



# The Cortland Cause

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

**Inside this issue**

From the President.....1

From the Editor.....2

Negotiations Committee Oks Contract Proposal.3

SUNY Cortland Works.....4

Professionals Conference.....5

After Friedrichs: A Time to Reflect.....6

Q: What is NYS EAP??.....7

FREE Books.....8

CTEs: Are They Worth It?.....9-10

Retirees - Advocacy Efforts.....10

Organizing Our Chapter, Cultivating a Culture of Unionism.....11-12

Professional Faculty Recognition Luncheon.....13

Support Union Rights at New York University!.....14

The Value of NYSUT Membership.....15

Save the Dates...16

## From the President

### Let's Celebrate

I've worked for well over a dozen employers during the course of my career. All of them have acknowledged the need and importance of celebrating work accomplished. Some of them spoke about it, but never acted or acted in a run of the mill manner such as a department might pause to treat a birthday. Others never paused long enough after completing one task, jumping right in on the next task because "time is money" or "the customer comes first" or simply no habit or experience acting together and therefore no knowledge of the benefit that recognizing accomplishment can have to elevate and reinvigorate work performance through this simple process.

UUP has been working hard to get its members to think about belonging to an organization that provides more than simply negotiating terms and conditions of their contract in exchange for a nominal portion of their pay. Opponents of unions like to define us this way and add that while this may have been needed for

labor-management relationships in the past, today's work environment has evolved to the point where unions are only wasteful and undemocratic, spending fees on political activities and such, thus implying that the individual can navigate their working lives better alone than within an alliance with colleagues. In the non-union environment, each seeks their own first, no need to acknowledge others' accomplishments—no reason to celebrate.

I'm proud to be a part of the community that recognizes the importance that each and every worker toils at, with dignity. Each worker's effort and contribution are vital to the overall health of our community. Our success increases as our labor is given with good will and received with gratitude. Because we all appreciate each contribution of the other, all are committed to providing our labors to the best of our ability. Relying on each other, we become whole and accomplish more.

As for the celebrating, what better time than spring, near the end of the scholastic

**Joe Westbrook, President**  
 Facilities PDC



year, to organize a meeting of the community to appreciate the labors that each and every member of our community contributed to complete the tasks that will bring closure to the college year. Details of this event are included in an announcement later in this newsletter. Let us walk together in an outward symbol of the appreciation we have for every member of our campus body –Cortland Works! Afterward we will enjoy each other's company with music, story and a shared meal. By taking time to pause and to nourish our body and minds for our common cause, we will reflect, remember and strive to improve throughout the coming year that our community thrives when all members are appreciated and valued for their work.

**Karla Alwes,**  
English



## From the Editor

On April 15<sup>th</sup>, the National Day of Silence, sponsored by the local LGBTQ committee on campus and the national committee, the Gay, Lesbian, and Straight Educational Network (GLSEN), I walked into my classroom with the words provided by the local committee that explained the reason for the silent protest: “Ending the silence is the first step towards ending injustice towards lesbian, gay, bisexual, and transgender people...” The words continue with a plaintive request to the reader to “think about the unheard voices” on that day of silence.

Perhaps serendipitously, or perhaps not, written on the blackboard in the classroom when I walked in was a quote from writer Aleksander Solzhenitsyn, which beautifully complemented the protest of silence: “Intolerance is the first sign of an inadequate education...ill-educated people behave with arrogant impatience...a true education breeds humility...”

I invited the students to (oxymoronically) *discuss* the silent protest as well as the words of Solzhenitsyn. What occurred in that discussion is something that would have never occurred several years ago, when most people in this country were referred to as “the other.” The students spoke with their own humility about the silence that has surrounded the plight of gay, lesbian, and transgender people nationally and locally. They discussed with ease and forthrightness the latest issue that the transgender community faces-- the new bathroom laws that denigrate us all. And they spoke cognizantly of the community of differences within which we all live and work on a college campus. They animatedly discussed the attempt by one of the residence halls to move toward equity for transgender people by having limited communal bathrooms, but also realize how long it can be for such a proposition to become reality because, as one student said, “they are doing it only for a week, though.”

As a 17-year old high school senior, the poet Allen Ginsburg wrote of his graduating class, “We are ready to tear down the world and rebuild it again.” Our students continue to prove themselves able to work comfortably with the world of today; as it becomes their world of tomorrow, they too will rebuild.

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The following UUP members are retiring from SUNY Cortland this year:

- Craig Little, Sociology/Anthropology
- David Miller, Geography
- Eric Malmberg, Physical Education
- Alex Gonzalez, English
- Denise D. Knight, English
- Jane Richards, English
- Henry Steck, Political Science
- Sam Kelley, Communication Studies

We wish all retirees the best of everything to come for them.

**IT'S YOUR NEWSLETTER!**

We welcome articles and letters submitted by members of the SUNY Cortland Community. Please share your thoughts with us— we want to hear from you!

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

Please note: The Cortland Cause will generally not print anonymous submissions. We reserve the right to edit submissions for grammar, space limitations, accuracy, etc. Send contributions to the Chapter Office, [uup@cortland.edu](mailto:uup@cortland.edu) and to the editor, Karla Alwes, [karla.alwes@cortland.edu](mailto:karla.alwes@cortland.edu)

## Negotiations Committee OKs Contract Proposals



**Chief Negotiator Philippe Abraham leads an April 21<sup>st</sup> joint session of the Negotiations Committee and Negotiations Team.**

The UUP Negotiations Committee has unanimously approved the union's package of contract proposals—a necessary step before bargaining with the state can begin.

Under the **UUP Constitution**, the Negotiations Committee formulates negotiations proposals for presentation to the UUP president. Now that the Committee has accepted the union's proposals, the Negotiations Team, under the direction of UUP President Fred Kowal, can proceed with contract talks. UUP's **current five-year contract** expires July 1.

The package of proposals, approved at the April 21 joint meeting of the Negotiations Committee and Negotiations Team, was developed in response to member input collected during UUP's fall 2015 information-gathering phase.

The Team and Committee met in January to assess the information and to identify contract priorities. The Team met frequently through April to develop contract proposals that reflect these priorities and to gather facts needed for negotiations.

Members can stay informed about contract negotiations by clicking on the **Contract link on UUP's website** or by **emailing Abraham**.





# SUNY CORTLAND WORKS!

MONDAY, MAY 9 ☀ 11:15 A.M.-1:15 P.M.

SUNY Cortland Works! honors all participants in our shared endeavors at SUNY Cortland: academic and professional faculty, staff, ASC employees, students, Cortland community members — everyone who has been a part of the fabric that makes this college work!

NOTE: This celebration on Monday of Finals Week is sponsored by UUP, CSEA and the President's Office and supported by PBA, PEF, and the ASC Employees Group. Release time has been granted by the HR Office and the ASC employee relations office, with supervisor's approval.

- 11:15 a.m. – **JOIN THE WALKS** along the signed routes starting from either the Student Life Building OR upper campus (Moffett bus shelter) to COREY UNION
- 11:30 a.m. – **MUSIC & FOOD** on the steps at Corey Union (rain location = Corey Union Exhibition Lounge)
- Noon – Speakers, including a special guest
- 12:30-1:15 p.m. – **MORE MUSIC & FOOD**

**BBQ includes Hotdogs, Veggie Burgers, Pasta Salad, Chips, Soda & Water**  
 Here's your chance to "buy" a colleague or student a free hotdog or veggie burger!

We need your support as host of this event. Please participate.



United University Professions

**SAVE THE DATE**

*presents:*

# A CONFERENCE

*for Central New York Professionals*

**Who:** Central NY Professionals

**What:** Conference topics (to be announced)

**Where:** SUNY Cortland  
Corey Union  
Function Room

**When:** Tuesday, June 21 — 5 to 7:30 p.m.

**Dinner Provided**

**The event  
is free.**

**Space is limited;  
sign up early.**

**RSVP  
by June 15**

Register online at  
<http://bit.ly/13UmyXL>

Registration is now open! Please follow the link below.  
<https://uuphost.org/myuup/Registration/PROF/RegForm.php>

Gregg Weatherby,  
English

## AFTER *FRIEDRICHS*: A TIME TO REFLECT

Now that the *Friedrichs*' case is over after a split decision by the Supreme Court, most unions feel it is time to breathe a sigh of relief. All had been watching anxiously to see whether the Court would overturn the *Abood* decision affirming the right of unions to collect agency fees from non-union members. It did not (in a 4-4 decision), but that doesn't mean all is well for the unions. A petition has been filed asking that the case be reheard when a ninth justice is appointed, and there are other cases pending that could pose the same threats. Unions feared that if *Abood* were overturned, many of their members would stop paying dues altogether and abandon the ranks. If that should happen, many unions will not survive. But are union members that fickle?

It is true that union membership is declining – down to 11% of workers, the lowest number since the Great Depression-- despite other trends that would ordinarily support union growth: stagnant wages, the loss of high-paid skilled positions and the concomitant expansion of low-wage and part-time positions, coupled with diminishing job security. So, what is behind this downward trend?

One of the reasons behind declining union membership may be the overall movement in this country towards the political right. This results in some strong anti-union sentiment; though it may not find its most coherent expression from this sector, it is, nonetheless, a powerful force. Related to this shift to the right, however, is a subsequent shift of the entire political scale. So, as what was once center moves to the right, the entire spectrum does as well. Once-progressive unions have also followed this trend and moved to the right. When unions forsake their progressive stance, they become less labor-friendly, and more management-, capital-, and government-friendly and are less likely to aggressively support workers' rights. Then, like any bureaucracy that grows so large it loses its vision, it becomes an organism focused on its own growth rather than its charter, it cherishes the status quo, and develops a selective top-down, self-protective and risk-avoiding management. The decision-making process also becomes more opaque to the membership. When this happens to a union, it no longer exists to support and improve the conditions of its workers—it exists to grow and improve its corporate structure and its management. Elected officials begin to spend more time addressing bureaucratic duties and ignoring, and sometimes becoming more antagonistic to, the needs of its members. No one would argue that this is not a recipe for disaster.

Perhaps unions are losing members because they have become their own worst enemies. Perhaps they are losing members because they are not progressive enough or have lost sight of their mission and abandoned their vision. Perhaps unions are losing members because they have become just another bureaucracy, yet another level of management against which workers must struggle. Perhaps they have become too far removed from the workers, too big to succeed. For some good examples of how unions have lost touch with their memberships, one need only to look at some past contracts that have gotten much media attention. Union support of perma-temps (read contingent employment) and salary compression are two national examples, as is the ongoing inertia of our own union on contingent issues.

Members support their union with their hard-earned cash, their time, and their emotional and physical energy. They have a right to demand a return on their investment. If the return is not equal to the investment, that support will eventually be withdrawn. This simple equation should give unions serious pause. They should consider why a law is even needed to get members to pay their dues.

No, union members are not fickle, and unions that have avoided these traps have little to fear from legal actions like *Friedrichs*. If the membership feels supported and protected, if there is truly solidarity, few will abandon the ranks. If unions are visible in their successes, as well as their support and protection of workers' rights and dignity, unions will see retention and recruitment of members improve substantially. But, if the workers have already been abandoned, that union will surely fail.

So, the question for us all as a union is, do we need to worry?

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## Q: What is NYS EAP??

A: The NYS Employee Assistance Program is a peer assistance program jointly sponsored by labor and management. NYS EAP provides **confidential** information, assessment, and referral services to NYS employees, their family members, and retirees. It also provides orientations and training for all employees, managers, supervisors, and union representatives on benefits and use of EAP.



# Employee Assistance Program

### ***Q: If I call a coordinator, what happens?***

A: The coordinator will ask how they can help you and let you explain why you've reached out for EAP services at that time. After which, they will give you referrals to resources that you might be searching for.

### ***Q: What kind of services/events have you offered here at Cortland?***

A: The SUNY Cortland EAP committee and coordinators have offered several programs over the last year on campus:

- 2 food drives a year for different agencies
- A table at PAWS where we took up donations for a local animal shelter, and will do it again in May
- Offered the Healthy Lunch Series in April and it continued throughout the summer
- We've also offered Lunch & Learn talks about Humor, Heart Disease, Heroine and Meth in Cortland County, Marijuana and trending drugs, and the NYS Long Term Care partnership
- We were able to offer Narcan Trainings on campus in conjunction with the Cortland County Healthy Department
- Weigh in On Wednesday (WOW) program started 2 years ago and is still going every Wednesday in the EAP office from 8:00a – 9:00a (for information about this program, contact Jo Tobias, co-coordinator, 753-4107)

### ***Q: What's next for our EAP?***

A: We are continuing the food and pet supplies drives as well as WOW. We are also looking into offering a parenting series in the Fall to help parents talk to their kids about difficult topics, such as drugs, sex, social media, nutrition and fitness and Internet safety. The Healthy Lunch series will probably be brought back this summer. We encourage employees to give us ideas for future Lunch & Learns that they would like to see on campus.

### ***Q: Who can use EAP?***

A: ANY NYS Employee and their family can utilize the services offered by EAP, it doesn't matter what Union you are in.

### ***Q: Who are the Co-coordinators?***

A: Jo Tobias - 607-753-4107 and Melinda Ferguson - 607-753-2101

### ***Q: Where is the office located? And what are the office hours?***

A: In VanHoesen, Room 119. At this time, we do not offer set office hours for the EAP Office, however, you can contact Jo Tobias to meet you in the office if you would like to come browse our large selection of literature that is available.

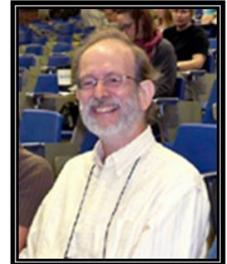
### ***Q: If I meet with a coordinator will it get back to my supervisor or colleagues?***

A: Absolutely not, this is a confidential service! The only time we need to break confidentiality is if someone is in danger of imminent harm for themselves or others, if they are breaking the law or violating a workplace policy.

# **VOLUNTEERS NEEDED May 12 & 13 for First Book Project (and you get some FREE age-level books for volunteering!)**

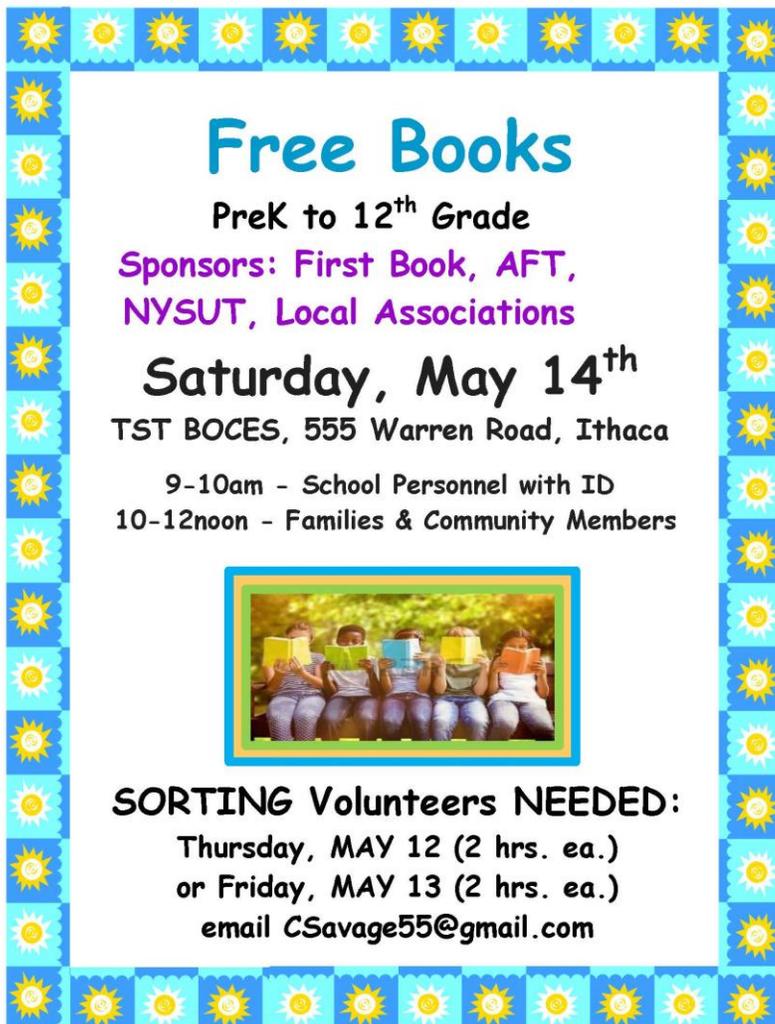
The First Book Project (free books, preK-12 levels) is happening on Saturday, May 14, 2016, and they need assistance in providing SORTING HELP on Thursday, May 12, and Friday, May 13, at the T-S-T BOCES (just off Rte. 13 at Warren Rd. on the way to Ithaca) for the anticipated 20,000 books arriving that week, as well as getting the word out for the educator/parent distribution on Saturday. See the flyer.

**Dave Ritchie,**  
UUP/NYSUT Delegate



Benefit: Volunteer sorters get first choice (and can take them on the day they volunteer!) of the books they would like to take for their classes and kids.

If you are willing to help sort and arrange books, they are filling 2-hour slots each day, so please email to Cathy Savage, NYSUT, at [csavage55@gmail.com](mailto:csavage55@gmail.com) the following info: your name, phone number, date (5/12 or 5/13) & range of times (or morning/afternoon) that you'd be available.



**Free Books**  
PreK to 12<sup>th</sup> Grade  
**Sponsors: First Book, AFT, NYSUT, Local Associations**  
**Saturday, May 14<sup>th</sup>**  
TST BOCES, 555 Warren Road, Ithaca  
9-10am - School Personnel with ID  
10-12noon - Families & Community Members



**SORTING Volunteers NEEDED:**  
Thursday, MAY 12 (2 hrs. ea.)  
or Friday, MAY 13 (2 hrs. ea.)  
email [CSavage55@gmail.com](mailto:CSavage55@gmail.com)

Daniel Harms,  
Chapter Vice President  
for Academics  
Library



## CTEs: Are They Worth It?

Course Teacher Evaluations (CTEs) have come up more and more often in my conversations across campus this semester. I've heard quite a number of views on how they are used on campus, with the overall trend being to emphasize their importance, especially with regard to decisions on renewal and promotion. Some feel that these evaluations are the only criteria used at some crucial junctures.

To be clear, I believe that students should be able to provide feedback on the professors who teach them. In many cases their comments can be insightful and provide faculty with opportunities to reflect and improve their teaching. Even general positive feedback can be welcome at the end of a long semester.

At the same time, I think we all acknowledge that the CTEs can also display other dynamics. Students might be upset that they are doing poorly in a class, or because of something going on outside the course. As with every other activity, personality conflicts can occur. Some students might see these evaluations as opportunities to write surrealist manifestos unconnected with the class. (Belated apologies to Vanderbilt faculty!) In short, they can be used in any number of ways that can be unproductive and unhelpful.

With this in mind, it seems best to use CTEs in conjunction with a number of other metrics for the effectiveness of teaching. This was the finding of this college's faculty. In 1982, the Committee on Teaching Effectiveness examined the use of CTEs for the purposes of evaluation. They recommended that "faculty members must be reassured that any data drawn from CTEs will be used as longitudinal data over a period of several years and several courses." Further, they should "comprise only one component of a multi-faceted approach to the evaluation of teaching."<sup>1</sup> To my knowledge, no further official statement has been forthcoming.

Still, that was 1982. Has anything changed in the meantime? As it happens, yes. We now have more research indicating that the use of student course evaluations for personnel decisions can be extremely problematic.

One study, published in 2009, assessed the contents of over 31,000 student evaluations at a research institution in the South, comparing them to the race and gender of the instructor. The results were as follows:

The data indicate that there was a tendency for Black male faculty to receive the lowest mean score on the overall items under investigation, overall value of course and overall teaching ability... The final trend was toward female faculty receiving lower mean scores than male faculty whereby female faculty identified as "Other" and Black female faculty received lower mean scores than White female faculty.<sup>2</sup>

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<sup>1</sup> <http://www2.cortland.edu/dotAsset/279477.pdf>

<sup>2</sup> Smith, Bettye P. "Student Ratings of Teaching Effectiveness for Faculty Groups Based on Race and Gender." *Education* 129, no. 4 (June 1, 2009): 615–24.

One of the most recent studies covered a similar number of evaluations from a Southwestern college of business. Here's a quick summary of what they found:

- Teachers of required courses score higher than those teaching electives;
- Those teaching larger courses will receive lower scores than those teaching smaller ones;

Continued on page 10

- Students who expect a good grade will rate their instructors more highly than otherwise; and
- There was no correlation found between gender and course evaluations – except for large classes, in which women scored significantly lower than men.

The authors conclude that, “Utilizing information such as [student teacher evaluations] to influence personnel decisions should be examined, and used at least in conjunction with other measures of teaching effectiveness.”<sup>3</sup>

These are only two of the studies that have been written on this topic. True, they indicate that more research needs to be done, especially on colleges that might have different geographies, demographics, missions, and methods. Nonetheless, what we have seen so far indicates that many factors which have absolutely nothing to do with the instructor’s effectiveness may affect the results of these evaluations. Indeed, unless we are careful, they might even endanger our commitment to the diverse campus that is so vital to our future.

With that in mind, the time is overdue for faculty and administrators on this campus to have a conversation about measuring the effectiveness of teaching. Working together, we can find a solution that provides faculty with needed feedback on their teaching while delivering the best possible learning to our students.

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<sup>3</sup> Miles, Patti, and Deanna House. “The Tail Wagging the Dog; An Overdue Examination of Student Teaching Evaluations.” *International Journal of Higher Education* 4, no. 2 (January 1, 2015): 116–26.

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## RETIREES SEE SUCCESSFUL OUTCOME TO ADVOCACY EFFORTS

With the help of NYSUT, VOTE COPE and loads of letters from our own SUNY UUP Retirees, retirees from the university saw the state’s attempt to limit and diminish our benefits go away. With your efforts we protected those benefits we had long appreciated through negotiation over the years. A huge THANK YOU goes out to all of you who called, visited your legislators and/or submitted a fax via the UUP/NYSUT systems. You made your voices heard and in return, the Legislature acted to stand up for retirees. The budget process has been completed, we are pleased to report that the final budget agreement does NOT include several of Governor Cuomo’s proposals which would have negatively impacted retirees who participate in the New York State Health Insurance Plan (NYSHIP), namely:

- Capping the basic premium for Medicare reimbursement at the prior year level of \$104
- Eliminating the Medicare Part B reimbursement for those paying the higher Income Related Monthly Adjustment Amount (IRMAA).

On a related issue, the Governor had proposed that future retirees would pay varying premiums for NYSHIP coverage based upon years of state service. This too was rejected by the Legislature.

If you have any upcoming meetings with legislators, be sure to include a heartfelt "Thank You". UUP will keep tabs on next year’s budget proposals and if there are any issues that affect retirees, we will make our voices heard.

**Jo Schaffer,**  
UUP Committee on  
Active Retiree  
Membership (COARM)  
Statewide Chair



Rebecca Bryan,  
Chapter Secretary,  
Physical Education



## ORGANIZING Our Chapter, Cultivating a Culture of UNIONISM

Imagine being a member of an organization that you pay dues in, receive protections and benefits from, are informed through various publications and have a vote in but you never actually engage in the organization. That is you never contribute to the work that is done locally and/or statewide on behalf of all members, you never respond to negotiation surveys, emails, or participate in focus groups or forums to share what is important to you and the work you do. You do not exercise your democratic voice through voting or even by attending meetings. However, you are unhappy with your contract and working conditions, and blame the union for not doing better. Even if the scenario above is not you, or only in part you, please take a moment to reflect and answer the questions below.

Why are you union?

What does "Unionism" mean to you?

Do you feel connected to your union? How and why or why not?

What do you do to support the efforts of our union?

Now I ask, can you name your chapter officers? How about statewide leaders? What might that say about your connection to the union? Do you view it as something outside yourself or do you view yourself as the union? Does it embarrass you that you do not know the leadership or does it at least give you pause? If it does, good! It is time to take some responsibility.

With greater awareness, we as unionists might recognize that our union cannot be as effective in a reactionary role, nor can power be sustained or cultivated with a passive membership. We as UUP must build our base, activate members, and change our culture to see ourselves as much more than job protections and benefits. We need to have a strong presence, agitate and take action when appropriate, and engage in all aspects of our campus, community, and state in the name of unionism. We must recognize ourselves as the union, as UUP. The union is not the officers, the union is you. The union is all of us. To maximize capacity our chapter is planning strategically to create ways to be involved and strengthen our union.

With cultural change in mind a Chapter Action Plan (CAP) has been developed. Our CAP is about organizing for engagement and centers on membership mobilization and recruitment, local and statewide advocacy, and community engagement and outreach. The plan includes 5 parts and is listed below.

Part 1: Re-establish the departmental representative system. The goal is to identify new and existing area activists, meet with them, train them, and inform them about the organizing goals and the work taking place so that more members can be reached systematically and continually.

Purpose: Membership Engagement and Recruitment.

Part 2: Engage the Cortland Teacher Education group, establish leadership of the group and hold meetings to keep teacher education faculty informed and linked to the Teacher Education Task Force and critical issues facing teacher education programs. Subsequent goal is to strengthen K-12 partnerships.

Continued on page 12

Purpose: Political Action and Advocacy for Public Higher Education and more directly Teacher Education Programs and their K-12 Partners.

Part 3: Creation of a Cortland Chapter UUP Labor calendar that includes campus and community events, local labor council dates/events, and advocacy opportunities to participate in as union members.

Purpose: Community Engagement and to provide members with alternative ways to show unionism and increase involvement in the union and the community.

Part 4: Plan Cortland Works Event for May 9<sup>th</sup> and in years to come for the campus community to come together with the local community by inviting local businesses, organizations, public officials, and other labor groups.

Purpose: Campus and community engagement and outreach. Create meaningful partnerships and celebrate being Union.

Part 5: Build and develop Labor Boards (visual aids) to put in different locations on campus. The boards will include all union logos for the unions represented on campus and labor quotes, trivia, facts, current issues/events and updates.

Purpose: Informing and Engaging the Membership. Increasing campus presence and Union recognition.

Now that you are informed it is time for “the ask.” As a union member what areas of the plan are you interested in? What can you do in any small or large way to support and strengthen our union? Do you have ideas about community outreach? Do you participate in particular organizations that UUP could build partnerships with? Please send us your list of local organizations or contacts we should identify or that you are involved in so we as Cortland UUP can develop greater community connections and outreach. Consider local businesses, non-profits, women’s organizations, civil rights organizations, environmental groups, senior citizen groups, advocacy groups, jobs w/ justice coalitions, political groups, etc.

Also please consider the questions below and contact your chapter secretary, Rebecca Bryan, or any chapter officer to share your ideas and get involved. Remember YOU ARE THE UNION so take part.

Are you interested in being an area activist (department rep)? Dept. \_\_\_\_\_ Y or N

Are you interested in the UUP chapter and community events calendar planning? Y or N

Will you participate in SUNY Cortland Works? Y or N

Are you interested in the Teacher Ed Task Force locally? Y or N

Other ways you are interested in being an active participant in our union?



**UNITED UNIVERSITY PROFESSIONS  
CORTLAND CHAPTER**

*22<sup>nd</sup> ANNUAL  
PROFESSIONAL FACULTY RECOGNITION LUNCHEON  
May 18, 2016  
11:30 AM - 1:30 PM  
Corey Union Function Room*

**WELCOMING REMARKS**

*Jennifer Drake, VP for Professionals, UUP Cortland Chapter  
J. Philippe Abraham, VP for Professionals, UUP Statewide  
Thomas Hoey, Membership Dev. Officer, UUP Statewide*

**PRESENTATION OF AWARDS**

*Jennifer Drake  
Joe Westbrook*

**CLOSING REMARKS**

*Jo Schaffer, UUP Statewide COARM Chair  
Jennifer Drake, VP for Professionals, UUP Cortland Chapter*



**SUPPORT UNION RIGHTS at New York University!**

ABSTRACT: NYU has refused to obey three (3) NLRB orders to bargain with UCATS Local 3882 over changes in employment for union members

SIGN petition at [http://petitions.moveon.org/sign/nyu-bargain-with-your?source=s.icn.em.cp&r\\_by=11205338](http://petitions.moveon.org/sign/nyu-bargain-with-your?source=s.icn.em.cp&r_by=11205338)

- In 2013, New York University unilaterally changed the job titles & duties of nearly 30 employees at NYU's Bobst Library who are represented by the Union of Clerical, Administrative & Technical Staff (UCATS)
- In some cases, substantially new skills were required to perform the new duties, but little training was provided
- NYU unilaterally increased the workload for these employees without any additional compensation
- Beginning in 2013, UCATS requested that NYU negotiate concerning the effects of these changes for these employees; each time NYU refused to negotiate
- In response, UCATS has appealed to the National Labor Relations Board (NLRB) on three successive occasions; three times the NLRB has directed NYU to bargain, and each time NYU has done nothing
- Since 2013, NYU has refused to bargain with UCATS Local 3882, spending hundreds of thousands of dollars to avoid talking with its own employees and negotiating over the effects of these changes.

Please SIGN the petition [http://petitions.moveon.org/sign/nyu-bargain-with-your?source=s.icn.em.cp&r\\_by=11205338](http://petitions.moveon.org/sign/nyu-bargain-with-your?source=s.icn.em.cp&r_by=11205338) or go to [www.ucats3882.org](http://www.ucats3882.org) and select "Petition to Demand Bargaining" under the Bulletin Board heading.

NOTE: they want 750 signatures and have 681 now – we at Cortland UUP could give them not only the 69 more they need, but if we give them 329 signatures they'll have 1000!

THANKS for signing in solidarity with NYU employees!

--Dave Ritchie

**UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017**

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

**PRESIDENT:** Joe Westbrook (Facilities) 5517

**VICE PRESIDENT for ACADEMICS:** Daniel Harms (Library) 4042

**VICE PRESIDENT for PROFESSIONALS:** Jennifer Drake (ASAP) 2361

**SECRETARY:** Rebecca Bryan (Physical Education) 4561

**TREASURER:** Rickie McClure (ASAP) 4309

**OFFICER FOR CONTINGENTS:** Jackie Pittsley (English) 4306

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