



# The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991  
[WWW.UUPHOST.ORG/CORTLAND](http://WWW.UUPHOST.ORG/CORTLAND)

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## From the President

### The Standing Man

I'm not feeling very well recently. What did I do to deserve this? I'd like to go home to some peace and quiet and rejuvenate. In the meantime, offered for your consideration is the case of someone whom I'll refer to as the "Standing Man".

A long time ago, in a far, far away land there was a rich nation in an abundant country. The people were free and respected their diversity and truthfulness. Unexpectedly, the nation was overtaken by a strongman and many things changed quickly. Desperation and despair had gripped many who otherwise were enterprising and indivisible. They fell deeply under the influence of divisive messaging. Eventually, the strongmen aroused gangs to roam from town to town to rally and incite hordes to intimidate those who did not support the strongman.

In one such town a gang came to a house with a large, extended family which had not lost the idealism of their way of life in that land. When it was clear that the family would not submit their allegiance to the strongman, one by one, starting with the weakest, the gang delivered

a savage beating until they were laid out unconscious on the floor. An uncle who was staying in the home stared down this spectacle, maintaining a quiet dignity and disdain. In due turn, his ordeal ensued. Brutal blows landed until he fell to the floor. After a few minutes the man became conscious again and proceeded to stand up and again stare down the undeserved assaults. This action infuriated the gang. They stopped their attack on another and came on him with even greater viciousness than before. In short order he was on the floor for the second time. A few minutes later, there was a labored gasp in the room as the man again stood up. The remaining family members entreated the uncle to get down on the floor. Almost gleeful, the attackers set upon the uncle dropping him to the floor with their worst tactics. Undaunted the uncle rose, to face the abuse resolutely. The scene was repeated again and again. Eventually the gang became tired and impatient with how long this visit was taking. An admiration and acceptance of the man's persistence from the gang led to a tense standoff once everyone else in the house lay out on the floor. The gang moved on to the next neighborhood, leaving the standing man.

**Joe Westbrook, President**  
 Facilities PDC



Later, when help came, only the uncle had survived. When asked if he was worried, anxious or scared of what was to come next, he calmly replied: "Would this help?"

I find that there is a lot of fiction going on these days. Lately it seems that many self-evident proofs are coming up short. Sometimes people are wrong. Sometimes people are right. It's important to remember that people are people. The real question to remember is how we are unified. Can we grant the privileges we expect with respect to those who oppose us? It's been helping me peel back the lost logic of the proofs until they are reduced into the simple context of virtues. For me the "Standing Man" can be thought of as a Scout following the Scout Law. The Scout Law, like rights under the Constitution and the Rule of Law are to establish common good - including interest and civility.

Ideally, it's done inherently, almost unconsciously, for all – even though you'd never look at it that way. The cost comes when you still must defend them when you find yourself in the minority. Sorry for the distraction -now getting back to the story.

The Standing Man remained *trustworthy*, to his nation. It never occurred to him to address his grievances outside of the rules. Without trust, no one could take a chance on supporting his opposition. With trust, a dialog was possible and seeking areas of agreement could be discussed. By setting the example of being trustworthy, trust could be placed. By protecting the rules and committing to them, the Standing Man displays himself as *loyal* to all and the ideals that the nation believed in. By setting the example, others could begin to see the blind loyalty that had led them into trouble.

By being *helpful* in service to others, the Standing Man began to have a positive effect by making a difference to those who could not do for themselves. By making time to do things together and make living easier, not to simply please people or give them what they wanted, cooperation improved and people began to care more for each other. Things that had seemed impossible to accomplish, small things at first, began to happen. Soon efforts became less opposed and more began to think about what was good for all.

*Friendly* care began to cure the loneliness suffered by those deeply deceived by the despair and desperation messaging used to divide. People began to let go of the idea that no one cared about them. The Standing Man showed *courteous* behavior by being polite and displaying good manners. By acting this way, people could recognize the value and respect he had for them. Being gracious and considerate helped focus the perception of demands into requests. In *kind* acts, concern was shown for the welfare of others and all. Small gestures had a tremendous impact when compounded consistently and sincerely toward others more than simply for oneself.

The Standing Man remained *obedient* by honoring the rule of law. He fought for change within the existing system, even though it appeared to be slanted to work against him. With discipline to the message, the strongman was unable again to assail him with treachery. By embodying the system, the system had to listen, respect and abide by the guidance the message contained. With *Cheerful* abandon the message was repeated, again and again, without rancor or condescension. Understanding became less clouded and the sphere of its influence expanded. The messages were *thrifty*. Objectives were stripped and modest. They were worthy of attention by the virtue of compassion. Avoiding unnecessary danger, the Standing Man was *brave* and did what needed to be done, even in the face of fear. He did not give up or quit, no matter how hard or often difficult situations arose. His message was *clean* and refined. It spoke to the human condition and real development. And yes, he also presented both of body and of mind with cleanliness. Finally, in every respect, the Standing Man was *reverent*. He treated every situation with deep respect and allowed himself to feel wonder that peace ultimately would triumph over discord, avarice, contempt and lying. In stillness and in listening, the Standing Man's coalition ultimately turned back all that the strongman represented.

As I begin the last quarter of my first term as the Cortland Chapter UUP President, I quietly reflect on what we've accomplished. I wonder whether the gains made will be sustained against the new direction the country will take beginning in 2017. Certainly, Unionism will be under tremendous pressure to prove its relevance. I begin now to see that it doesn't matter what people think, as long as I know what I do. I will do my best to follow the principles of the Standing Man.

These days it looks like this is our party. Try hard not to fall for the distractions. When you find yourself anxious, scared or worried ask yourself: Does this help your situation? Despair not the wall. Ways will be revealed to surmount, circumnavigate, burrow under and even tear it down. I'm beginning to feel better now. I'm ready to engage the talent and resources of our chapter to work hard and to stand resolutely by our cause. With your support and presence, we will grow stronger every day. You may think that you're doing it for you, but in time you will realize that you are doing it for all of us - you just don't know it yet.

The following article was written to acknowledge Robert Rhodes's 50<sup>th</sup> anniversary at SUNY Cortland, several years ago. It is included again as a reminder and acknowledgement of his life and legacy.

Karla Alwes,  
English



--editor

## The Scholar Rhodes



Fifty years ago, in January of 1958, Robert Rhodes taught his first courses at SUNY Cortland, which was then called Cortland State Teachers College. Having graduated from Cortland in 1953, he returned to Cortland in 1958 with his wife Norma, thinking they might stay here "for two or three years." The rest, as they say...

Five courses per semester was the standard teaching load at that time, and the young professor taught American and British literatures as well as speech and composition. He had taught in Schenectady, NY, with Norma before receiving his M.A. from Michigan in 1955; he would go on to earn his Ph.D. from Michigan in 1964.

How did the Scholar Rhodes become the renowned Irish Studies scholar who, though retired except for occasional teaching, continues to fill the hearts and minds of Cortland students with the joy and beauty of Irish literature? It all began with a love of the work of the great Irish poet Yeats, Rhodes responds, as well as a curiosity to know more about Yeats and the country he himself so loved. The study of Yeats led to the study of Irish history, which led to the study of Irish literature and other Irish writers, especially those of the 19<sup>th</sup> and 20<sup>th</sup> centuries. It is these writers who created the master professor we know today.

When Professor Rhodes first taught at Cortland, he and Gil Cahill, a former professor of History, team taught a course titled "Irish Literature and History since 1829." This interdisciplinary course was a particular love of Rhodes, and he and Professor Cahill taught it together for an astonishing 17 years.

Such team work with colleagues led to the first interdisciplinary honors program at Cortland, with Rhodes serving as the founding director of the program. (Professor Rhodes *still* teaches a course in the honors program that he helped create.) One of his favorite memories is the Honors Convocation addresses he delivered, a recognition of his work with the honors students on campus.

The Scholar Rhodes received the Chancellor's Award for Teaching in 1976 and was recognized as a Distinguished Alumnus of SUNY Cortland in 1978. Serving as first chair of the Rozanne Brooks Dedicated Teaching Award Committee was another love of Rhodes's academic life, as it enabled him to help bestow on faculty members recognition of the same distinguished teaching that had marked the career of his colleague and friend, Distinguished Teaching Professor Rozanne Brooks. Rhodes himself was recognized as a SUNY Faculty Exchange Scholar in 1987, and is a member of Phi Kappa Phi Honors Society as well as an honorary member of the freshman students' honor society, Phi Eta Sigma.

As Chair of the English Department, I am privileged (and grateful) to see the former students of Robert Rhodes, who now span 50 years, express their recognition and devotion to their former professor. Such tributes come in the form of letters of recollections of days with their teacher, as well as generous donations to benefit the English Department in the name of Robert Rhodes. In recent years, for example, a Cortland graduate student of Rhodes's, now a distinguished Irish scholar in her own right, established an annual prize in his name for the best book on literature by a member of the American Conference for Irish Studies.

Continued on Page 4

The life of Professor Rhodes beyond the classroom has always been one of sincerity and empathy towards others. He continues to prove himself generous to the community through his work on Cortland's Citizens for Aquifer Protection and Employment (CAPE), serving as a member since its inception. He is a member of the Cortland Coalition for Peace, and can often be found (with Norma) standing in the front of the post office in downtown Cortland raising a poster for peace. Robert Rhodes has orchestrated Bloomsday presentations in the past, the great journey of Joyce's novel *Ulysses*, and will again this summer at the Center for the Arts in Homer.

Robert and Norma Rhodes have been married for 55 years, and have four daughters and six grandchildren and three step grandchildren – the Scholar Rhodes legacy continues.

In 1987, Rhodes received recognition for "Distinguished Leadership and Service" from the American Conference for Irish Studies. The award was presented to Rhodes in Dublin, marking one of the 22 visits Robert and Norma have made to Ireland during his 50 years of teaching. During his early years at Cortland, he created the first Irish Studies course, and went on to become, through his books and articles (the most recent in 2007), one of the country's great scholars of Irish and Irish-American literature.

Robert Rhodes tells us that "teaching was the best and most important part [of his 50 years here] and my most important professional goal was, and is, to be a good teacher." I think you can check that off your to-do list, Professor Rhodes. You have witnesses to its accomplishment. Fifty years of them.

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## IT'S YOUR NEWSLETTER!

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

Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

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

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

Send contributions to the Chapter Office, [uup@cutland.edu](mailto:uup@cutland.edu) and to the editor, Karla Alwes, [karla.alwes@cutland.edu](mailto:karla.alwes@cutland.edu)





UUP Cortland Chapter  
cordially invites you to our annual

## HOLIDAY MEMBERSHIP GATHERING

FRIDAY, December 9, 2016

4:00 p.m. to 7:00 p.m.

**BROCKWAY HALL – JACOBUS LOUNGE**

Please **R.S.V.P.** by Thursday, December 1st to  
uup@cortland.edu or call (607) 753-5991

*Entertainment*

*Celebrate the Careers of Retiring Colleagues*

Bring a colleague to kick off the holiday season with good  
food and company!

## THE VIEW FROM THE BOTTOM: AN OPEN LETTER TO CONTINGENTS AND A CALL TO ACTION (ESPECIALLY PTLs)

ELECTION SEASON 2016 is finally over, but another important election will be upon us soon, one that is also hugely (I couldn't resist) important: the election of officers for our UUP local chapter. All of our current officers' terms are set to expire, so this is a perfect time for contingents to get more involved with the union and to help move the union forward on issues important not only to contingents but to every member. It is vitally important to vote, of course, but we must do more.

I have been attending meetings of the Tompkins/Cortland County Labor Committee—a group representing over two dozen local unions—and it has been a real eye-opening experience to learn how other unions operate. It has shown me that, in many ways, all unions are dealing with the same issues—only the specifics are different. We talk about negotiations, grievances, unfair practices, and how these issues can be best resolved. We also discuss ways that we can support each other in achieving our goals.

Several things have become increasingly clear to me: it is clear that any changes we, the contingents of UUP, want to see in our working conditions, our benefits, or our pay must be of our own making. It is clear that equity is a moral issue. It is clear that solidarity does not exist in a two-tiered system; there is no solidarity without equity. It is also clear that our concerns are not being taken seriously by many in our elected leadership. If these concerns were taken seriously, it would not take two decades (and counting) for us to achieve equity, protection, or job security. Our leaders clearly do not see the human faces of the contingents who must suffer from the results—or lack thereof—of their actions. We can change the culture and trajectory of our union—but only by our direct participation in the actual governing of our union.

The solution is obvious: more contingents need to become involved in union governance. To that end, I would like to see contingents nominated for all open positions for which they are eligible on the next ballot. I realize that most of us are very busy, sometimes working the equivalent of two full-time jobs (or more) just to make ends meet; but if we can make this sacrifice, we can improve our situations and take steps to remedy at least some of the exploitation and abuse under which we now work—steps that our union leadership has been unwilling to take. There are a lot of us on this campus. Let's make our voices heard. We may be at the bottom of the pyramid, but we can change the status quo. We shouldn't have to wait any longer to secure equitable pay, respect, and more job security.

Please give this your serious attention and consideration. What role could you fill in union governance? What role would you like to fill? What changes could we make as a unified team? What would you like to happen? Can you sit on the executive board? Can you be a delegate? If these positions seem too much, can you spare some time to help out the Officer for Contingents (who works hard for us—and mostly alone)? Every contribution you can make is an important one.

After giving this proposal some serious thought, please join us at the next Contingent Concerns meeting. We would like to hear from each and every one of you. If you can't make the meeting, let's get together and talk anyway. UUP should not stand for Underpaid Unprotected Precariat. Who is ready to make a real change in our union?

Workers' rights are civil rights.

Working for Solidarity,

Gregg Weatherby



## Apathy to Action- You are the Union and Your Union Needs You

Rebecca Bryan,  
Chapter Secretary,  
Physical Education



I have started what I thought would be a benign write up about becoming a statewide delegate for your Union. I knew exactly what I wanted to say and then Tuesday Nov. 8, 2016 happened. I awoke the 9th unable to think clearly or think of anything except what this all means. I remain hungover from this difficult election cycle but I know I cannot wallow here, there is work to do. My first task is to say to you, Wake up! Stand up! Get involved! This is your Union!

Let's begin by defining what a union is. According to Merriam-Webster a union is "an organized association of workers formed to protect and further their rights and interests." I argue unions are more. Yes, they are the offense and defense for the rights of workers but most of all they stand for social justice. At the heart of a unionized workforce is a fierce belief in equity and justice. You see, what unions stand for in the work place they stand for in our communities, in society. However, that voice for social justice and the right of workers has slowly and systematically been eroding from right to work initiatives and our own apathy. As a member of your union, it is time to actively participate and fight against anti-worker attacks and become concerned with the labor of your work.

Being in an angry and apathetic state prevents action. It is time for all of us to step up and unite for what we value as workers, as citizens, as humans. No one has the luxury of waiting for someone else to do the work. It is our work that must be accomplished collectively. Each of us must stand up for our rights and demand improvements of not only our working conditions for all our colleagues, but access for our students, justice for our communities, protections for our environment, and a better future for our children.

If you care about public education, access to education, diversity, equity and opportunity for all, then engage with your union. Unite with your brothers and sisters in labor to fight for what is right. One of the ways you can make an immediate impact, is to become a statewide delegate to UUP. UUP delegates are chapter representatives that attend 3 Delegate Assemblies a year. The Delegate Assemblies are a gathering of all SUNY campus UUP representatives and leaders that gather to address issues, elect leaders, plan for events, and do the work of the union. Much of the work is done through committees. The committees include:

Academic Medical Programs, Active Retired Membership, Affirmative Action, Black and Latino Faculty/Staff Concerns, Chapter Presidents, Chapter Vice Presidents for Academics, Chapter Vice Presidents for Professionals, Constitution and Governance, Compliance/Audit, Contingent Employment, Disability Rights and Concerns, Finance, Future of Public Higher Education, Grievance, Membership, Negotiations, Opportunity Programs, Solidarity, Sexual Orientations United for Liberty (SOUL), Technology Campuses, UUP Outreach, UUP Scholarship, Veterans Affairs, and Women's Rights and Concerns.

In January you will receive information in the mail regarding elections for your chapter. You can self-nominate or be nominated but must agree to serve prior to being put on the ballot. Each campus is allowed a number of delegates and alternates based upon the size of the membership. Please consider becoming a delegate and working with your colleagues from all around the state. Your union needs active engagement.

If you are unsure about becoming a delegate and want to know more or if you are interested in other ways you can participate in your union, please contact me [Rebecca.bryan@cortland.edu](mailto:Rebecca.bryan@cortland.edu) or any Cortland UUP Chapter Officer. We look forward to working alongside you.

"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool."

- Abraham Lincoln

**Jo Schaffer,**  
Statewide Chairperson  
UUP Committee on  
Active Retiree  
Membership



## 2017 NYS CONSTITUTIONAL CONVENTION To be or not to be

Wednesday, November 9 was the date for the most recent big political contest. NO, this is not a campaign to elect or re-elect an individual but to keep the New York State Constitution's democratic purposes intact.

The history of our state's governing document, from its origins in 1777 through at least five other versions, has been long, torturous, complicated and very political. It is far longer and more complex than even the Constitution of the United States. It is worth a read for better comprehension than this short article because it affects everything in New York from the judicial system to the legislature to the tax and spending state requirements.

The 2017 vote will be to authorize or not the convening of a constitutional convention at which time the entire document will be opened for review and amendment. The selection of participants is equally complicated with some politicians entitled immediately to seats and others to a somewhat general election. The process will be extraordinarily expensive, costing millions of dollars, and complicated, heavily weighted to the richer and more privileged candidates.

More important is an understanding of what is protected now and targeted for change and elimination in the proposed edited version. As of now, the NYS Constitution guarantees:

- Free public education for elementary and secondary students
- Retired public employees' retirement benefits cannot be reduced
- State parks will be forever wild
- Prohibits funding religious education
- The determination of how judges are elected or appointed
- How a bill becomes law
- Collective bargaining rights

among hundreds of other hard fought gains for the sanctity of the democratic process.

For a number of years, the opposition has been in place already promoting their point of view. Some have organized under names such as Effective New York Foundation and the New Roosevelt Fund. They are organized and raring to go. We need to pay attention in the coming months to all reports fomenting the opening of our constitution to radical revisions and erasures. This is just the beginning of what will be the next most important election of our time, for collective bargaining rights everywhere.

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## A Reminder after the Election

We have gone through an election that has been draining and upsetting for many of our members.

If you are angry, or disappointed, or frightened, I would encourage you to reach out to people who might be feeling vulnerable at this time. There are people in worse situations than we are, and we need to make sure they know they are respected and cared for.

After that, if you still feel uneasy, talk to us. It's clear we have work to do.

**Daniel Harms,**  
Chapter Vice President  
for Academics  
Library





## Nomination of Jamie Dangler, May 2016 [delayed to September 2016] – by Ken Lindblom

Dave Ritchie,  
Outreach Committee



Brothers and Sisters, I rise to nominate for the position of Vice President for Academics ... Jamie Dangler. I have worked closely with Jamie, sitting with her through many tense meetings with UUP's adversaries. Do not be fooled by this apparently gentle woman who shies from the spotlight.

She is actually UUP's Optimus Prime, transforming shockingly into a walking fortress, a one-woman battle station. With sudden and swift cat-like dexterity she unravels her opponents as if helpless balls of yarn, using as her claws the one weapon our enemies cannot sidestep: knowledge. They are literally dumbfounded in Jamie's grip.

No, that's not right. Jamie is not cat-like. Jamie is muscular: she is UUP's Tiger Mom, pushing us as a pack to hunt and eat our kill together. No, that's not right either. Tiger Mom is too tame a term.

Jamie is UUP's SHARK-Mom! When our enemies spew chum, feeling smug and certain of their victory, we will hear, off from the side, a soft clearing of the throat, a sound that strikes HORROR in the spines of these arrogant adversaries. The sound—like the Da Dum, Da Dum from "Jaws"—means the shark will soon surface and make short work of the bloated fish that's just swum up at us.

Jamie Dangler is Don Kowal's wartime Consigliore, making on his behalf, and always with the modest, gentle demeanor of a lady, an OFFER no one can refuse. A woman with the wisdom of the Jedi Master Yoda, and practically the same height. She is Batman without the tool belt. Wonder Woman with a little less jewelry.

Brothers and Sisters, our fearless leader of Academics: Jamie Dangler!

### (leftover turkey) Southwestern Turkey Soup

#### Ingredients

1 1/2 cups shredded cooked turkey	1 tablespoon lime juice
4 cups vegetable broth	1/2 teaspoon cayenne pepper
1 (28 ounce) can whole peeled tomatoes	1/2 teaspoon ground cumin
1 (4 ounce) can chopped green chile peppers	salt and pepper to taste
2 roma (plum) tomatoes, chopped	1 avocado - peeled, pitted and diced
1 onion, chopped	1/2 teaspoon dried cilantro
2 cloves garlic, crushed	1 cup shredded Monterey Jack cheese



#### Directions

1. In a large pot over medium heat, combine turkey, broth, canned tomatoes, green chiles, fresh tomatoes, onion, garlic, and lime juice. Season with cayenne, cumin, salt, and pepper. Bring to a boil, then reduce heat, and simmer 15 to 20 minutes.
2. Stir in avocado and cilantro, and simmer 15 to 20 minutes, until slightly thickened. Spoon into serving bowls, and top with shredded cheese.

# Negotiations

September 2016

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

## Working under an expired contract: What is and isn't protected by Triborough

**T**he 2011-2016 collective bargaining agreement between New York state and UUP expired July 1, 2016. But under the Triborough Amendment of the Public Employees Fair Employment Act (the "Taylor Law"), almost all benefits provided by the expired contract continue until a successor agreement is ratified.

The exceptions are those benefits that expire on specific "sunset" dates. Generally, this means that while certain specific benefits have ended until a new contract is negotiated, most contract benefits, including such things as current compensation; health benefits and leave provisions; grievance and due-process provisions; appointment, evaluation and promotion procedures; and notice of nonrenewal and retrenchment protections continue.

### Where We Stand on Specific Contract Items—Highlights

The following highlights the status of major contract issues of significance to UUP members.

#### **SALARY PROVISIONS—ARTICLE 20**

##### Across-the-Board Salary Increases

Members will continue to receive their current salaries. There will be no across-the-board salary increases until they are provided for in a new contract.

##### Discretionary Salary Awards

Under the terms of the 2011-2016 agreement, one more round of Discretionary Salary Awards will be distributed by Dec. 31, 2016.



KAREN L. MATTHEW

NEGOTIATIONS TEAM MEMBERS IDALIA TORRES OF FREDONIA, LEFT, JASON TORRE OF STONY BROOK AND PAMELA MALONE OF EMPIRE STATE LISTEN AS BILL TUSANG OF COBLESKILL, FORE, MAKES A POINT AT A RECENT MEETING.

##### Salary Provisions that Continue under Triborough

- Location Stipend (Downstate & Mid-Hudson Adjustment)
- Inconvenience Pay
- On-Call/Recall Pay
- Service Awards:
  - For full-time employees: A one-time \$500 payment shall be added to basic annual salary at:
    - Continuing appointment
    - Permanent appointment
    - Second five-year term Appendix A appointment
    - Completion of seven years in Lecturer, Appendix C (Fundraising), and Appendix B-4 Division III Sports titles.
  - For part-time employees: A \$500 lump-sum bonus payment (not added to basic annual salary) after eight years of consecutive service at the campus at which they are currently employed, and every eight years thereafter.

#### **MEDICAL, VISION, DENTAL, LIFE INSURANCE BENEFITS—ARTICLES 39 & 40**

All New York state health benefits provisions and all programs administered by the UUP Benefit Trust Fund (vision, dental and life insurance) continue.

CONTINUED ON BACK

### About UUP ...

President Frederick E. Kowal  
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 VP/Academics Jamie F. Dangler  
 Secretary Eileen Landy  
 Treasurer Rowena J. Blackman-Stroud  
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Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

**CONTINUED FROM FRONT*****Productivity Enhancement Program—Appendix A-26***

2016 was the last available year for the “PEP” program. This program allowed employees who accrue vacation leave to exchange two or three days of vacation time for a credit toward the cost of their health insurance premium. PEP will not be available again unless negotiated in a successor contract.

**JOINT LABOR-MANAGEMENT COMMITTEE GRANT PROGRAMS—ARTICLES 42-45**

Programs such as Individual Development Awards, Drescher Leaves, Calendar Year Employee Leaves, and Campus Grants will have no additional funding after expiration of the contract.

However, under the 2011-2016 agreement, UUP and the state agreed to an allocation of money for these programs during the 2016-2017 academic year. Grant application processes are in place for the fall 2016 semester.

**WORK-LIFE SERVICES PROGRAMS (FAMILY BENEFITS & EAP)—ARTICLES 46 & 47**

The following NYS Employee Work-Life Services programs continue:

- Employee Assistance Program (EAP)
- Grants and technical assistance for worksite child care centers
- Pre-retirement planning information
- Pre-Tax Savings Programs: NYS-Ride, Health Care Spending Account, Dependent Care Advantage Account

***DCAA Employer Contribution***

The \$300-\$800 annual employer contribution to Dependent Care Advantage Accounts expires with the 2011-2016 agreement, even though the DCAA pre-tax savings program will continue.

**DEFICIT REDUCTION PROGRAM—ARTICLE 53**

The state’s Deficit Reduction Program for NYS employees has ended. Deductions from UUP employees’ paychecks, which occurred over two academic years (2013-2014 and 2014-2015), are now being repaid. Repayment of seven days’ pay began in July 2016 and will continue over a total of 39 pay periods.

**LEAVE DONATION PROGRAM—APPENDIX A-45**

This program continues, allowing UUP members who accrue vacation leave to donate leave credits to any UUP bargaining unit member (or other state bargaining unit or M/C employee) who has exhausted leave benefits and is in need of leave due to illness.

**VOLUNTARY REDUCTION IN WORK SCHEDULE PROGRAM—APPENDIX A-46**

This program continues, allowing employees to voluntarily trade income for time off. It provides a way for UUP members to bank leave credits for use at a later time and can help with planned family care or other events that would otherwise require an unpaid leave, thereby protecting health insurance coverage.


**Your Negotiations Team**


**Chief Negotiator**  
J. Philippe Abraham, Albany  
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**Associate/Deputy Chief Negotiator**  
Michael C. Smiles  
Farmingdale



**Assistant Chief Negotiator**  
Pamela J. Malone  
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**Assistant Chief Negotiator**  
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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

**Counsel to the President**  
Elizabeth Hough



Anne Wiegard,  
English



## No Small Thing

In this season of Thanksgiving, I am thankful for the multitude of blessings I enjoy in relation to those less privileged and more aggrieved. It is no small thing to have good health, a full-time job with benefits, collegial co-workers, and the pleasure of serving both students and union sisters and brothers who are doing their best every day to make us all proud of the university we are part of. I see dedication and sacrifice all around me on this campus and across the state.

Since I am quite involved in UUP activities, I can see firsthand how selflessly and wholeheartedly our statewide officers and staff serve us, continually going above and beyond what is reasonable of us to expect from them. No doubt they are mindful of what an honor it is to be able to do all they can to improve not just the working lives of our members, but by extension, the lives of students and other citizens of New York. I cannot help but be inspired by the work being done to achieve the mission we all share.

This semester, I am also inspired by my students' altruism and optimism, by their willingness to imagine a better world and strategize ways to create what they envision despite the many demands upon their time. Student activism has been growing steadily on our campus as I learned at the Cortland Has a Dream program on November 1st, which I attended with some of my students because the workshop topic connected with our course theme, activism. We are reading from an anthology edited by Paul Loeb, *The Impossible Will Take a Little While*.

Students all have their favorite selections in this collection, but following our conversations about these readings on activism, the one voice that lingers in my mind belongs to Danusha Veronica Goska. In "Political Paralysis," she describes occasions when strangers did a small helpful thing for her that made a world of difference, and in one situation, possibly even literally saved her life. She argues that it's wrong to believe it's pointless to do anything because we can't do as much as we'd like to. How mistaken we are when we think that small actions matter so little they're not worth doing!

Have we not all been the beneficiaries of small kindnesses that were transformative? I certainly have. I can think of kind gestures I had no reason to expect and may not have deserved. We are always amazed when someone we don't even know goes out of her or his way to lend a helping hand. Why is it, then, that we find it so difficult to believe that small things we do for others are indeed very important?

Or does the paralysis stem from feeling so underpaid, considering all the required voluntary work we do, that it's absurd to feel any obligation to do more? What is it that motivates some faculty and staff to put others before themselves, to go the extra mile for a student or colleague who needs help? Is it simply the recognition that we are obliged to the many people who have supported and nurtured our own aspirations?

Whether we are paying back or paying forward, precisely because they seem so insignificant, small actions are often harder to perform than grand gestures. Anyone can rise to a challenge during a crisis when it seems that whatever we do will have a big pay-off and others will recognize the value of our contribution. Small gestures may not be noticed. We may not be thanked. Small gestures require a mindset of loving kindness, which does not come readily in an often cruelly competitive culture.

Mindful of the privation that makes life difficult for so many of our economically challenged students and co-workers, where can we look for small opportunities to make life better for the members of our campus community? We need look no further than our union whose structure and mission are designed for such work.

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I would rather volunteer for the union than volunteer for the college, because union work is both an investment in our community and our profession that never makes me feel like I am being unfairly exploited.

Of course we appreciate members who take on big roles in the union, but there is a long list of small tasks that any member can take on, for example, authorizing a small payroll deduction to the VOTE-COPE fund that helps UUP perform the political advocacy that is essential for our success. A five-dollar contribution every two weeks will probably have a small effect on your budget, but collectively, such contributions are no small boost to your union. If you donate to the college's scholarship fund, consider donating to the union's scholarship fund instead.

There are many other ways to make small contributions that require little effort or expense. Take ten minutes a week to visit the UUP website at "uupinfo.org" to stay informed about the union's work and find out about actions you can take. If you would like to start small with UUP on this campus, please get in touch with any of the chapter officers on the back page of this newsletter. We will find some small thing tailor-made for you.

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## The Morning After

Anne Wiegard,  
English

I submitted the other article of mine featured in this issue early on election day when I had high hopes that we would have a life-long public servant with a relatively progressive agenda as our next president, not to mention a very intelligent woman. Reading that article now, I feel compelled to place it in the context of the devastating turn of events that transpired later that day.

That night, watching the reports of results with two of my negotiations teammates at our Albany hotel, the fear that had been driving our activism during the campaign was realized--despite a clear majority of the American electorate voting for Clinton, our crazy electoral system has allowed someone to be president who imperils the rights of anyone who is not white, male, heterosexual, and wealthy, along with a Congress likely to fast track anything he wants including the appointment of a Supreme Court Justice who will side with conservatives when they hear the next case funded by the Koch brothers for the purpose of demolishing labor unions. Need I say that people with disabilities have reason to fear what will happen to programs intended to support them such as those that Clinton's staff had designed and were preparing to fight for?

My other article invites UUP members to become union activists. Now, exponentially more than on November 7th, higher education unions need an army of activists to educate the public about what has really been going on in our country and to work with renewed energy to bring government back into the hands of the common people as opposed to hands of the 1% who do not care what happens to rest of us.

I will spare you any Monday morning quarterbacking about the election, though it's necessary as we strategize next steps, because I am sure you have been and will continue to hear plenty of analysis and speculation. Suffice it to say that if we are going to protect the right to bargain collectively, the right to obtain an affordable high-quality education, and other rights we hold dear, we are going to have to get into high gear. UUP is ready and eager to put you to work. Please get in touch. My non-campus email address is awiegard@uupmail.org.

Daniel Harms,  
Chapter Vice President  
for Academics  
Library



## Threats to Academic Freedom in SUNY

Academic freedom is not just a right of our faculty. It is a necessary precondition of our jobs, so we may express ourselves freely in our writings, in our classes, in our public statements, and in our role as experts and citizens. Most importantly, it provides the vibrant discussion and informed perspectives that are essential to the functioning of a democracy.

Yet, as was discussed at a recent UUP delegate assembly, these freedoms are under attack in SUNY, often by the very people who should be dedicated to protect them. I will outline some of the arguments and tactics that have been used, so that faculty may recognize and counter them.

The first of these is based upon a particular interpretation of the Board of Trustees Policies (see box). To those of us who read these two sentences, the second is clearly a statement to clarify one aspect of the first – how speech in the classroom functions within academic freedom. Nonetheless, it has come to my attention that some now read this to mean that the classroom is the only locale that faculty may exercise academic freedom. Thus, this could be read as an excuse to shut down or demand changes in topic of research, or to silence faculty voices in campus governance.

*Board of Trustees Policies Article XI, Title I:* It is the policy of the University to maintain and encourage full freedom, within the law, of inquiry, teaching and research. **In the exercise of this freedom** faculty members may, without limitation, discuss their own subject in the classroom; they may not, however, claim as their right the privilege of discussing in their classroom controversial matter which has no relation to their subject. (My emphasis)

The second perspective takes a different approach. We should acknowledge academic freedom, it says, but we should not put money toward particular purposes. To be fair, we cannot expect every member of the faculty to have access to a Large Hadron Collider (sorry, Art History!). What we are discussing here is the denial of a simple level of support provided to other faculty – a small amount of conference funding, or the leave to attend.

I'm certain that some would argue that we have a responsibility to the campus to make appropriate expenditures. Yet behind this is an insidious idea: that power can and should direct inquiry. For power is always invested in people, who have their own perspectives, morality, knowledge, and ethics. The potential for misunderstanding and abuse is too great – and the price is high.

Recently, I read a book on a famous balloonist from Oxford. Surprisingly, in the late eighteenth century, there was a major dispute at that college about whether a disreputable, plebian, and potentially dangerous topic should be taught by its faculty. In the end, its proponents won out, and we have departments of chemistry across the world.

On our own campus, we have critical research being done on important topics – topics that are controversial, or may be some day. The recent attempts to silence climate change researchers, and to block all federal funding of gun safety studies, demonstrate how the advancement of an agenda can lead to the silencing of crucially important voices.

Librarians such as myself are often concerned about attempts to censor books. Yet each book springs ultimately from people – authors, artists, and publishers. Are silencing an author and burning the author's books any different, ultimately? In either case, the world is derived of a person's thoughts, beliefs, and insights.

Academic freedom is not guaranteed. To preserve it, we must be vigilant. When misunderstandings or concerns are raised, we must be ready to fulfill our role as educators. A reminder that such freedom protects not only academics, but all of those connected with this campus, can be crucial here. And if we are pushed, we must stand firm.



## Save with NYSUT Member Benefits

We salute our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the hard-working UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Life Insurance
- Vision Plan
- Financial Counseling Program
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.
- American Solar Partners



To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101**.



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



# Madison Square Garden



has teamed up with the

## UUP Member Services Trust

to offer UUP members discounted tickets for New York Rangers and New York Knicks games.

**That's a discount of up to 25% off an individual game!\***



And to get our members in the holiday spirit ... The Member Services Trust has partnered with **Radio City Music Hall** to kick off its Christmas Spectacular, starring the Radio City Rockettes. **Reduced prices are \$45, \$55 and \$65.\***



**You MUST be a member of UUP – *not* an agency fee payer – to receive these discounts.**

\* Specific dates apply.



Contact the UUP Member Services Trust at 1-800-887-3863. Our representatives will forward to you an email with all the information on how to receive your discounted tickets.



# Join UUP's 'Fair Contract' Campaign



## SUPPORT YOUR UNION'S EFFORTS TO NEGOTIATE A NEW CONTRACT

Here's what you can do:

- Post a UUP 'United for a Fair Contract' sign or sticker on your office door and in other prominent locations.
- Wear a Fair Contract button or sticker.
- Attend chapter meetings on your campus to discuss the contract and other union issues.
- Put a sticker on the bumper of your car, and ask family and friends to do the same.
- Wear red on Fridays!

Call or email your UUP chapter office to get a 'United for a Fair Contract' sign, button or sticker.

Check the UUP website at [www.uupinfo.org](http://www.uupinfo.org)—and the union's new members-only section in particular—for periodic negotiations updates. Encourage your UUP coworkers to view the site at <http://bit.ly/2cBv57P>; tell them to follow the directions posted there.

UUP Cortland Chapter  
B-5 Moffett Center  
Contact: Toni Murray ext. 5991

Contract questions can be sent to UUP at [contract@uupmail.org](mailto:contract@uupmail.org)

**SAVE THE DATES**

**Executive Board Meetings Schedule**  
November 21, December 6 & 22

**Labor Management Meetings Schedule**  
November 16, December 6

**Union Matters - Difficult Communication/  
Reflective Listening Workshop by John Suarez**  
Thursday, November 17

**Holiday Party**  
Friday, December 9

**UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017**  
4-Digit phone numbers begin with 607-753-xxxx

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We're on the Web!  
See us at:

<http://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".
6. If you have any questions or problems, contact the Technology Help Desk at 753-2500.



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Fed Taxable Gross	
				Current	3456.78 1234.56
				YTD	45,678.90 34,567.89
Advice #	123456789	Pay Start Date	09/10/2015	Net Pay 1,234.56	
Advice Date	09/10/2015	Pay End Date	09/24/2015		
Department ID	1234			Pay Rate	56,789.10
<b>EARNINGS</b>					
	Current	YTD	TAX DATA		
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal State NYC Yorkers
Regular Pay Salary Employee	3456.78	45,678.90			4 4
Location Pay	56.78	678.90			2 0
<b>TAXES</b>					
	Current	YTD			
Fed Withholding	3,456.78	1,234.56			
Medicare	45,678.90	34,567.89			
Social Security	3,456.78	1,234.56			
NY Withholding	45,678.90	34,567.89			
<b>BEFORE TAX DEDUCTIONS</b>					
	Current	YTD			
Regular Before Tax Health	456.78	1,234.56			
Supplemental Ret. Annuity Prog.	678.90	5,678.90			
TIAA Retirement Before Tax	56.78	1,234.56			
<b>AFTER TAX DEDUCTIONS</b>					
	Current	YTD			
	34.56	456.78			

### CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

### UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

**Please contact your chapter officers for a membership application.**



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