the campus writing awards several years ago for students from all disciplines writing in all genres. Mary recently announced that the committee this year has honored our late English colleague, Kathy Lattimore, with the naming of The Kathy Lattimore Excellence in Writing Award. It is a legacy that our students will always remember through their writing.

Distinguished Service Professor, Joy L. Hendrick, Kinesiology, has been a member of the campus community for 30 years, since 1984. Her influence ranges far beyond the Kinesiology Department, and into the entire community, making her distinction as a Distinguished Service Professor not only apt, but definitive. (And, of no small significance, Joy's Distinguished Service Professorship status is one of only two in the history of DSP at SUNY Cortland to be earned by a woman.) On a personal note, I cannot remember the Faculty Senate without Joy's presence. Joy has served as a senator for her academic area, a member of senate committees, and most recently, vice president and then president of the senate. Her service to the campus and to the students of kinesiology has been clearly shown throughout her years at the college; she is not only admired and respected by her students, but she also serves as a role model for the women students. We wish her well and know that her life as a retiree will be as exciting as her life as a professor has been. Or more.



Nancy Kane,
Performing Arts



Academic and Professional Issues Workshop

The UUP Chapter Presidents' Retreat and New Leaders' Workshop was held March 28-30, 2014, at the Otesaga in Cooperstown, NY. Union leaders, members, and UUP staff joined together to discuss strategic planning, communications, community engagement, collective bargaining and the Taylor Law, and forums for problem solving.

I attended the workshop on Academic and Professional Issues on Saturday, which was led by labor relations specialists Kathy Briggs and William (Bill) Capowski. In the morning session, we discussed appointment and reappointment letters in terms of the Agreement between UUP and NYS, 2011-2016, and the SUNY Policies of the Board of Trustees. One recommendation emerged most strongly from this session: **know what is in your personnel file.** Check it once each year, make copies, and have outdated counseling letters or unsigned unsolicited letters removed.

Another thing I learned at that session is that academics *may* become term appointees earlier than four semesters of teaching, and that professionals *may* apply for early consideration for permanent appointment if

they have completed three or four consecutive years of service (per Policies of the Board of Trustees, Article XI, Title C, Section 4(a)(1) and (2)). It was strongly recommended that anyone seeking these avenues consult first with the UUP *and* also have a good idea what the outcome is likely to be.

Professionals who disagree with anything in their annual performance evaluation are entitled to file a written rebuttal, and if an evaluation has an overall rating of "unsatisfactory" they have the right to appeal to the College Committee on Professional Evaluation (CCPE), but that must be done within 10 days.

In the afternoon, academics and professionals divided into two rooms to focus on more specific issues. Being an academic, I attended Bill Capowski's academic issues session, where a discussion of academic leave options took place. Cortland's Jamie Dangler (currently UUP statewide Vice President for Academics) and Eileen Landy, UUP Secretary, were on hand at this session and provided additional helpful information.

We discussed rights, responsibilities, and best practices in terms of sick leave, vacation leave, sabbaticals, family sick leave, and the Family

Medical Leave Act (FMLA). I didn't realize that designating days taken under FMLA gives protections against discrimination which are *not* guaranteed under the family sick leave. The two programs are not the same, and again, anyone seeking leave for sickness or disability should get basic information about their options from HR. UUP can also help apprise members of all available options, as well as the uupinfo.org website, under Reports/Guides for information and charts of available leave options.



Jamie Dangler, UUP Statewide VP for Academics

Originated from: The Bulletin of the Syracuse Alliance for Retired Americans

Central New York Chapter: New York State Alliance for Retired Americans

April 2014

Fracking: Suicide Capitalism Poisons The Earth's Fresh Water Supplies

by Dylan Murphy / February 11th, 2014
Lena Headley lives in Fayette County, Pennsylvania. She and her husband bought a small farm for their semi-retirement with the mineral rights but not the oil and gas rights. Over the last seven years five gas wells and a transmission pipeline have been put on their land. The effect has been devastating. Pollution of land and air together with destruction of fruit trees and the burning of 10 acres of ground by the gas drillers. Gas wells leak and a spring 200 feet from her house is so rich with gas it can be set on fire. Visits to the family doctor have become common. Her five year old son Adam suffers from crippling stomach pains. Lena has said that she wants her story to act as warning to ordinary people about the dangers of fracking.

TPP
On January 9, the U.S. Congress introduced "fast-track" legislation allowing the Obama administration to sign the TPP without undergoing public debate. Fast-track authority would grant the White House the power to speed up negotiations, while giving Congress only 90 days to review the TPP before voting. The TPP spans 12 countries - including the United States, Australia, Brunei Darussalam, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, and Vietnam - comprising 40 percent of the world's economy. Like nearly all trade agreements signed since NAFTA, the TPP is

almost certain to allow multinational corporations from anywhere in the bloc to sue governments in secret courts to overturn national or local regulations, such as Hawaii's recent GMO laws, that could limit their profits. So it's not just Hawaii's food sovereignty that's at risk. "This is not mainly about trade," explains Lori Wallach, director of Public Citizen's Global Trade Watch. "It is a corporate Trojan horse. The agreement has 29 chapters, and only five of them have to do with trade." More than 600 corporate lobbyists representing multinationals like Monsanto, Cargill, and Wal-Mart have had unfettered access to shape the secret agreement, while Congress and the public have only seen a few leaked chapters.

Vitamins
Recently, a number of studies published in the *Annals of Internal Medicine* underscored a fact that scientists have become increasingly sure of: The vast majority of vitamins and mineral supplements are simply not worth taking. "Enough is enough: stop wasting money

Next Meeting
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**You Bet Your
Life: Ideas for
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Trisha Torrey**
Former Post
Standard reporter on
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Spread the word about the documentary *Inequality for All* being shown at the Palace theatre in Syracuse
Thursday, May 1, 2014 at 7:00PM. Free admission and free parking.

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on vitamin and mineral supplements," declared an editorial that was published in the issue. Vitamin D Of all the "classic" vitamins—the vital organic compounds discovered between 1913 and 1941 and termed vitamin A, B, C, etc.—vitamin D is by far the most beneficial to take in supplement form. A 2008 meta-analysis (a review of a number of studies conducted on the same topic) of 17 randomized controlled trials concluded that it decreased overall mortality in adults. A 2013 meta-analysis of 42 randomized controlled trials came to the same conclusion. In other words, by randomly deciding which participants took the supplement and which didn't and tightly controlling other variables (thereby reducing the effect of confounding factors), the researchers found that adults who took vitamin D supplements daily lived longer than those who didn't. Other research has found that in kids, taking vitamin D supplements can reduce the chance of catching the flu, and that in older adults, it can improve bone health and reduce the incidence of fractures. Of course, even though they're widely recognized as the best way to test a treatment's effectiveness, randomized controlled trials have limitations. In this case, the biggest one is that these studies can't tell us much about the mechanism by which vitamin D seems to reduce mortality or provide other health benefits. Still, given the demonstrated benefits and the fact that it hasn't been shown to cause any harm, vitamin D might be worth taking as a supplement on a consistent basis.

Probiotics A mounting pile of research is showing how crucial the trillions of bacterial cells that live inside us are in regulating our health, and how harmful it can be to suddenly wipe them out with an antibiotic. Thus, it shouldn't come as a huge surprise that if you do go through a course of antibiotics, taking a probiotic (either a supplement or a food naturally rich in bacteria, such as yogurt) to replace the bacteria colonies in your gut is a good idea. In 2012, a meta-analysis of 82 randomized controlled trials found that use of probiotics (most of which contained bacteria from the *Lactobacillus* genus, naturally present in the gastrointestinal tract) significantly reduced the incidence of diarrhea after a course of antibiotics. All the same, probiotics aren't a digestive cure-all: they haven't been found to be effective in treating irritable bowel syndrome, among other chronic ailments. Like most other supplements that are actually effective, they're useful in very specific circumstances, but it's not necessary to continually take them on a daily basis. Vitamin C might not do anything to prevent or treat the common cold, but the other widely-used cold supplement, zinc, is actually worth taking. A mineral that's involved in many different aspects of your cellular metabolism, zinc appears to interfere with the replication of rhinoviruses, the microbes that cause the common cold. This has been borne out in a number of studies. A 2011 review [PDF] that considered 13 therapeutic studies—in which patients who'd

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just come down with the common cold were given zinc supplements, and compared to those who'd been given a placebo—found that the mineral significantly reduced the duration of the cold, and also made symptoms less severe. So if you feel a cold coming on, avoid overdosing on vitamin C, but take a zinc lozenge or pill to get better sooner.

Niacin
Also known as vitamin B3, niacin is talked up as a cure for all sorts of conditions (including high cholesterol, Alzheimer's, diabetes and headaches) but in most of these cases, a prescription-strength dose of niacin has been needed to show a clear result. At over-the-counter strength, niacin supplements have only been proven to be effective in helping one group of people: those who have heart disease. A 2010 review found that taking the supplement daily reduced the chance of a stroke or heart attack in people with heart disease, thereby reducing their overall risk of death due to a cardiac event.

Garlic
Garlic, of course, is a pungent herb. It also turns out to be an effective treatment for high blood pressure when taken as a concentrated supplement.

A 2008 meta-analysis of 11 randomized controlled trials (in which similar groups of participants were given either a garlic supplement or placebo, and the results were compared) found that, on the whole, taking garlic daily reduced blood pressure, with the most significant re-

sults coming in adults who had high blood pressure at the start of the trials. On the other hand, there have also been claims that garlic supplements can prevent cancer, but the evidence is mixed. Observational studies (which rely on data collected from people already taking garlic supplements on their own) have found associations between garlic consumption and a reduced incidence of cancer, but that correlation could be the result of confounding factors. Controlled studies have failed to replicate that data.

Cuba
50 years ago, Attorney General Robert F. Kennedy came to believe that the ban on travel to Cuba was "inconsistent with our views of a free society." On December 12, 1963, less than a month after his brother's assassination in Dallas, RFK wrote a memo in which he argued that the travel ban imposed at the end of the Eisenhower administration was a violation of American freedoms and impractical in terms of law enforcement.

Really
NSA is only one of seventeen intelligence outfits in what is called the *US Intelligence Community*. Some of the others are as large and well funded, and all of them generate their own troves of secret documents, undoubtedly stretching into the many millions.

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Last year, America placed next to last in a ranking of child well-being in 35 developed countries, barely beating out Romania. A recent report by the Children's Defense Fund helps explain how the US earned that distinction. According to the report, 1-in-5 American children live in relative poverty. Close to half of poverty-stricken kids live in extreme poverty, which means their families earn less than half the poverty level of \$11,746 per year for a family of four. Since the Great Recession began in 2009, there's been a 73 percent jump in student homelessness and a 23 percent increase in child hunger. The so-called "jobless recovery" has not helped.

Thom Hartmann 2-21-14
You need to know this. It looks like Progressives may be able to claim a victory. According to the Associated Press, "The White House says President Obama's budget proposal did not include his past offer to accept lowered cost-of-living increases in Social Security and other benefit programs." In other words, the next budget won't include so-called "Chained CPI." That cost-of-living calculation would have lowered Social Security benefits by an averaging \$70 dollars a month, or about 6.5 percent over 20 years. If it was enacted by Congress and the President, it would have been a huge cut to se-

niors, veterans, and the disabled. Ever since President Obama offered chained CPI in exchange for higher taxes on the rich, Progressives have been fighting hard to protect Social Security. They've argued that instead of balancing the budget on the backs of the poor and disabled, we should lift the cap on Social Security taxes and close corporate loopholes that cost us billions. Progressives should claim victory, and keep fighting to make the rich pay their fair share.

If Walmart workers made a minimum of \$10.10 an hour, it would only cost customers about one penny. According to a new analysis by Bloomberg News, raising the minimum wage at Walmart would cost the company about \$200 million dollars a year. If the retailer passed 100% of those costs on to customers, the average price of a \$16 item - like a DVD - would only increase one cent. If the corporation decided to take some of these costs out of their massive profits, customers would see even less of a price increase. And, if Walmart opted to pay workers more instead of spending billions to buy back their own stock, every one of their employees could make more than \$25,000 dollars a year without any price increase for customers. According to one company spokesperson, Walmart may support increasing federal minimum wage, but they have not yet made a decision. Higher pay for low-wage workers would mean that both their customers and their employees have

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more money to spend, and it can be done without raising prices on consumers. Perhaps Walmart will finally see that a higher wage can be a win-win for the company and for workers.

January 28, 2014 | by Charles Sullivan The Plight of the Adjuncts

Although they do not teach classes, at most universities and four-year colleges the Presidents of those institutions are remunerated with a six-figure salary and a comprehensive benefits package. Presidents occupy positions within the hierarchy of the university that correspond to those of corporate CEOs in business, and they are compensated accordingly. For instance, the president of the University of Chicago, Robert J. Zimmer, is paid like a high-powered corporate executive, whereas the adjunct professor who teaches at that same institution may be compensated like an entry level worker at Wal-Mart and accorded similar social status. According to The Chronicle of Higher Education, in 2011, the most recent year for which we have data, Zimmer's total compensation package was \$3,358,723.

By contrast, the majority of adjunct professors, many of them holding PhDs, find it difficult to earn a living. Adjuncts are untenured, they are compensated by the course, and they are required to teach multiple courses, often at different institutions, or to hold some other job in or-

der to make a modest living in academia. Moreover, many of them are saddled with astronomical student loans accrued while earning their degrees while adjuncts typically have no benefits or job security and they work under short-term contracts. The academic equivalent to a temp agency hiring, adjuncts rarely have a voice in university policy. Because they have no job security, many of them are unwilling to say or do anything controversial, a circumstance that inhibits creativity. Often they do not have an office, and have neither full access to libraries nor full copying and printing privileges. Adjuncts, like any other "at will" employee working for a corporation can be terminated without reason or explanation. These oppressive circumstances do not permit adjuncts ample opportunity to do research, and it makes adequate preparation for classes problematic. According to the American Association of University Professors, median pay for adjuncts in the U.S. is \$2,700 per three credit hour course. By comparison, the pay for adjuncts at Shepherd University is \$1,869 per course. The Los Angeles Times recently noted that the median salary for the lowest paid assistant tenure track professor is on average about twice that of an adjunct.

If the ostensible purpose of institutions of higher learning, at least those calling themselves liberal arts schools, is to promote critical thinking, to intellectually and culturally enrich our communities, and to facilitate human development, it

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makes little sense for them to invest so much of their respective budgets in non-teaching administrators. The value placed upon executives reflects the corporate influence upon institutions of higher learning. These are invariably detrimental to the long-term prospects of educators and students. Universities should not be run like corporations, and thus students should not be construed for clients. Education is a higher calling than business.

Another impediment affecting professors, students, and administrators is the austerity that is being imposed upon the working class to pay for a crisis of capitalism neither they nor the government created. Private enterprise, particularly the banking industry, is the culprit and also the chief beneficiary. Austerity and sequestration were the result of the public bailout of big banks, endless military incursions, and tax cuts for the rich combined with decreasing corporate taxes.

Although we may rarely think about it, austerity and sequestration have already had a profound impact on everyone at Shepherd. It is largely the university's attempt to cope with government imposed budget cuts that fosters the increasing use of adjuncts as a cheaper alternative to tenured faculty.

Furthermore, with the implementation of the Affordable Care Act, many colleges and universities are limiting the hours an

adjunct can teach so that the institution does not have to pay for their mandated health insurance and thus putting the onus for payment on the already beleaguered teacher. Only forty-five percent of the professors at Shepherd University are full time. Fifty-five percent of them are adjuncts. By comparison, the national average is just over forty-seven percent. The majority of the teachers at Shepherd University are part-time, non-faculty or non-tenure track faculty. These statistics may be interpreted as indicative of either the university's commitment or lack of commitment to long-term high quality education and fairness. To its credit, Shepherd University recently hired four non-tenured full time adjuncts, which is a step in the right direction. These new positions provide a living wage, benefits, and security. But it is not enough. More such positions need to be created. It behooves Shepherd University to tenure as many of its adjuncts as possible—and the sooner the better. Educators need to know that the university supports them and nurtures their development as researchers and as valued and equal members of the academic community. Students benefit from knowing that their professors will be here long term with ample time for research and class preparation. Continuity and security is important for everyone's development and maturation, including institutions of higher education.

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NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

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PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit memberbenefits.nysut.org in the coming weeks for details on how to use this service or call **800-626-8101** with any questions.



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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

May 6th

Executive Board Meetings Schedule

Apr. 17th, and May 1st & 15th

Labor Management Meetings Schedule

Apr. 22nd, and May 22nd

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Department ID 1234		Negotiating Unit BR		Net Pay 1,234.56	
		Retirement System TIAA-CREF		Pay Rate 78,910.11	
EARNINGS		YTD		TAX DATA	
Hours Pay Salary	3456.78	45,678.90		Federal	STATE
Location Pay	56.78	678.90		FEDERAL	STATE
TAXES		YTD		YTD	
Fed Withholding	345.67	456.78		Fed Withholding	456.78
Medicare	123.45	123.45		Medicare	123.45
State Withholding	123.45	123.45		State Withholding	123.45
State Disability	123.45	123.45		State Disability	123.45
State Unemployment	123.45	123.45		State Unemployment	123.45
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Supplemental Pay (Bonus, Pay)	123.45	123.45		Supplemental Pay (Bonus, Pay)	123.45
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