



The Cortland Cause

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From the President

Campus Equity 2015

Campus Equity 2015 will focus on various issues raised by the increased reliance on contingent faculty employment by U.S. colleges and universities. Adjunct or contingent faculty, the majority of whom are paid poverty-level wages and receive no benefits, make up more than 70 percent of faculty at colleges and universities nationwide—a situation that has pushed inequities to a crisis level at many institutions.

A central principle in raising awareness is that high-quality education depends practically and ethically on professional and just working conditions for all faculty. Members of this adjunct instructional workforce face many labor and equity issues, including changes in work schedules and the denial of healthcare benefits in response to the Affordable Care Act; student loan debt; issues for students, staff and faculty of color; misguided curriculum “reform”; institutions’ blind faith in massive open online courses (MOOCs) and other online education; and the disinvestment in public higher education.

An equally important principle is to share stories

of adjunct and contingent faculty. Sharing our stories provides real context of how the current working conditions affect people who are near and very possibly dear to us. The stories can inspire us by exemplifying what it takes to be a unionist and how we might add to its momentum. Unionism is filled with stories of people who took great personal risks to seek justice, not only for themselves, but also for their fellow workers. UUP knows that personal risk still plays a role in unionism. In recognition, UUP annually presents the Fayeze Samuel Award for Courageous Service by Part-time Academic and Professional Faculty.

During the recent Fall Delegate Assembly, at the Buffalo Convention Center, I had the pleasure of witnessing two Cortland lecturers recognized as co-winners of the award for serving as founding members of the organizing committee for the pending TC3 Adjunct Association at Tompkins Cortland Community College. Robert Earle and Gregg Weatherby are also active local UUP members as well as lecturers at Cortland – Earle in the philosophy department and Weatherby in the English department. Included in this edition are

Joe Westbrook, President
 Facilities PDC



some of the comments made at their acceptance ceremony. I hope you will join me in expressing appreciation to these two courageous leaders.

There are many events on campus this month in association with Campus Equity 2015. Some are posted in this edition. Look for other events to be posted elsewhere and for opportunities to recognize and affirm the vital contributions adjunct and contingent faculty and professionals provide daily within our community. In unity, we can make a difference in their working terms and conditions.

Karla Alwes,
English

From the Editor



Please see in this issue of the *Cortland Cause* articles written by faculty at SUNY Cortland who are among those working toward helping to make the university a fully equitable place of learning and employment: the part-time faculty on campus.

Gregg Weatherby and Robert Earle give us their voices on behalf of part-time faculty in two separate presentations they made at the recent UUP Delegate Assembly. Jaclyn Pittsley invites us to know more about the Task Force for Part-time Faculty at SUNY Cortland through her words and her time and effort as an integral part of the Task Force. Chapter President Joe Westbrook reminds us of the work we must all be a part of in order to help ensure campus equity for our part-time faculty.

Campus Equity Week is October 26-30. Anne Wiegard asks us, in her article on contingent faculty, to “do the right things” beyond that week, and reach into efforts that last a lifetime for those who serve this campus as part-time faculty.

Speeches from the Delegate Assembly

Robert Earle
Philosophy

Below is a version of Robert Earle's remarks made in acceptance of UUP's 2015 Fayez Samuel Award for Courageous Service by a Part-time Academic or Professional. The award was announced at the UUP Delegate Assembly in Buffalo on October 2nd.

Thanks, UUP, for this wonderful award. I was given the opportunity to meet Fayez Samuel this evening, which was honor enough.

It is hard for me to accept this special recognition, as I am not sure I have been courageous. However, when I think of my colleagues at Tompkins Cortland Community College (TC3), my fellow organizing/executive committee members in particular, I would certainly characterize them as courageous. Thus, with them in mind, I accept this award with great pride.

A few years ago, at a union conference, I was given some advice. A union brother, who I had not met previous nor since, told me to “keep my head down” until I had tenure, to not become too active in union matters until I was no longer in a vulnerable position. I have never followed that advice though it has commonly come to my mind ever since. I would like to say I responded: if you do not advocate for yourself when you are vulnerable you will never cease being vulnerable. But for me it is more basic than that.

As I considered the situation at TC3 it was clear I had two options. My adjunct colleagues and I currently labor under inadequate pay, without benefits and with a complete lack of job security. I could either do nothing but merely complain about the injustice of it all, or I could work with my colleagues to form a union so that we could negotiate collectively for change. Only the latter option was one I could hope to years later recount to my daughter with pride. Thus, for me, it was an easy decision.

Early in the organizing process the strategy was to reach out to any adjuncts who might want to join the unionizing effort. I was initially disappointed that the first few people I contacted responded pessimistically. They doubted whether such an effort could be successful at TC3. Adjuncts will never win a union here, I heard said. But then I called Gregg Weatherby (with whom I had not previously ever spoken); he interrupted me in the middle of my spiel: “I’m in.” It is that courageous attitude that has us well on our way to having a union for adjuncts at TC3 (we’ve won a strong majority but the college has tied us up in litigation rather than choosing to recognize us voluntarily). It is that courageous attitude that makes me proud to stand on this stage and receive this award with Gregg Weatherby tonight.

I want to say one last thing. Incidentally, I probably will not be back at SUNY Cortland and thus will not remain in UUP next Fall; my family and I are moving out of state in order to be closer to our families. What I want to say is that, were we to remain in the area my activist focus would turn toward UUP. The upcoming contract negotiations are the most pressing local issue of importance to contingent faculty. What needs to be done is to form a negotiations-survey campaign. We need to get as many adjuncts and their allies to sign these surveys saying simply: “\$5000-per-class or no contract.” If we can rally our members behind this demand: “\$5000- per-class or no contract,” we will empower our negotiators to win a truly historic contract. UUP and New York State would become the model across the country, and we will have achieved a significant step toward equity for contingent faculty members. Who among you will lead this campaign?

Thank you, UUP, for this recognition; I can't express how much it means. I love my union!

Gregg Weatherby,
English

Speeches Continued

WE DON'T HAVE A UNION

(A speech delivered to UUP's Fall Delegate Assembly, October 3, 2015, upon receiving the Fayed Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty.)

Thank you. It is an honor to be here to accept this award and to meet the man for whom this honor was named, Mr. Fayed Samuel.

When I was first told of this honor, I was flattered, of course, but a little bewildered. An award for courageous service? Really? For me? Because I started thinking of the many courageous union activists of the past: the famous, like Cesar Chavez, Joe Hill, Mother Jones, and the thousands whose names we don't remember, those who died, faced prosecution, or went to jail for union causes. We don't see that kind of courage today, and anything that I have done certainly pales in comparison. But I want to talk a little about unions and courage. I want to tell you how it feels to be a contingent, an adjunct, a so-called part-timer.

Unions today desperately need courageous actions such as we have seen in the past. Union membership is declining and unions are under attack from ideologues who equate unions with socialism, communism, or fascism. (This from people who are mostly unable to define socialism, communism, or fascism.) Then there are the equally odd notions that respect for workers and their rights is somehow bad for the economy, bad for jobs, bad for the country. Some of this even creeps into our union discussions: that somehow if we ask for what is our due, we will hurt our employers or cause people to lose their jobs.

Then there are the so-called "right-to-work" laws that are cropping up around the country under the guise of being good for the worker, when exactly the opposite is true. Not only do these laws deliberately weaken the unions, but wages in right-to-work states are actually lower than in states without these laws.

While it is true that ideological factors have weakened the unions, part of the blame must be borne by the unions themselves. Some unions have lost touch with their rank and file—even alienated some of their members. I submit as evidence the fact that support from union members helped elect the anti-union governor of Wisconsin, Scott Walker. Many times, when discussing working conditions and wages, union members often respond with "We have a union...but..." Is it any wonder that the unions have trouble mobilizing their members? If the leadership doesn't inspire, there will be no followers.

Many of our own members are among those who say, "We have a union, but..." These are our contingents, who work under an unfair two-tiered system that provides little job security, grossly inadequate pay, and the lack of respect a two-tiered system engenders. They have worked in this system that has gone unchanged for decades. We have a union, but... we work in a system that perpetuates elitism and an economic hierarchy that permeates all of SUNY. If we don't have a union that has the moral courage to stand up for equity, for equal pay for equal work, for the dignity of all, we don't have a union.

At Tompkins Cortland Community College (where I also work as an adjunct English lecturer and where we are now involved in starting a union), almost all of our issues with the administration center on respect and dignity. To ensure that all of our members are treated fairly, we are asking for a union separate from the full-time tenure faculty. We want to ensure that all of our members are represented equally and have an equal voice. We want all of our members to have the dignity that all in our profession deserve. If we don't have a union that demands respect and dignity for all of its members, we don't have a union.

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If we have a union that maintains the status quo, and is only concerned with the higher earners among us, we don't have a union.

Frederick Douglass admonished that nothing is gained without struggle. If we don't have leaders who have the moral courage to sit at the negotiating table and unequivocally and unshakably demand equal pay and equal representation for all of our members, we don't have a union.

If we don't have a union that represents all of our members equally, that stands especially strong to support the most vulnerable of our members, we don't have a union.

If we don't have a union that has the courage and competence to take a stand to defend the principles of seniority and fairness on our campuses, we don't have a union.

If we don't have a union that stands united to protect every single one of its members, we don't have a union.

Martin Luther King Jr. exhorted his followers not to "take the tranquilizing drug of gradualism." I ask that you consider this: Lack of action for decades on adjunct equity has stretched gradualism to pathological absurdity. We have not only taken the drug of gradualism, we have become addicted to it. If we don't have a union that is willing to take decisive action when required, we don't have a union.

If we are complacent about inequity, exploitation, and abuse of workers in own ranks, we don't have a union.

If any single member feels afraid, for any reason, to voice his concerns, to demand respect, we don't have a union.

If our elected union leadership lacks courage to act, we don't have a union.

I ask you to witness the enormous gains made by the fast food workers. In a short time they have gained huge successes; not only have they brought national attention to their pay and working conditions, but they have been the most powerful factor in changing the minimum wage in several states, including New York. They even got the attention of Governor Cuomo. This through their own courageous actions--and without a union. We have a union, but... we can't negotiate a fair and respectable wage for our "part-timers" in decades? It's time to summon the courage, to draw a line in the sand and say, this far, no further. This is the year we will end this moral outrage. This is the year we will lead the country on equity for adjuncts. If we can't ensure our members dignity and fair pay, if we can't do this, we don't have a union.

If we can't truly stand in solidarity and for solidarity, if solidarity is only the closing line on our emails and letters, if solidarity is only a word in a song, we don't have a union.

Today, at the beginning of Adjunct Equity Month 2015, I am asking you, the elected officers of UUP, to lead the way with new courage. It's time to act, for the good of all of our members, to take all of the steps necessary to strengthen our union by empowering all of our members, by respecting all of our members, and to act on behalf of all of our members, and to do so with the greatest of courage. We, the contingents of UUP, have had enough of saying "We have a union, but..." I challenge you to lead the way, so we can all finally say YES! WE HAVE A UNION!

Thank you.



"Remember, education pays, unless you end up an adjunct—like me."

The New Yorker 9/21/15 p56

Jaclyn Pittsley,
English



Task Force Report on Part – Time Faculty at SUNY Cortland

Introduction: The UUP Cortland Task Force on Part-Time Salaries, having solicited responses to a survey distributed in spring 2014 and using data gathered independently, both by UUP and by SUNY Cortland, present to you the following report. I would like to thank my fellow task force teammates Nancy Kane, David Ritchie, and Ross Borden most sincerely for their help in information gathering and presentation. The Task Force has created this report in preparation for discussions with SUNY Cortland Administration and has submitted the substance of this report and proposal for a significant increase in the per-course salary for part-time lecturers to the SUNY Cortland Administration. We hope before long to have a positive response.

Principle: In this economic climate everyone's position is ultimately vulnerable, but those who work in part-time, contingent positions are the most at risk of losing their livelihood. Part-time employees need you to join in to let your governor know that \$2650 per course is not enough to live on, let alone thrive upon. These "at will" employees depend upon being good teachers and filling a needed role in their departments to gain a contract semester after semester, year after year. If they teach two or more courses each semester at SUNY Cortland, they can get health insurance by paying the same premiums that full-time teaching faculty pay, if they can afford it out of their much lower per-course wages. Yes, part-time employees have accepted a part-time job, but that does NOT mean that their commitment to Cortland is only part-time. They also work tirelessly to make SUNY Cortland an excellent institution, nurturing their students to become the engaged, civic-minded, occasionally brilliant young people who soon will leave Cortland to make their own way and claim their world. It's time to end the exploitation of part-time teaching faculty by supporting and delivering a significant increase in the per-course salary for all part-time lecturers.

Demonstrated Need: The Task Force on Part Time Salaries has obtained data which leads to a clear assumption with regard to the part-time teaching faculty need at SUNY Cortland:

DATA: The number of part-time teaching faculty has increased over the last several years.

- A. Fall 2011: 309 part-time employees
- B. Fall 2012: 302 part-time employees
- C. Fall 2013: 336 part-time employees
- D. Fall 2014: 346 part-time employees
- E. Spring 2015: 351 part-time employees

ASSUMPTION: The number of part-time teaching faculty is likely to either increase or remain at current percentage levels per SUNY Cortland's need. In fact, it is accurate to say over 50% of the teaching faculty is part-time, and they are teaching one third of all courses at the college.

Along with most department chairs and full-time tenure track faculty, the Task Force recognizes that it is vital that SUNY Cortland retain the quality part-time teaching faculty the college has; SUNY Cortland has nothing to gain from significant workforce turnover, as this impacts the full-time teaching faculty who have to cover sections left un-staffed due to this turnover, and who have to train new part-time teaching faculty in the needs and requirements of their departments, disciplines and mission of the college. It also affects students who lose quality part-time teaching faculty due to wage inequity.

Rationale: The Task Force has presented several points in its rationale for increasing the salaries of part-time lecturers.

Demographic Disparity: Cortland currently pays \$2,650 per course to a beginning part-time lecturer. Part-time lecturers have enjoyed only modest pay increases over the last several years.

In 2014, per-course starting salary rose from \$2590 to \$2615, and this fall, it was increased again from \$2615 to \$2650.

In a contingent faculty survey conducted in April 2014 by UUP Cortland Chapter, 70% of respondents indicated that “inadequate compensation” is their most pressing concern. Of these respondents, 24% work at one more institution in addition to SUNY Cortland, and 2% work at three other colleges in addition to SUNY Cortland.

65% stated that they would accept full-time work at SUNY Cortland or would leave Cortland if offered full-time work at another institution.

To take just one example, the current per-course pay for a part-time lecturer in English/Humanities at SUNY Cortland is, on average, lower than almost every other educational institution in our demographic area. This provides a strong incentive for instructors in need of a living wage to support their families and themselves to leave SUNY Cortland to work at other SUNY institutions or private institutions that will pay more per course.

SUNY Cortland would benefit by providing competitive wages in our demographic area, to reflect current market trends. Furthermore, competitive wages will make SUNY Cortland a most attractive place for teaching faculty to work.

Poverty Wages / Living Wage: The current per-course salary is inadequate for employees trying to support themselves and their families. Suppose for example a part-time lecturer is making \$2,650 per course, and he or she is lucky enough to be teaching three courses per semester (which due to significant cuts to several departments including English, History, Political Science, and Psychology may not be the case), that employee is grossing \$7,950 per semester. (The Task Force will stipulate that according to the 2014 UUP Contingent Faculty Survey, an equal percentage of faculty members tend to teach between one and three courses. But, the credit hour breakdown is also likely consistent, given the college requirement part-time lecturers teach no more than eleven credit hours.) **That is \$15, 900 per academic year, with virtually no salary in the summer months**, again assuming the employee is asked to teach three courses on a regular basis, and those courses are not cancelled, all before taxes, health insurance premiums, and any other deductions from his or her pay. This pay is not adjusted due to inflation, so in terms of real dollars, this figure is also inadequate. Of course, by earning below the U.S. Federal Income Poverty Guidelines, even the lucky part-time lecturer teaching three courses at SUNY Cortland is eligible for federal assistance programs such as Supplemental Nutrition Assistance Program, Medicaid, Medicare, HEAP, and free or reduced school lunches, a family of four must gross no more than \$48,500 per year, or earn wages equaling no more than 200% of the Federal Poverty Guidelines for FFY 2015 (TANF). A family of two must earn no more than \$31,860 per year, and a family of one must earn no more than \$23,540 per year. **So, any part-time lecturer living on or supporting a family on \$15,900 per year in 2015 is ELIGIBLE for federal entitlement programs.**

The Work of Part-Time Lecturers: According to the 2014 Contingent Faculty Survey conducted by UUP, 74% of respondents indicated that they only teach at SUNY Cortland. The remaining 26% of respondents indicated that in addition to Cortland, they work at one, two, or three other colleges. When respondents were asked if they work in paid teaching positions not including K-12 education, 9 indicated that in addition to their paid work at SUNY Cortland, they are obliged to take on a variety of teaching obligations, including:

“Private violin teaching [...] ran a [...] studio for 15 years and taught at home,” and

“I teach a group of home schooled students. I also work for NYSUT's ELT [...] did some substitute teaching in the public schools for one year until I found better work.”

When asked if they have taken on a paid position apart from teaching, 14 respondents indicated that they work outside of education either part-time or full-time. Responses included:

“I am retired Civil Service worker and receive a pension from the State of New York,” or “Licensed Clinical Social Worker,” or “I work FT in the summer in Cortland County [...] I also work PT retail around the holidays to make ends meet,” and

“Professional violin playing contracts [...] ‘Pick up’ Orchestra work [...] Bookkeeping jobs [...] Secretary/Treasurer for American Federation of Musicians.”

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It seems logical that, given the required skills and certifications necessary to educate the students, part-time lecturers deserve a living wage, which includes living above the poverty line. In addition, part-time lecturers earning a living wage will be less likely to divide time between several employment obligations, as they will be financially stable on one income – from SUNY Cortland. Indeed, one respondent indicated, ***“I can’t live on these wages. I’ll need to find a full-time job that is outside of my field of expertise just to make a living wage.”***

Involvement beyond Teaching:

A. **Paid Extra Service:** In 50% of instances among the respondents in the 2014 UUP Contingent Faculty Survey, the desire for a living wage translates to performing paid extra service for the college, in the form of advising, teaching COR101, working during orientation, teaching overloads, doing theater work, teaching independent study, and/or teaching winter and summer sessions. However, these services are not uniformly available and are even more unstable in terms of need, student enrollment, and full time faculty competition. One respondent in the 2014 UUP Contingent Faculty Survey states, ***“I have been given summer/winter session courses, only to have them taken away because a tenured person has decided that he/she wants the extra income.”*** According to the survey, the average time spent in performing this work is 3 hours per week.

B. **Unpaid Extra Service:** Respondents also indicated on average that they perform unpaid extra service on an average of 3 hours per week, in the form of department (23.3%) or other committee work (53.3%), participation in department meetings (66.67%) or faculty governance (13.3%), curriculum development (30.0%), UUP activities, and training such as SAFE Zone and the Summer Ethics Institute, which is neither required nor compensated in any way. One respondent states, ***“Professional development is not financially supported, conferences and presentations are not financially reimbursed and using time off to improve our skill set is not well supported, even if it is just a day. We are required to get others to cover our classes before permission will be given, and others are not paid for the extra work.”*** One of the most compelling reasons for maintaining a part-time lecturing faculty that is qualified, invested in continued learning, and in pursuing the mission of the college is the involvement of part-time lecturers in campus activities beyond teaching. The campus needs to recognize this involvement beyond teaching. An immediate form of recognition can be found in providing a fair and living wage.

Part Time Lecturers’ Commitment to Quality of Education: All faculty have a sincere commitment to the quality of education students attending SUNY Cortland receive. This is obviously the same for part-time lecturers. In fact, one respondent has said,

“I made the decision to stay at Cortland only because I wanted to focus on my teaching and provide service to public education.”

The work these individuals are committed to performing includes a great deal for which they are not traditionally compensated. According to part-time lecturers’ contracts, their compensation includes being paid to teach class and hold appropriate office hours. And the respondents to the 2014 UUP Contingent Faculty Survey indicated that they teach on average 9-10 hours per week, and hold on average 6-9 hours per week for contact or office hours. However, according to the 2014 Contingent Faculty Survey conducted by UUP, this compensated work is only a portion of what they do to assure the excellence of their students and this institution.

For example, the respondents indicated that they average at least 7.12 extra hours of preparation per course per week, in addition to the pre-semester preparation they do to teach a course. They also indicated that they average about 8.91 hours per week doing assessment, including grading, 3.5 hours answering student emails, and 1.5 hours duplicating materials. Respondents also indicated a variety of other time consuming, not strictly compensated activities including using Blackboard, answering student phone calls, writing recommendations, and participating in outside of class activities such as “attending honors convocation when a student mentions my influence.”

Most of the respondents indicated that they had the secretarial support, office space, and office phones to do their work, though there is a 5% disparity between those who indicated that the above mentioned support is available to them and those who indicated that they had a computer to complete their work.

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Respondents also indicated that they consistently share this support with other faculty members, though those who do have a computer, were less likely to have to share one. The Task Force considers this a fair assessment of the physical and secretarial support given to part-time faculty. However, The Task Force feels an increase in pay for those compensated duties could offset the work that employees do without financial remuneration or other compensation.

The Task Force, as well as the part-time faculty, appreciates the across-the-board distribution of President's Discretionary Award monies. It represents a fair and equitable process by which to distribute these monies and a proactive effort to address in some way the salary inequity of part-time lecturers. But, in terms of real dollars in pay, this too is not significant. The increase in pay amounts to considerably less than \$10 per employee per pay check, depending on course load.

Loyalty to Institution/ Opportunities for Promotion: Part-time lecturers have very little opportunity for promotion at SUNY Cortland; in fact, 43.75% of survey respondents indicated they were concerned about opportunities for promotion in addition to inadequate compensation. One respondent to the 2014 UUP Contingent Faculty Survey says, ***“As a contingent employee, I have no real job security.”***

As stated before, 65.71% of these individuals are seeking full-time work at SUNY Cortland and would be willing to leave SUNY Cortland if a full-time position became available elsewhere. While there is a population among these faculty who are already working full-time elsewhere or who are retired and not interested in full-time work, this is not true for the majority of employees, as indicated by the 2014 UUP Contingent Faculty Survey. It may be appropriate to conclude that if insecure about their positions, quality faculty members are also less likely to maintain an a priori commitment to the College.

However, this is inaccurate for SUNY Cortland's part-time lecturers, according to the 2014 UUP Contingent Faculty Survey. **A majority of the respondents, 33%, have worked at SUNY Cortland consistently for sixteen years or more. In fact, 22% indicated that they have worked at SUNY Cortland for thirteen to fifteen years, and another 14% have worked at SUNY Cortland for ten to twelve years.** So, these employees are committed, despite their impoverished wages and lack of security. An increase in per-course salary can assuage this feeling of insecurity because the college will be taking the first step in terms of commitment to **their entire** faculty.

Support of Students, Faculty, and Staff of Cortland: Beginning in 2013, UUP has collected, during Campus Equity Week activities, over one thousand signatures from students, staff, faculty, and community members supporting a significant increase in pay for part-time teaching faculty. This petition will be available for more supporters' signatures during the month of October 2015 in the Student Life Center at our Campus Equity Month celebration.

Conclusion: Despite campus efforts to hire more full-time faculty in recent years, the number of part-time faculty continues to climb – and not by trivial numbers. There is reason to assume the College will continue to be dependent on part-time faculty in the coming years. It is in the best interest of the College to recruit qualified and competent part-time lecturers, and then to maintain a stable part-time teaching force. The 2014 UUP Contingent Faculty Survey shows that part-time lecturers are diverse and appreciate many different aspects of teaching at Cortland, but the single issue that unites all of them is the conviction they are underpaid and all deserve increased compensation. A higher salary is the single easiest way of maintaining a stable part-time teaching faculty, and the Task Force calls upon SUNY Cortland Administration to approve a significant raise in the per-course salaries of part-time lecturers.



*4th ANNUAL
Part Time Service Award Ceremony
Thursday, October 29, 2015
Corey Union Function Room 11:45 AM-1:00 PM*

Do the Right Things: A Primer for Effective Activism During and Beyond Campus Equity 2015

Anne Wiegard,
English



It's one thing to be aware and concerned or even vocal; it's another thing entirely to take strategic actions that make a positive difference. The leaders in our movement who are truly making a difference put ego aside, keep their eyes on the prize, and choose every day to listen to and serve their coworkers in exemplary ways, sometimes so quietly that few people even know about their behind-the-scenes accomplishments.

Activists within UUP have been working hard and long to achieve equity for contingent faculty (both part-time and full-time Professional or Academic employees who work without any expectation of obtaining a permanent or continuing appointment). There is growing awareness among the members of our bargaining unit that the contingent terms of employment for 40% of our members are detrimental to our entire bargaining unit and to the students and patients we serve. There is a new willingness statewide to commit UUP to reforms.

In the Delegate Assembly, we have made transformative progress over the last several years with regard to educating delegates about the need to prioritize efforts that address the issues faced by contingent faculty. With the recent constitutional amendments and the outreach of our current leaders, we are seeing more contingent members running for office. UUP is on the verge of publishing a comprehensive position statement about contingent employment that has been in the works for four years. It will become a cornerstone of collective decision-making in the organization, including decisions made during the negotiations process. There are now three contingent members on the statewide executive board and three on the current contract Negotiations Team, more than ever before.

However, there are still so many issues facing us it's hard to know where to begin and it's hard not to feel frustrated by the slow pace of incremental gains. Those feelings of frustration are best channeled into actions based on knowledge of structural avenues for change and on effective relationships with contingent brother and sister activists that will not undermine efforts already underway. We can't afford to be working against one another in this movement. Veteran activists would hate to see important initiatives short-circuited by a cacophony of voices shouting too many different messages.

If you are a relatively new activist, learn before you leap. Acquaint yourself with the recent history of activism in this arena within UUP so that you will be grounded in the foundational work of your UUP contingent activist sisters and brothers. At the very least, read the "Report of the Task Force on Contingent Employees" at: <http://uupinfo.org/reports/reportpdf/TFCE%20Report.pdf>. Then read the forthcoming UUP position statement on contingent employment that will be posted on the UUP website. Your efforts to educate yourself about the movement will be tremendously appreciated by the other busy volunteer activists who are fully immersed in the movement. Once you know the history, step up!

One of the main things that's holding us back today is not any unwillingness on the part of officers or delegates to embrace our agenda, but other practical factors like the lack of contingent delegates to guide work on specific proposals and activate people at their campuses. It's important that we contingents step up and speak for ourselves rather than allowing well-meaning non-contingent activists to control the agenda pertaining to our issues. There are many ways to become involved in the struggle for contingents' equity both locally and on a larger scale. Almost anything you do to support UUP demonstrates that contingent members have a valuable role to play in their union. Take advantage of the resources and opportunities available to you.

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On the Local Stage

This fall, reach out to and involve your colleagues employed in contingent positions by highlighting opportunities to influence contract negotiations. Encourage all UUP members on your campus to communicate to the UUP Negotiations Team and Committee the conviction that improving the terms and conditions of contingent employment should be the top priority for negotiations in 2016. Avail yourselves of every avenue of input in the negotiations process: fill out the formal statewide negotiations survey that will be available on the UUP website soon; fill out a Member Suggestion Form and provide specific factual information that the team can use as evidence of the negative consequences of contingent employment for employees and their students and community members; provide input to your chapter's Ad Hoc Negotiations Advisory Committee; and write directly to the chief negotiator at "contract@uupinfo.org".

Run for delegate seat within UUP when chapter elections next take place (spring 2017). In the meantime, attend your chapter executive board meetings as a guest and make sure equity for contingent faculty is a consistent priority in the work of the chapter. Propose line items in your chapter budget for expenditures related to raising awareness of contingent employment issues.

If there is no Officer for Contingent on your campus, recruit a qualified colleague to run for the position or do it yourself. Your chapter president has the power to appoint someone to fill a vacancy in this office.

Participate in outreach visits to the local offices of your state assemblywo/man and senator. Acquaint your lawmaker with the realities of contingent employment and their impact upon the quality of education that SUNY students experience.

Contingent members will not be truly empowered without being truly organized, and organizing is something we need to do for ourselves. Become part of the organizing work of your chapter by joining the group of delegates who are mapping the workforce and reaching out to members one-on-one. Our statewide Membership Development Officer, Arty Shertzer, and our statewide NYSUT organizer, Nikki Richardson, are available for training and other kinds of support if your chapter needs help with member mobilization. Urge fee payers you know to join as members and then communicate with all your members about the issues to strengthen the voice of UUP in the larger political work we have to do to get what our contingent members need.

On the Statewide Stage

Send your non .edu email address to pabraham@uupmail.org so that you can be on the inside track to hear about and participate in UUP's political efforts.

If you are elected as a delegate, tell your chapter president that you'd like to serve on the statewide Contingent Employment Committee. Whether or not you are appointed as a member of this committee, attend its meetings that take place at the DA as an observer. Except for the Grievance Committee, all committee meetings are open to any delegates. Volunteer to attend a spring or fall Leadership Conference to take valuable workshops on collective bargaining, the Taylor Law, grievances, etc.

Run for delegate seats within NYSUT and AFT, so that you can influence decisions being made by all of these organizations. At the AFT national convention in 2014, I was the only contingent delegate among our dozens of UUP attendees. At the NYSUT Representative Assembly this year, I was one of only two contingents among the scores of UUP delegates. NYSUT and AFT elections occur on the same schedule as chapter elections and the nomination forms are sent to every member. You may self-nominate or nominate colleagues willing to serve.

Donate to the UUP scholarship fund in the name of Steve Street to support the Steve Street Award and show that we honor and value the extraordinary work of contingent activists who have gone before us. Steve, an English Professor who died in 2012, was a delegate and Officer For Contingents at Brockport and at Buffalo State who helped us immensely. Read about Steve and read his wonderful publications about contingent employment issues: <http://chronicle.com/article/Steve-M-Street-Prominent/133773/>.

Contribute to VOTE-COPE. I contribute \$20 from every paycheck, but you can give whatever you can afford. Even a dollar a paycheck will help UUP's political efforts since dues money cannot be used for any of it: advertisements, supporting travel to legislators' offices, rallies, etc.

On the National Stage

Sign up to receive the "COCAL Digest" from eminent organizer and activist Joe Berry at joeberry@igc.org. Consider reading Joe's landmark book, *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education*, 2005. COCAL (Coalition of Contingent Academic Labor) formed in 1999 and Joe was in the group that created the first Campus Equity Week in 2001. Visit the Campus Equity Week website at <http://www.campusequityweek.org/>. Explore the resources there pertaining to potential activities and public relations materials. Pass on information about the National Arts Project to your colleagues in the arts. Post the activities your chapter is planning so that other activists can see what you are doing, and take a look at other activities in your area. Private colleges may be doing something you'd like to be involved in.

To support the only national non-profit organization dedicated exclusively to equity for contingent academic faculty, join New Faculty Majority (www.newfacultymajority.info) and sign up for the NFM blog, "Majority Rules" at: <https://extraordinaryfacultyntfm.wordpress.com/>.

Although AFT, our national affiliate, passed a sweeping resolution at its 2014 convention in Los Angeles (<http://www.aft.org/resolution/ending-exploitation-and-reliance-contingent-academic-labor-system-higher>), as of this writing, a search on the AFT (American Federation of Teachers) website under Campus Equity Week 2015 does not locate a page dedicated to CEW, but there is a long list of items related to equity of all kinds and AFT hosts an annual conference on higher education that includes sessions about issues of contingent employment.

Check out the resources available at our other national affiliate, NEA: <http://www.nea.org/home/campus-equity-week.html>.

The AAUP (American Assoc. of University Professors) website has resources and some great reports and policy statements, for example, the 2012 publication on inclusion of contingent faculty in faculty governance, reports at this link": <http://www.aaup.org/issues/contingent-faculty-positions/resources-contingent-appointments>.

* * * * *

As a faculty member working in a contingent position, you have a great opportunity to educate non-contingent colleagues, to influence their perceptions of adjunct faculty. You have the opportunity to motivate UUP delegates to prioritize the interests of their contingent sisters and brothers. It is not easy to persuade the majority of 35,000 people that the needs of a minority ought to take precedence over their own, when their own circumstances are often degrading and unjust as well. When you speak about your employment circumstances, you will be the face of adjunct faculty within UUP, so what you say matters.

Please take that next step to become involved in this great struggle.

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@cortland.edu and to the editor, Karla Alwes, karla.alwes@cortland.edu

Jo Schaffer,
Art and Art History
Emerita,
Chair, UUP COARM
(Active Retired
Membership Comm.)



One for all---all for one!

As UUP, negotiations team and committees, starts to review and question the current contract as to its contents, all sorts of queries and ideas are emerging. Are there articles in the present contract that worked well or need tweaking? Is there room in the negotiation's process that will benefit the over 35,000 members in the next contract?

At the first "preparing for contract negotiations" meeting, new and old issues and questions came up--- - professional growth and promotion, medical insurance hacking and protection, job security, minimum salary levels for the many contingent faculty, preservation and increase in benefits were among the concerns voiced by the members present at that first meeting.

In the next few months, there will be other opportunities for the membership, that's you, to voice issues you will like to see discussed and brought to the table. There are other meetings scheduled with the team and campus negotiation committees to which you should bring your issues. There will be a major survey of these issues for you to complete. There is time for you to think long and hard at the issues that concern you the most. This is the time for your voice to enter the discussion. Will all your concerns make it to the table and the contract? Maybe yes and possibly no but that doesn't mean you shouldn't make them known.

You might want to go to the UUP website...UUPINFO.ORG..to take a look at the current contract. There are items in there that you might not be aware of or thought to make use of over the past years this contract has been in effect. It is often a surprising document holding issues to which there is past agreement. In reading it, you might perhaps come up with a major light bulb solution to past issues not previously resolved. This is your time to be a vocal member of UUP.

There were, at least, one or two questions about benefits which were raised as to their preservation, protection and growth.

There are two benefits, not contractual, but available which are rarely discussed but of great value:

1) A FREEBIE from UNUM the company carrying some of the union's benefits provides us with a travel emergency assistance card. It kicks in when you are 100 miles from home, here or abroad. It offers among other things help in prescription and passport replacement, English speaking doc's, hospital admission, medical evacuation, transportation to assist hospitalized patients and more. Get your card at the UUP campus office.

2) EPIC Hearing Service Plan offers in conjunction with NYSUT a substantial savings between 35% and 50% for hearing evaluations and appliances. Call EPIC, toll free 1 866-956-5400 with a member's identification code NYSUTMBC. They will give you name and number of the regional participating audiologists.

WNYLaborToday.com **Your On-Line Labor Newspaper**

United University Professions (UUP)
Has Been Provided With
Special Subscriber Log-In Information for
www.WNYLaborToday.com -
Western New York's On-Line Labor Newspaper -
Which You Can Use **Free of Charge**
to Take Full Advantage of an Array of Labor News
Offered by This Western New York-Based Labor News Media Outlet.

When Logging in, Please Note the Following:
Username: uup@uup.org (lower case)
Password: UUP (ALL CAPS)

Where Do We Stand with Scholarly Production?

(The following letter was sent to department chairs on October 8.)

We have received a number of questions regarding the memo sent by the Academic Faculty Affairs Committee on September 29 regarding the administration's standards for scholarly production.

We should note that neither the Contract between UUP and the State of New York nor the Board of Trustees Policies includes any language stipulating an appropriate level of scholarly production. Nonetheless, we are seeking to find whether this standard will have an adverse effect upon our members.

If you have any concerns about the impact of this policy, we want to hear from you. Please send your concerns or messages to danharms@earthlink.net<<mailto:danharms@earthlink.net>>, including the following:

- When were you made aware of this policy?
- What are the current standards in your departmental personnel policies?
- If this constitutes a change, how will it impact your ability to meet your obligations, at work and elsewhere?
- Have you been offered additional resources to meet these obligations?

Responses will be kept confidential, unless you desire otherwise.

We would also encourage anyone with concerns to engage with his or her department, as well as the Faculty Senate, to seek a resolution.

Sincerely,

Joseph Westbrook
UUP Chapter President

Daniel Harms
UUP Chapter Vice President for Academics

Joe Westbrook,
President
Facilities, PDC



Dan Harms, VP
for Academics
Library



UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017

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

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VICE PRESIDENT for PROFESSIONALS: Jennifer Drake (ASAP) 2361

SECRETARY: Rebecca Bryan (Physical Education) 4561

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3rd PROFESSIONAL DELEGATE: Dianne Galutz (Admin. Computing Emeritus)

4th PROFESSIONAL DELEGATE: Dawn Van Hall (Retired/Library)

5th PROFESSIONAL DELEGATE: Jo Schaffer (Emeritus) 753-7245

6th PROFESSIONAL DELEGATE: Marc Dearstynne (Tutorial Program) 4808

7th PROFESSIONAL DELEGATE: Ben Patrick (Admin. Comput.) 5511

8th PROFESSIONAL DELEGATE: John Driscoll (Emeritus) 315-380-5055

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Jaclyn Pittsley,
English

We can't do it for you, but we can do it with you.

As an officer in the union, I hear a lot of members asking me "What's my union doing for me?" This might be the first question on everyone's mind when he or she thinks of the union. Members and fee payers pay their dues, and in return expect a certain amount of regular representation. After all, the union exists to negotiate collectively for better terms and conditions of employment for its members. And that is what UUP tries to do: neither this expectation nor this question is unreasonable. But it is a misperception to believe that UUP can negotiate for you, if you are absent from the equation. UUP has never been able to achieve something for you, without your involvement; UUP achieves only when working with you. **The union is only as strong and as active as its members**, and this means that you should not sit by and let others determine your future. Do not observe as others get elected as delegates and officers and expect that they shall somehow have the means and strategy to get what you want, especially if you do not speak up and tell anyone what you want. It is illogical to be disappointed with a contract if you took no part in negotiating it through speaking with your negotiations team when they visit the campus, through filling out an online survey or even by contacting your elected representatives.

Speaking up and taking part is your duty as a member and fee payer to this union, no matter what your position. Full time and part time employees are equally as important to each other in the functioning of this institution, and BOTH full time and part time employees deserve and are compelled to act. Failure is the inevitable result of inactivity. And you can ignore this article and my impassioned plea, but New York State cannot ignore the sound of 35,000 voices speaking together. Do something; have a voice in establishing the union's agenda.

You may feel that "I don't have time to be in the union." No one seems to have time to do anything anymore, what with teaching the students, preparing lessons, and waiting hopefully for a student to take advantage of office hours, not to mention having civic obligations, a social life and raising a family. But UUP is not asking for servitude, but for a bit. We all have time to do a little bit to help improve our own working lives. Many hands make light work, and if you help, if you can encourage a few of your colleagues to join in a bit, then no one person will have to do everything.

Remember that your Executive Board has open meetings every month. Attend one and find out what we are working on. If you don't have time in your schedule to attend a meeting, visit the office in Moffett B5. Or, you can contact me. I am always willing to talk to those with an issue or meet those who want to help but don't know how. Email me at pittsleyj@cortland.edu

I cannot do it by myself, and UUP cannot accomplish what they need to without you. Even a little bit helps.



ATTENTION ALL UUP FOLKS! PLEASE PLAN TO ATTEND! UUP UNION Matters Lunchtime Series - important chapter meeting!

UNION MATTERS CHAPTER MEETING

Campus & Statewide Issues Forum

All Cortland UUP members
are invited and urged to attend!

Thursday, October 22, 2015
Noon to 1:30 p.m. (buffet opens 11:45)
Corey Union — Exhibition Lounge

****LUNCH PROVIDED****

Salad & Sandwich Makings

Advance signup by October 14th is requested to ensure adequate food and beverage...but you may drop in at the last minute even if you don't sign up! We want to see you there!

Let us know by October 14th if you have special dietary needs, please!

Contract Negotiations

Presented by:

Chair/Chief Negotiator, J. Philippe Abraham, Albany;
Assistant Chief Negotiator, Pamela Malone, Empire State College; Negotiation Team Members: Michael Lyon, Upstate Medical University, Anne Wiegard, SUNY Cortland, Jennifer Drake, SUNY Cortland

Negotiations



August 2015

United University Professions: The nation's largest higher education union

2015: Negotiations at a glance

UUP Negotiations Structure

The UUP model for negotiations involves three distinct but interrelated groups of volunteers: the Negotiations Team, the Negotiations Committee and the *Ad Hoc* Advisory Committee. Article X of the UUP Constitution establishes the Negotiations Committee and the *Ad Hoc* Advisory Committee. UUP is committed to a vigorous process that provides many and varied opportunities for members to express their needs and concerns. The negotiations process reflects UUP's commitment to openness and member participation.

The Negotiations Team, appointed by and responsible to President Fred Kowal, represents UUP at the bargaining table and is responsible for negotiating the contract with the State of New York. The chief negotiator, UUP Vice President for Professionals J. Philippe Abraham, is the leader and spokesperson for the Team. He will be assisted by the associate/deputy chief negotiator Michael Smiles, and by Assistant Chief Negotiators Pamela Malone and Jason Torre. The Negotiations Team consists of the chief negotiator and 17 UUP activists. The Team will meet Aug. 18-20, 2015, to begin preparations for the negotiations process.

The Negotiations Committee's constitutional charge is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. Each chapter has a member on the Negotiations Committee. Each chapter nominates two additional representatives—one professional employee and one

academic employee—for the *Ad Hoc* Advisory Committee. These two chapter representatives are charged with compiling and presenting the concerns of the membership at their chapter for consideration as potential UUP proposals. On Dec. 16, 2015, each chapter's representatives on the *Ad Hoc* Advisory Committee will meet as part of a 100-plus-person work group to present member issues to the Negotiations Committee and Negotiations Team.

Negotiations Process Begins

Negotiations Committee and Team members will hold an initial meeting at the 2015 Fall DA in Buffalo, Sept. 30, 2015, to prepare for the negotiations process. The first phase of the process will proceed through the 2015 fall semester and consists of a member survey, collection of Member Suggestion Forms, an open hearing at the Fall Delegate Assembly, and chapter visits by Negotiations Team members.

Member Survey

The Negotiations Survey is conducted by the UUP Research Department. Through the survey, individual UUP members have an opportunity to provide information for potential negotiations issues. The survey will be available online at www.uupinfo.org.

Member Suggestion Forms

UUP provides Member Suggestion Forms to allow individuals the opportunity to offer detailed comments and suggestions on employment issues. State negotiators require details about the specific needs or problems addressed by UUP's proposals. The most convincing explanations are often anecdotal reports that document members' needs and experiences.

Delegate Assembly Open Hearings

The Negotiations Team will meet with delegates at UUP Delegate Assemblies, starting with the 2015 Fall DA.

In addition to open hearings, Committee and Team members consult with delegates in numerous other informal ways. Committee and Team members wear name badges with special ribbons at DAs to facilitate identification and interaction with delegates.

Negotiations Team Chapter Visits

The Negotiations Team will hold an open meeting at each chapter during the 2015 fall semester. Chief Negotiator J. Philippe Abraham and other members of the Team listen directly to members' concerns. More than 30 chapter meetings have been scheduled from August through October. Chapter members are invited to participate and share their concerns in person with the Team. Contact your chapter office or visit www.uupinfo.org for information about the Team's visit to your chapter.

Preparation of Contract Proposals

The Negotiations Team and Negotiations Committee will convene Jan. 19-21, 2016, to review the tabulated results of the Negotiations Survey, as well as member comments from the survey, member suggestion forms, and other communications. They will also consider member input from the negotiations chapter visits and open hearings. They will then begin the process of analyzing member input to create a package of negotiations proposals.

Bargaining Expected to Begin

UUP's Negotiations Team and the NYS Team are expected to exchange proposals for negotiations in spring 2016. The NYS Team includes representatives from the Governor's Office of Employee Relations, SUNY System Administration, the state Division of the Budget, and the state Department of Civil Service. Regular meetings occur throughout the ensuing months to negotiate a successor collective bargaining agreement. The current contract expires July 1, 2016. All contract articles continue until a successor contract is concluded unless specific contract provisions expire by explicit sunset dates.

Member Approval of Tentative Pact

At the conclusion of the negotiations, the Negotiations Team presents a tentative agreement to the UUP Negotiations Committee. The Committee then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all UUP members. Members vote to ratify the tentative agreement. Ratification is conducted by a neutral third party, often the American Arbitration Association.

Negotiations Team



Chair/Chief Negotiator
J. Philippe Abraham, Albany
contract@uupmail.org



Associate/Deputy Chief Negotiator
Michael C. Smiles, Farmingdale



Assistant Chief Negotiators
Pamela J. Malone, Empire State College



Jason Torre, Stony Brook

Members

Bret E. Benjamin, Albany
Douglas S. Cody, Farmingdale
Raymond P. Dannenbender, Buffalo HSC
Jennifer L. Drake, Cortland
Patricia D. Ghee, Buffalo State
Carolyn S. Kube, Stony Brook HSC
Michael J. Lyon, Upstate Medical University
Idalia Torres, Fredonia
Thomas J. Tucker, Buffalo Center
William J. Tusang, Cobleskill
Paula S. White, Downstate Medical Center
Anne Wiegard, Cortland
Beth E. Wilson, New Paltz
Ezra Zubrow, Buffalo Center

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Representing 35,000 academic and professional faculty on 25 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2150/ARL-CO.

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We're on the Web!

See us at:

UUPHOST.ORG/CORTLAND

Become a Department or Building Representative

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

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

ARE YOU RECEIVING CORTLAND UUP CAMPUS E-MAIL POSTINGS?

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

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

Save the dates

Union Matter Chapter Meetings

Oct. 22 & 29, Nov. 19, Feb. 16, Mar. 23, Apr. 19

Executive Board Meetings Schedule

Nov. 5 & 16, Dec. 3 & 18, Feb. 4, Mar. 3, Apr. 7, May 5

Labor Management Meetings Schedule

Nov. 11, Dec. 9, Jan. 20, Feb. 17, Mar. 16, Apr. 13, May 11

HOLIDAY GATHERING

Dec. 11

Are you a UUP member?

JOIN TODAY so you can vote! Member and Fee-payer dues are the same.

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 G. Hevesi New York State Comptroller		JOHN DOE		Fund Alloc. Ref. Transfer	
Address # 1090676	Pay Start Date 02/16/2005	Regulating Unit 99	Current YTD 3456.78	1234.56	
Advice Date 07/13/2005	Pay End Date 05/20/2005	Reference System TRAILER	45,678.90	34,567.89	
Department ID 1234			Net Pay 1,234.56		
EARNINGS			Pay Rate	78,910.11	
Payable Pay Type Employee	Code 1	Rate 3456.78			
Location No.	Rate 56.78	Rate 45,678.90			
		Rate 678.90			
TAX DATA					
BEFORE TAX DEDUCTIONS					
AFTER TAX DEDUCTIONS					

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