



The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991
 WWW.UUPHOST.ORG/CORTLAND

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From the President

This is not the article I planned on writing. It is not the article I want to write. It is the article I am compelled to write after the Governor's budget proposal on January 21 of this year. UUP needs your help because in addition to failing to fund SUNY at even the paltry level of 42% of educational costs as recommended by the Governor's own Board of Trustees, the Governor has made the budget a platform for major policy changes in all of education. Even if these were policy changes that UUP could support--and most are ones we cannot support, it is simply not a good exercise of democratic government to conflate educational policy with fiscal policy. I will get to some of the major problems with the budget, but first, I want to let you know of ways you can help in the fight to protect the integrity of a SUNY education and access to a SUNY education.

In concert with NYSUT, UUP is participating in a series of open forums across the state to publicize the problems with the proposed budget and to rally support for a better budget for all levels of education. Please save the following dates:

- March 7, Homer Middle School,
- March 12, Vestal, location to be determined,

March 19 Ithaca (location to be determined). Each of these locations will host a public forum at around 6:30. Local legislators, Board of Regents members, the Governor and media outlets will be invited to attend. There will be speakers laying out the problems with the governor's budget rallying support for fair education funding for all without strings that tie the hands of educators in classrooms from pre-school through college. If you are interested in speaking at one of these forums, contact me through UUP's office. If you do not wish to speak, still come. It is important we show the public a strong and united front in advocating for better education.

Your help is also needed to write letters to the press, blogs, social media, and any place someone will read. The simple fact is the Governor has portrayed all of education as not delivering quality to the citizens of New York. We need stories that demonstrate the high educational value students at Cortland receive.

Contact your own legislators by any media. No matter where you live – Syracuse to Binghamton and points east and west—it is important legislators hear from the people who have elected and will elect them. One contact from a member of their own district is worth many out of district faxes or

William Buxton, President Literacy



emails. Many of us in this area are fortunate to have representatives who are strong supporters of public education. It is still important to contact those representatives so they can report the strength of public support to their colleagues in Albany.

Finally, get on NYSUT's MAC link to receive text messages updating you with information on fighting the governor's budget. You can become a part of that by texting the word NYSUT and sending it to 38470. You are all set. Or, simply follow the link <https://mac.nysut.org/>, and you will find directions for getting on MAC as well.

The following paragraphs, as promised, elucidate just some of the problems with the budget:

The Governor's budget will cut funding to the EOP program, a program with proven success in graduating students who were originally considered at risk. Cortland's EOP students have a higher graduation rate than the general population of Cortland students.

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Program cuts to EOP in previous years led to fewer students in the program at Cortland as well as across the state. If we are to take seriously any of the multiple plans to increase college graduates, how is that to be accomplished when the Governor is cutting the single program that makes such a goal possible?

UUP, by contrast, has proposed to increase funding to the EOP program, thus increasing the number of students that program can serve.

The Governor's proposal for student loan relief is so riddled with exclusions and limitations that it will only benefit a limited number of students in the future. For example, graduates must not make more than \$50,000 a year to be eligible. That leaves potential graduates in the quandary of possibly turning down a well paying job because it places them above the limit for student loan relief. Additionally, the Governor's budget only provides student loan relief to those graduating this spring or afterwards. A whole cohort of students who graduated earlier will receive no relief from the Governor.

UUP has proposed including all graduates from 2008 and forward, and not placing an income limitation on graduate earnings for eligibility in a student loan relief program.

The Governor's proposal is essentially flat funding compared to previous years. This does nothing to ensure students will have enough faculty and staff to guide them through a college degree. Currently, the state supports less than 40% of the operating budget of SUNY. Tuition dollars make up the rest of the cost. By maintaining flat funding, students now and in the future are at risk of another round of tuition increases that only increases the share families will contribute to a "public" education at SUNY.

UUP has proposed the creation of a \$500 million endowment for SUNY that will go to paying faculty and staff salaries, thus ensuring a reliable and constant source of funding for each SUNY institution. UUP has also proposed that the state increase its funding to 50% of the operating budget from the current level that is well below 40%.

After years of decreasing state support, it is almost incomprehensible that the Governor's budget calls for withholding 10% of state funds from all state-operated campuses. These funds will be allocated when the campus completes a performance improvement plan that must be approved by the Board of Trustees by December 31, 2015. While the language is vague, it appears performance plans will be evaluated on criteria such as percentage of graduates employed in New York and the salaries of our graduates. How this data is to be collected with any reliability is anyone's guess. A major concern is that these types of criteria will lead to cherry-picking students with the greatest chance of meeting the performance criteria. This is at direct odds with announced plans for SUNY to become more diverse while increasing the total number of SUNY graduates.

I am happy to say that UUP has absolutely nothing to compare to this proposal from our Governor.

We need your help. The Governor's budget proposal does nothing to reverse the decrease in state support for public higher education. It decreases access and diversity in public higher education at a time when there is a growing divide between those who can and cannot afford a college education. Our colleagues in pre K-12 public schools are facing similar and even greater challenges. We all need to work together to protect the future of public education in New York. I encourage you to contact the union office if you would like to help in any way.

Joe Westbrook,
VP for Professionals,
Facilities



Drawing on an Inside Straight

The UUP Executive Board needs your professional presence. It's not too late to campaign for the position of Vice President for Professionals. Even though the nomination process is closed, there is still time to declare your interest. Simply contact the UUP Office or any board member and a write-in campaign can be promoted. Please consider serving in this important role.

2015 CORTLAND CHAPTER ELECTIONS CANDIDATE STATEMENTS

Jaclyn Pittsley

Officer for Contingents and Academic Delegate

As Officer for Contingents and Academic Delegate, I hope to continue working to achieve equity for contingent faculty. My primary goals are to achieve a salary increase for part-time faculty, and to preserve jobs for contingent employees already employed by the college. In October 2014, I planned and co-hosted the third annual UUP Part Time Recognition Luncheon to recognize long-serving part time employees. This event took place during our Campus Equity Week and included the program *Shared Stories: Understanding the Lives and Work of Contingent Employees*. In 2014, I also organized a committee which surveyed the population of contingent employees at Cortland, providing them an opportunity to share their own unique concerns and issues. I will use this survey as a tool in our continued quest for improved terms and conditions of employment. I arranged a poster blast asking for **Equity for Adjuncts: Fair Pay** in 2014. I helped develop and present the successful proposal for allocating across the board PDA awards to part-time employees so they can all share in the progress made in the current contract. I developed a proposal that has been forwarded to the Deans regarding standardizing one year appointments for all part time term and temporary employees. I serve on the Lecturer Review Committee, where we hope to continue to improve terms and conditions for Full Time Lecturers. I serve as a member of the Statewide Contingent Employment Committee. I ask for your support as I continue in this fight for equity.



Rebecca Bryan

Secretary and Academic Delegate

Hello fellow union activists. My name is Rebecca Bryan and I would like to serve our Cortland Chapter as the new secretary and as a delegate to the assembly. I am new to Cortland NY but not new to union activism. I moved here from CA where I served the California Faculty Association (CFA) at the chapter, and state level. I was the junior faculty representative on the executive board, I acted as our strike vote coordinator, and I was a delegate to our statewide assembly. I also served as a delegate to the North Bay Labor Council where I collaborated in the community and participated in phone banking, precinct walking, and Get Out the Vote (GOTV) efforts. I have tabled, organized flash mobs, and participated in picketing and strikes. I know that we cannot strike here in NY, but I believe my experience is valuable.



As a teacher training program coordinator and with my passion for union work, I was also elected to be a CFA Higher Education Delegate to the California Teachers Association (CTA), one of the strongest advocates for educators in the country with 325,000 members. I would like to continue this work with AFT and NYSUT.

The most difficult part of leaving CA (besides proximity to family) was leaving my union work. I hope to continue that work here in NY. Please consider me for your secretary and delegate. In solidarity, Rebecca Bryan.

Daniel Harms

Chapter Vice President for Academics

I would appreciate your vote for me as Chapter Vice President for Academics.

The last two years have involved a major set of challenges for our campuses. We have seen the arrival of seamless transfer and the intrusion of SUNY central into our curriculum, issues with which this campus has been grappling. This is not the end, as my article in this issue shows. SUNY is changing, often with large corporations being heard more strongly in Albany than the students and employees of our system. We need to have a voice in decision-making so we can preserve affordable, quality education across the state of New York.

We also have challenges on this campus, on many different fronts. The past few years have not been easy, and it is not always clear as to how to proceed. One is to ask about how we interact with others, many of whom are stressed and facing their own difficulties. To be honest, I have heard too many conversations about how people are allowed to treat each other. We need to be talking about how we should treat each other, and the best ways to do so. I would like to continue to initiate those conversations with you.



Dawn Van Hall

Professional Delegate

I would like to continue to represent you as a Professional Delegate. I work with UUP on campus on Professional issues and go to Albany to attend the UUP Delegate Assembly, where I represent Cortland Professionals. There we attend meetings and network with others from around the state to talk about ongoing professional issues. On our campus I help to plan events and organize workshops on issues that impact our jobs and our rights. Sometimes it's just being there to listen when another professional wants to talk to about his or her situation. They need to see if there is help and to find out if anything can be done. As a union representative, perhaps I may be able to help.

I would like to continue to represent the interests of my fellow professionals on this campus for another term. As we face the ongoing budget problems and other issues, we need representation both on our campus and at a statewide level. I want to continue to serve the campus in this capacity. Please re-elect me so that I may continue to serve you.

Jen Drake

Professional Delegate

As a two-term Professional Delegate from our chapter, I've had the opportunity to serve UUP members in many capacities at the local and statewide levels. Here in Cortland, I've helped to move our Outreach agenda forward by collaborating with other members and campus groups to put on the *Hand-in-Hand: Celebrating Cortland's Success* event last spring, developed new ways to network with and activate members, and visited local legislators. Statewide, I have represented Cortland members' interests at the Delegate Assemblies, participated in legislative advocacy, worked on the Grievance and Outreach committees, and, as recently-appointed UUP statewide VOTE-COPE co-chair, began working to increase awareness of, participation in, and donations to VOTE-COPE, UUP's political action fund and a critical resource in the fight to protect our jobs and the mission of SUNY. I seek your vote for Professional Delegate so that I may continue this important work. Thank you.



Anne Wiegard Academic Delegate

Sisters and Brothers,

I ask for your vote so that I may continue to serve you both at our chapter and at the statewide level. I have thus far served as a Cortland chapter delegate since 2005; on the Negotiations Team, 2011-16 contract; on statewide and local committees and legislative outreach visits to legislators; as Secretary of the Cortland Chapter, 2013-present; as statewide Executive Board member, 2013-present; as NYSUT delegate, 2013-present, attending the annual 2014 (and I hope) the 2015 Representative Assemblies; as AFT delegate, 2013-present, attending the biannual 2014 Convention, and the 2014 (and I hope) the 2015 AFT Higher Education Division Conference.

I would like to be able to play my part in the campaigns UUP is waging to defend SUNY's faculty, staff and students from the many forces and agencies which seem committed to disrupting and destroying our ability to provide the high quality education we are all dedicated to affording the citizens of New York, not to mention the quality of our own working lives and financial security.

I urge you to join me in voting for veteran academic delegates Jamie Dangler, Nancy Kane, and Ross Borden. I hope you will also vote for a new generation of academic delegates: Bekkie Bryan, who is also running for chapter secretary; Jeanette Dippo; Sally Dear-Healey; and Mario Hernandez. While valuing continuity, we need to make room for new energy, new ideas, and new leaders as veteran delegates leave active employment.



Sally Dear-Healey Academic Delegate

As a long-time contingent faculty member (Adjunct and Visiting Assistant Professor) I have considerable insight into the myriad challenges facing contingent faculty and women in the academy. I also firmly believe in the value of social and political activism. Toward that end I currently serve as the Vice President of the NYS American Association of University Professors (AAUP), Chair of the NYS AAUP Committee on the Status of Women in the Academic Profession, am a member of the AAUP National Committee on Women in the Academic Profession, and a District VIII AAUP National Council Representative.

I am interested in matters pertaining to contingent faculty, women in the academic profession, the health of contingent faculty, as well as academic freedom and integrity. Last summer I had the privilege of attending the COCAL Conference where I was able to network and strategize about how to improve the working conditions and status of contingent faculty and engage in effective political organizing. In 2010, I received the Robert Maynard Hutchins Award for my "Courageous Defense of Academic Integrity in Collegiate Sports" from The Drake Group (TDG), whose focus is on academic integrity in college sport, and am a member of TDG Advisory Council.

I seek greater involvement in UUP so that I may serve as liaison between the UUP and the AAUP, as well as promote awareness of the issues and concerns which contingent faculty and women in the academy face and work – in solidarity - for the rights and dignity of all faculty.



**Joe Westbrook
President**



Brothers and Sisters;
I seek your support for my candidacy for the Office of President. It is my belief that unionism is an important check and balance in the Labor-Management relationship. I have served in many capacities in the Cortland Chapter over the past 8 years. During the last 3 years, I have focused my efforts as Vice President for Professionals. I intend to continue to nurture and support the important work that the Cortland board labors toward. I will review and share with you news and outreach initiatives from the UUP statewide office. I'm excited to reach out and hear from all of our university professionals in order to effectively advocate an opportunity agenda that truly benefits everyone in the SUNY-Cortland community. Thank you for considering my thoughts as you make your selection in the upcoming election. In Solidarity; Joe Westbrook

**Jo Schaffer
Professional Executive Board and Delegate**

Once again I would like to offer my years of union and UUP experience to you during this time of looming problems as a professional member of the executive board and delegate

We are approaching perhaps the most difficult times in our 40 year history of earned progressive contracts, workplace and health benefits, and distinguished reputations. We will need all experienced hands on deck as we move forward as a united union.



**Marc Dearstyne
Professional Delegate**



You will not see my name on the ballot. I missed the filing deadline. When you receive the ballots in a few weeks I ask you to write me in for a second term as one of your Professional Delegates. I've been a member of UUP since 1996.

Much my work with UUP has been focused on legislative action and advocacy. I have current appointments as Co-Chair of the UUP EOP Concerns Committee, and Regional Coordinator for the UUP Outreach Committee. Most recently you saw me working alongside UUP members, faculty and staff, League of Women Voters, Institute for Civic Engagement, CSEA, and NYPIRG to "Rock the Vote" for SUNY Cortland. I am a regular rider on the advocacy bus traveling to Albany, verbalizing how important a strong and united SUNY is to the residents of New York State. Let's maintain an affordable and accessible state university, especially when tuition is rising while the value of a dollar and state support for public education is continually shrinking. For these topics, I am willing to work for SUNY, UUP, and you.

**Ross Borden
Academic Delegate**

As part-time faculty are full members of UUP, so should they be full members of the College. All faculty should be recognized as voting faculty, with a full vote on such matters as changes to the GE curriculum. All faculty deserve a living wage, fair working-conditions, and the opportunity of professional development, including full employment. This last is the most controversial issue. In my view, full-time lectureships are not a threat to tenured departments, provided they are limited to part-time faculty on term appointments. The College and UUP together can end the adjunctification of higher ed by a double commitment: ending the practice of hiring new faculty on a part-time basis and allowing full-time lectureships for adjunct faculty currently employed. I hope you will help me to make effective arguments for these positions.

(Due to an oversight, the following article did not appear in the December issue of *The Cortland Cause*, when it was supposed to. We apologize to Marc for the delay, and include it now because we realize the continuing and timeless importance of the message. –editor)

Rookie Notes: Rock the Vote

I'm reading an article from the *Associated Press* that reports the Democratic Party is looking at why the young vote did not arrive for the midterm elections. It really doesn't say much other than the DNC (Democratic National Committee) will be studying why, and will report back in February. Is it true that young voters, assumed to be pro-democrat, did not turn out for the midterms? *ABC News* reports from their investigation that the answer is yes. They turned out at 13%, down from 19% in the 2012 presidential year. This same article goes on to say that the senior population, increasing by 7% from 2012 (because time waits for no one), turned out at 23% and voted largely republican. From this, we might surmise that the growing senior population, known more than young voters for their participation in midterm elections, have become less enthusiastic with the Obama national and global agenda: an agenda that in my opinion, has tried to become more responsive to the everyday trials of the average, one-vote American, including millennials. I am beginning to realize some evidence that the young voter is not the average American regarding local, state, and national politics. By this I do not mean that the young voter is somehow not American. What I do mean by this is that the young voter looks at America differently from the older, more senior, Boomer population. This statement is not epiphany level, but it does provide an opportunity to frame up and review the way we try to bring the young vote out.

There are a few characteristics about the young voter that are different from the senior when we consider voter participation. Young voters are much less informed about political issues. They glean information from parents, social media, and peer groups. They largely do not watch the national networks and do not read at the levels seniors read. They are comfortable with last-minute living, and patch-work ideology. Seniors watch politics on TV, read news sources, are typically less inclined to be swayed by peer group opinions, and seniors rely on their ability to develop conclusions independently. Millennials, on the other hand, have no problem working and learning in groups.

When it is time to develop beliefs about whom to vote for, young voters apply issues much differently than seniors. Here's an example of the patch-work ideology I mentioned earlier; Derek Thompson of *The Atlantic* demonstrates just how different: A *Reason Foundation* survey of 2000 millennials found that the millennial sees the term "socialism" as one that "sounds" like a better system than "capitalism." But, when asked to define socialism, they did not do so well. When given simplified definitions of the two terms, the majority of survey participants responded that they do not agree with government regulation of everything. And when asked whether or not government should help regulate wealth, young voters responded in the affirmative, except when the survey looked at income of the millennial. In this case, where the respondent made more money than others in this group, the answer was no. Affluent millennials become conservative, and vote to the right regarding economic programs. Derek Thompson, in his interpretation of the survey, was aptly pointing out that perhaps the millennial cannot be put into neat boxes that help to predict political and voting behavior. It is becoming clearer to me that UUP and the college at large, though sincere in our efforts to Rock the Vote, fall short of our mission, perhaps largely because we are using methods more aligned with characteristics of the Boomer, a more senior voter. We seem to be able to motivate voter registration with our students, but when it comes to the installation of how important and vital voting actually is, and moving the college student to the polls, we are more inept.

Marc Dearstyne,
EOP



So what we have is a conundrum with respect to motivating the millennial-termed, young voter (86 million strong give or take) to actually get out there to vote. Who is involved in educating and motivating the young voter on campus? And, are they (we) largely clueless about how to do this? Lecture formats, largely just tolerated by millennials, are good for imparting large amounts of information in one place and at one time. Yet there is a significant amount of research reporting that millennials are better fitted to action-oriented learning, fieldwork, internships, service-learning, community-based classrooms that offer bits of information spread out over eclectic environments. Educational pedagogy is designed to develop the student in total, but curriculum is where the teaching happens, and its hands may be tied. There may just not be enough room in the lesson plan to accommodate the importance of voting as a national responsibility, and thereby infusing it in the college classroom. Taught primarily in secondary school, voter education, except for, perhaps, in Political Science or Sociology classes, may be a lost idea in the college classroom. If true, this is sad, but perhaps strategically useful at the same time. Do national parties really want a politically educated population?

On another note:

On behalf of the SUNY Cortland Chapter Outreach Committee for UUP, great appreciation is sent to those that sat at the tables on National Voter Registration Day. We, in conjunction with The Institute for Civic Engagement, the League of Women Voters, NYPIRG, and the leadership of SUNY Cortland registered +/- 1000 new voters. It was absolutely epic that there were participants from administration, retirees, faculty, professional, and clerical staff sitting at the tables working to register our freshmen. Special thanks are sent to David Ritchie (UUP retired) and Janet Hegedus (CSEA) who spent part of their Election Day driving the Voter Van to move students to and from the polls. It is a wonderful testament to all those involved, that we believe in an active membership when it comes to electing local, state, and national leaders. If you would like to become involved with Rock the Vote in 2015, please let one of your union Delegates know, or send me an e-mail at Marc.Dearstyne@Cortland.edu. It's that easy.

Some references:

<http://iop.harvard.edu/likely-millennial-voters-grabs-upcoming-midterm-elections-harvard-youth-poll-finds>

<http://abcnews.go.com/Politics/2014-midterm-elections-results-voted/story?id=26694364>

<http://www.theatlantic.com/politics/archive/2014/07/millennials-economics-voting-clueless-kids-these-days/374427/>

Dan Harms,
VP for Academics,
Library

Performance-Based Funding in SUNY: What It Means for You



In the latest budget, the governor puts forth a new plan for SUNY. 10% of the budget for each campus will be allocated not based upon enrollment, but on its performance under a set of metrics in five separate categories as follows:

1. Access
2. Completion
3. Success
4. Research
5. Engagement

There's got to be a good acronym for that. C-A-R-E-S... No, I'm going with ASREC. As in, "Hang onto your butts, ASREC is coming!"

What does the governor's budget briefing say about these?

These plans will include goals to improve access, completion rates, academic and post-graduation success, research potential and community engagement

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These plans will also drive new initiatives to: make experiential learning a requirement for graduation; create a Master Researcher Program that pays bonuses to successful professors who generate the most impactful research, development, and commercialization opportunities; and reward START-UP NY success with performance bonuses for college presidents who provide proven leadership resulting in commercialization of research.¹

Hold on. How did we jump from helping students with getting into college and succeeding there, to giving bonuses to the highest earners in SUNY? And are we really going to raid campus budgets allocated to students to do it?

That piece about START-UP New York is especially strange. SUNY has been talking START-UP New York as a great deal for our campuses and businesses alike. They spend so much time telling us this, that they haven't found the time to actually write the annual reports to show us how great it is. If it is so wonderful, why do we need to pay administrators to participate in it?

We are also hearing some other disturbing aspects of the plan. For example, colleges will be assessed on the percentage of graduates staying in New York, as well as the salary of graduates. This is looking more like another plan to transfer our tuition into the pockets of the university centers.

How will all of this be measured? What will be the metrics? Will they be weighed (say, START-UP New York at 9% of our budget, and the rest at 1%)? Will allowances be made for different campus demographics and their unique qualities? We are assured that all of this is under control, and if the legislature will be kind enough to pass this, they'll work out all of the details later.

What if a campus comes up short? Should we give them more money to fix the problem, or less money? If your kids got sick, would you decide to feed them less food so you could give your boss a bonus?

I can give you an idea of how this will work, if the experiences of our fellow K-12 teachers are any indication:

2014-2015: SUNY insists campuses provide plans for fulfilling goals, being as vague and unhelpful as possible

Summer 2015: SUNY pays corporations millions of state dollars to institute highly questionable performance tests

2015-2016: Administer tests and dismiss concerns about their problems. Tell SUNY faculty and staff that they will be held blameless.

Summer 2016: The governor announces heavily cherry-picked statistics, showing massive failures of the entire SUNY system that are miraculously not the fault of anyone in Albany. He insists that the only way to fix the "damage" is to change the entire evaluation and tenure process.

Let's do what we can to stop this. Please get in touch with us if you'd like more information and updates.

¹ <https://www.budget.ny.gov/pubs/executive/eBudget1516/fy1516littlebook/HigherEducation.pdf>

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

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care



The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.

The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



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

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2013-2014

All extensions below start with 607-753-####

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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

Mar. 10, Apr. 8

Executive Board Meetings Schedule

Feb. 19, Mar. 5, Apr. 2 & 16, May 7

Labor Management Meetings Schedule

Feb. 18, Mar. 18, Apr. 15, May 13

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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@cutland.edu)

Alan C. Hevesi New York State Comptroller		JOHN DOE		Pay Period: 02/16/2005 - 02/22/2005		Gross Pay: 3456.78		Net Pay: 1,234.56	
Address: 12345678		Pay Start Date: 02/16/2005		Reporting Unit: 00		Current: 3456.78		1234.56	
Advice Date: 02/13/2005		Pay End Date: 02/22/2005		Retirement System: TRAA/RSF		45678.90		34567.89	
Department ID: 1234									
EARNINGS		Code		Rate		Amount		YTD	
Payroll Pay		3456.78				3456.78			
Unemployment		56.78				56.78			
TAX DATA		Code		Rate		Amount		YTD	
Federal		1		15.00		518.52		518.52	
State		2		3.00		103.70		103.70	
Local		3		1.00		34.57		34.57	
TAXES		Code		Rate		Amount		YTD	
Social Security		SS		6.20		214.32		214.32	
Medicare		MC		1.45		50.12		50.12	
Health Insurance		HI		10.00		345.67		345.67	
Life Insurance		LI		5.00		172.84		172.84	
BEFORE TAX DEDUCTIONS		Code		Rate		Amount		YTD	
Federal		1		15.00		518.52		518.52	
State		2		3.00		103.70		103.70	
Local		3		1.00		34.57		34.57	
AFTER TAX DEDUCTIONS		Code		Rate		Amount		YTD	
Federal		1		15.00		518.52		518.52	
State		2		3.00		103.70		103.70	
Local		3		1.00		34.57		34.57	

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