

To: The UUP Chapter membership at SUNY Cortland

From: Karla Alwes and Joseph Westbrook

Re: April Newsletter

Date: April 13, 2018

The article titled "From your part-time senate representative," by Elizabeth Owens, in the April newsletter should not have been published as a part of the union news because it is a candidate's piece for Faculty Senate. The editor, Karla Alwes, and the president of the Cortland chapter, Joseph Westbrook, apologize for the error in printing it, and, in order to provide as much equity as possible regarding this mistake, we remind our members that there are two candidates for the Senate seat. The other is Thomas Wirth of the History Department.





# The Cortland Cause

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

**Inside this issue**

From the President.....1

UUP Benefits Fair 2018.....2

From the Editor.....2

Taking Action for a Fair Contract.....3-4

Odds and Ends.....5

Open Access: What are the Pitfalls?..6-7

From your Part-time Senate Rep.....7

Private Companies Selling Faculty Course Materials....8

Our New Area Activist Network....9

Area Activist Message.....9

SUNY Cortland Works!.....10-11

Contingent Academic Survey.12

Union Matters.....13

NYSUT Member Benefits.....14

Professional Faculty Recognition Luncheon.....15

Executive Board...16

Are You A Member?.....17

## From the President

### When You Will Be There

*“We can change the world and make it better place. It is in your hands to make a difference” – Nelson Mandela*

Monday 7 May will celebrate you, the worker in Cortland. Yes, it is you who moves our campus forward. Take a walk with UUP and gather together at the steps of Corey Union to witness our unitary strength. This public demonstration will be testimony to the hard battles, over many years, that workers in this country have fought to strive toward workers’ rights and social justice.

While it is a day that is also celebrated worldwide on 1 May, our gathering will include particularly immediate messages to all who work in Cortland. Your choice to be present will help amplify the real power of American spirit and what solidarity represents. Come, in honor of all of those before us who struggled to be recognized and respected, in celebration of the broad working class. Because of these incredible and diverse individuals: who have fought for a living wage; who have suffered to secure safe working conditions; who have protested and continue to stand firm to an end to injustice and discrimination,

we have gained the time to enjoy the fruits of our labor - by gathering especially to celebrate all that has been accomplished. We gratefully remember those who sacrificed dearly, so that we now enjoy the freedom to practice all of the rights and responsibilities of citizenship endowed to achieve a united community. Join us to dedicate a commitment to working together going forward to assure that everyone who contributes work continues to be added to those represented by fairness and dignity worthy of human being.

While we celebrate this holiday, let us also take time to truly appreciate what this day means: freedom. Freedom to work. Freedom to spend time with our friends and families. Freedom to be a Red Dragon. Be proud of who you are and appreciate all that is around you. And, most importantly, remember what we can achieve when we come together as a community. While this will be a reminder of what we have achieved, it will also be a reminder of the many challenges that we as a community have yet to overcome; that we as a united community will overcome.

Therefore, let your Cortland spirit burn bright to show the world what you truly mean by

**Joe Westbrook,**  
**President**  
 Facilities PDC



being your own best worker. Now is the time we start planning together and build an organizing structure focused on creating a brighter future for all workers. Join us in organizing members to contribute their efforts to raising the success of all members in our community. Tomorrow’s leaders will only embody the spirit that each of us contributes collectively toward a future fruitful and sustainable environment for all. Our voices must reverberate as far as we can engage those whom we recruit from beyond our immediate circle.

On 7 May, let us enjoy each other’s company as we joyfully celebrate. SUNY Cortland Works! when each and every one of us are present, recognized and cherished for our unique individuality in the collective success throughout our community.

**Joe Westbrook,**  
President  
Facilities PDC

## UUP Benefits Fair 2018

In conjunction with the UUP Member Benefits Office, our Chapter organized a Benefits Fair in the Corey Union Exhibition Lounge on Wednesday 21 March from 10:00 a.m. - 2:00 p.m. In addition to the Benefits Trust Fund, seven vendors were on hand at tables loaded with informational handouts describing benefit programs and ready to answer questions or just talk story. Chapter Executive Board members shared a membership table with UUP Organizer, Rob Trimarchi. We asked members what was on their mind and then we listened. The information exchanged will influence future Chapter planning. "Fair Contract Now" postcards were on hand to sign to personally communicate to the SUNY Chancellor that 21 months without a contract is a long time and that their effort is required now to negotiate a fair contract to completion. Over 40 Cortland UUPers participated. Five randomly selected prizes from our generous vendors were awarded and distributed to our members. Please let us know if this is an event that you would like repeated.




---

## From the editor

Since January of this year there have been 17 campus shootings in this country. Over four a month.

Being led by a president who enjoys espousing the words "torture works," we recognize the voluminous increase in school shootings this year as less than shocking in a country where the torture of gun violence occurs on an hourly basis.

Gun violence by police—against cell phones, a lead pipe, and African-American men, also fall in line behind the words of our president, "torture works."

Verbal and physical violence against women in this country makes its mark next to the president's words in the form of sexual assault and battery condoned by his other words of support for those who sexually assault and batter women, such as "he is a good man," recently stated about an employee within the president's circle who left his position in disgrace, if disgrace can be recognized in this administration. Sexual assault is something Mexican and South American immigrants do, not anyone at the White House.

Violence against Jewish Americans, during the first year of Trump's presidency, and the earlier years of his candidacy, showed its place in the Trumpian vocabulary through the bombing of synagogues; Islamic Americans through the bombing of mosques. Bombing works.

On campuses we are being educated against "active shooters" in the same way we are being educated to be global citizens through learning the literature, business, language, history, teaching, of the global environment.

As the song says, "Teach [our] children well." Words matter. Words work.



**Karla Alwes,**  
English

---

# Taking Action for a Fair Contract

Anne Wiegard,  
English

Our members ROCK!

UUP Cortland chapter leaders thank our wonderful members who answered the call to action Thursday, March 1. At every campus across the state, UUP members urged SUNY to agree to a fair contract, and Cortland members played their part in getting that message across. Check out the Twitter postings and the news story at <https://twitter.com/search?q=%23respectuup&src=typd> <http://uupinfo.org/communications/uupdate/2018/180301.php>

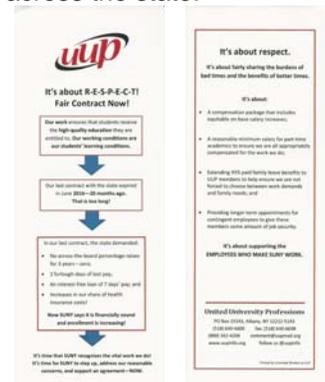
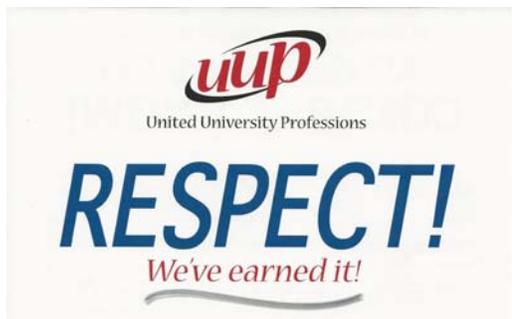


These actions were definitely noticed.



At both entrances to the Cortland campus, morning, noon, and late afternoon demonstrations drew attention and positive responses from passerby on foot and in vehicles. Dozens of handmade signs created by our members on Tuesday, February 27th, during the Union Matters meeting gave voice to our grassroots demand that SUNY treat us with respect and give us a contract now. Media coverage included local newspapers, television, and radio.

Throughout the Day of Action, professional staff, faculty, and students took a moment out of their busy schedules to contribute their names to hundreds of individually signed postcards being collected for delivery to SUNY Administration in mid-April along with many thousands of other cards UUP has gathered from campuses across the state.



Postcards

Palm Cards

Palm cards (which are still available in the chapter office) with information about the contract struggle have been distributed in conjunction with the postcards to educate the campus community about the reasons for the Fair Contract campaign.

Many UUP members took cards home to be signed by family members, friends, and neighbors. Our allies support our union's reasonable contract proposals. They recognize how much we contribute to our Cortland's economy and well-being.

# Taking Action for a Fair Contract continued



## QUOTATIONS BY PARTICIPANTS

**Joy Mosher**—"I was glad to participate. It felt good to take a stand and speak out. It also felt good to see colleagues in a different role and know we shared a commitment to integrity and fair practice!"

**Ellen Paterson**—"I enjoyed standing together in the cold with fellow professionals and faculty to support each other for the purpose of a fair contract renewal. I like the intergenerational nature of the group too now that I am retired."

**Jennifer Wilson**—"I was very surprised by the support from most people, who showed it by honking their horns as they were driving past us."

**Jeremy Zhe-Heimermann**—"It was great to see our CSEA brothers and sisters supporting us!"

"Great community event. I loved seeing the students asking questions to learn why we were gathering!"

"Most of my activism is less visible (writing, small groups, discussions) and while I have gone out to rallies, I am generally less comfortable being seen. So coming out for Day of Action was a little intimidating for me. But I knew I had to do something and no one else from my department was going. I am very glad because visibility is important and I met other members and allies. Thanks for all the organizing work. I promise to keep showing up."

"It was empowering to be a part of the Day of Action."



## Odds and Ends

The college recently announced a policy for “Waivers of Search.” For certain positions, especially at the director level, the college can forego a search and appoint a person into the position temporarily or permanently without a search. Such a process has been followed repeatedly already, even in the short time since its approval – or revision – in October.

We’re always happy when the college appoints capable and talented UUP members to positions of greater responsibility. At the same time, it’s not entirely clear how the current policy aligns with the Cortland Plan. For those who don’t know, the Plan is a negotiated document intended to give employees equal opportunities to apply for internal openings for which they might qualify.

It also raises questions of faculty governance – and the role that all of us play on campus. Each director position, as per our handbook, should be searched by a faculty committee consisting of academic or professional faculty, classified staff, and students. The administration will no doubt assert that this policy is a key part of planning for the future. Nonetheless, a plan that routinely shuts out the voices of the campus community from its most important decisions is a recipe for disaster.

I might have more to say about this, including information on how such waivers have played out on other campuses, in the fall.

--

Elsewhere in this newsletter, you’ll see a flyer from our statewide office regarding the for-profit companies who are attempting to sell faculty assignments, tests, and syllabi to students. I’d suggest checking out the companies in question, and getting back to us if you find any unauthorized usage.

The same flyer provides a copyright notice that can be applied to your class materials if desired, so as to discourage unauthorized reproduction.

--

I’ve heard some concerns from faculty about requests to share PowerPoints with particular students. If so, this might be part of a new accommodation from the Disability Services Office.

At the beginning of the semester, students who require accommodations for a class will share a letter with the instructor, so they can have the same chances to succeed as other students. I think many faculty give these documents a quick glance and put them aside.

One recent change in these letters has been a shift from some students relying on note-taking to instructors providing class materials before the session. Despite the best efforts of student note-takers, the quality of their notes may vary considerably. Reading a PowerPoint gives the student a chance to take notes on it beforehand or during the class, as well as allowing them to participate in classroom discussion.

This does not mean that instructors will be required to make PowerPoints for classes in which they don’t use them already. On the other hand, if you’re the sort who likes to tweak a presentation just before class, you might need to stop a few minutes before starting to make sure the student receives them.

I’d like to start a productive dialogue about how this affects our members, and what we can all do to best help these students. If you have any concerns about this, please feel free to contact Sue Sprague and Jeremy Zhe-Heimermann at the Disability Resources Office. Also, if you’re asked to provide them for other reasons, please write [danharms@earthlink.net](mailto:danharms@earthlink.net) and we’ll talk.

**Dan Harms,  
Chapter VP for  
Academics  
Library**



Dan Harms,  
Chapter VP for  
Academics  
Library

## Open Access: What are the Pitfalls?

On March 22, the SUNY Board of Trustees published a memorandum on “Campus Open Access Policies and System Repository.”<sup>1</sup> Given the difficulties that faculty face in tracking down articles for their own research, let alone what members of the public encounter, finding ways to leverage the immense intellectual wealth of SUNY to help out is a laudable goal, and one that I’m glad to see SUNY take seriously. The goal will be for each campus to create its own open access policy – and we can expect that we will be discussing this at Cortland very soon.

The campus that has done most to propagate open access in SUNY is perhaps Stony Brook. Their policy<sup>1</sup> was heralded as a major milestone, endorsed by SUNY Faculty Senate, and adopted by other campuses as a model. To me, this is a shame, because the policy may have serious flaws that could disadvantage faculty down the road.

To be clear, I am not addressing this as a lawyer or expert in copyright law. Rather, I’m using my experience from working with writing contracts for over twenty years. I’ve worked with many great people, and a few who weren’t so great. Based on my experience, this is where my concerns with the Stony Brook policy lie:

- **It’s “opt-out,” not “opt-in.”** A faculty member must take special steps not to fall under the policy. Not only does this violate SUNY’s policy on copyright, faculty who are unaware of their rights may find themselves in violation of contracts with their publishers.
- **The policy is unclear on what creations fall under its umbrella.** For the most part, the Stony Brook policy seems to be restricted to scholarly works – until you reach the “Grant of License and Limitations” under 3.B, which says it applies to “scholarly works and other works, in any medium.” What exactly does that mean?

Admittedly, scholarship takes all sorts of forms. Do books count? How about book chapters? PowerPoint slides or recordings or presentations? Short stories? Artwork? Such a policy might have different impacts on different departments and faculty.

- **It contains no clause stating that a work’s author has the right to be recognized as such.** This grants the college a huge concession that is completely unnecessary for an open access repository.
- **It requires the author to grant “any and all rights under copyright,” even ones not necessary for an open access repository.** One right Stony Brook seeks is the ability to create derivative works – e.g. adapting a work from one medium to another. Very few of us can anticipate seeing a peer-reviewed article being converted into the next Tom Cruise blockbuster. Nonetheless, if we expand or leave vague what type of works the policy covers, this can be problematic for individuals in particular fields.
- **The license provided is an “irrevocable” license, without any clear means of termination.** The college gains rights under this license that an author may never get back. I’ve been in a position repeatedly in which a publisher didn’t hold up their end of the contract, and reversion of rights was necessary. It’s an important part of any such agreement, and the lack of any such clause should be concerning.

Going beyond the Stony Brook policy, faculty should be aware that other licensing agreements, such as Creative Commons licenses, cannot be rescinded once applied to a work. Make sure you’re certain that you can live with the terms of the agreement before you make such a license for a work.

- **University policies may be changed by future administration.** Would you sign a contract with someone who could rewrite what was in the document, without your knowledge or permission? SUNY gives its campus administrations a great deal of leeway in running their campuses. A clause requiring notification and an opt-out period if the policy changes could be of crucial importance.

<sup>1</sup> [http://www.suny.edu/about/leadership/board-of-trustees/meetings/webcastdocs/Tab11\\_Campus%20Open%20Access%20Policies%20and%20System%20Repository.pdf](http://www.suny.edu/about/leadership/board-of-trustees/meetings/webcastdocs/Tab11_Campus%20Open%20Access%20Policies%20and%20System%20Repository.pdf)

<sup>2</sup> <http://library.stonybrook.edu/openaccess/policy>

## Open Access: What are the Pitfalls? Continued

Let's put all this together and discuss a worst-case scenario:

A campus has a policy similar to the one at Stony Brook. A faculty member writes a short story. The administration rules that the work falls under the campus policy under "other works" – or simply rewrites the policy so the work falls under it. Thus, the campus has a license to the story. The campus has the right to create derivative works, so it creates and sells a movie adaptation to a major studio<sup>1</sup>. The campus does not have to recognize authorship, so it does not have to put the faculty member's name on the screenplay. Further, nothing requires the faculty member to be told that any of this has happened.

Likely? Probably not. Yet it illustrates how different aspects of a policy can affect each other in ways that seriously disadvantage faculty members. It also illustrates why the refrain, "But the authors retain the copyright!" is so disingenuous. A bad licensing agreement can gut whatever rights the author has, even if copyright is retained. A bad licensing agreement that the author can never leave is much worse.

Ultimately, however, I see this as the beginning of a discussion, not the end. We need people who have legal knowledge of open access, copyright, and authors' rights involved in this discussion. It might not be easy, but even small improvements on the Stony Brook policy could make a great impact. Let's find a way to make this happen, so we can both make our research available while protecting our rights.

<sup>3</sup> This might be a stretch, as it's unlikely someone would purchase "non-exclusive" movie rights to avoid the possibility of competing films. On the other hand, it would seriously disadvantage any faculty member who tried to sell such rights themselves...

Elizabeth Owens,  
Communication  
Studies



### From your Part-time Senate Representative: Elizabeth Owens

Our contingent employees make excellent contributions to the quality of education and indeed life at SUNY Cortland. Currently I am filling out the term for our part-time Senate Rep. through the end of this semester. This is a brief report on recent Senate concerns that have impact on all of us.

This year we have sent on revisions of the diversity statement and contact information on Title IX, both of which we may be asked to include in our syllabi in the near future. Our goal is to reinforce our commitment to an inclusive learning environment at SUNY Cortland. We have also clarified and made minor amendments to the document on grievance procedures for the Handbook. Additional documents on this and other issues can be obtained from the Faculty Senate as they become available.

There are many issues that are brought to the senate that do not necessarily come to the Union. Many of the issues directly affect our working conditions and our ability to be the best we can be. Currently there are discussions about ensuring that various types of accessibility are taken into account when developing instructional materials. This is for all of SUNY and is based on federal mandates. It is particularly important in on-line classes. In the future we need to be aware that the rise of social media and smart devices may necessitate the rethinking of our student computer access labs. Some campuses have already addressed this.

To learn more about Senate issues read the minutes and come to the open meetings that are held every semester. Please vote for the Senate nominations when they come up. I will be running again and I understand the other nomination is Thomas Wirth from the History Department. Please Vote!

Thank you. I look forward to returning to my role as a part-time representative to the Senate at SUNY Cortland.

March 2018

# URGENT

from UUP President Fred Kowal

## Private companies selling faculty course materials

Possible theft of intellectual property: Faculty input needed for union action

It has come to UUP's attention that private companies such as StudyBlue, Course Hero, and Study Soup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: [www.studyblue.com](http://www.studyblue.com)  
 Course Hero: [www.coursehero.com](http://www.coursehero.com)  
 StudySoup: [www.StudySoup.com](http://www.StudySoup.com)  
 Chegg Study: [www.chegg.com](http://www.chegg.com)

To inform UUP or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at [jdangler@uupmail.org](mailto:jdangler@uupmail.org); 1-800-342-4206.

UJP brought this to SUNY's attention at a Feb. 15 state-level labor-management meeting and we agreed to work collaboratively to investigate and address this problem. Some UUP chapters have already discussed it at campus labor-management meetings and are exploring possible campus actions, including campus Student Code of Conduct and Disciplinary procedures.

UJP is seeking legal advice to consider possible action on behalf of impacted members and we need to identify faculty whose material has been posted without their permission.

We ask faculty to do the following:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

### Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
  - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
  - The year of first publication of the copyrighted work;
  - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to [goo.gl/EJaYtg](http://goo.gl/EJaYtg)



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.  
 518.640.6600 | FAX: 518.640.6696 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG) | FOLLOW US @UUPINFO

# Our New Area Activist Network

Anne Wiegard,  
English

Union power is growing on the Cortland campus. Twenty-six UUP members representing most departments and every building have stepped up to play an important role in our union--the role of area activist. The names and departments of all these people are listed on the chapter website under the "Activists" tab.

What does an area activist do? That will of course depend on the skills, talents, and work schedule of each individual person, but overall, the activist functions as a liaison between members and chapter leaders. Our members understandably do not always have the time to pay attention to union news and other information that really is important to their working lives, and our activists can ensure that co-workers have been alerted to programs and resources they should know about. Each activist has copies of all the important UUP publications related to employment, and if they can't answer your question, they will relay it to someone who can.

Conversely, we find that chapter leaders sometimes do not know the full spectrum of concerns our members have. Obviously, it's important to be aware of members' interests and workplace issues, because the relevance of union projects and priorities depends on knowing what our members care about and what agenda they want to see the UUP Cortland executive board pursuing.

Our area activists will be reaching out to colleagues during the first two weeks in April and again in September. Don't be surprised when one of them asks you to take a few minutes to chat about union matters. We hope that you will support their efforts to ensure that UUP Cortland serves its members well.

If your department or unit does not have an activist yet and you'd like to serve in this capacity, please contact Anne Wiegard at [anne.wiegard@cortland.edu](mailto:anne.wiegard@cortland.edu).



**Christa Chatfield,  
Biology  
UUP Area Activist**



I got involved in UUP because, from an early age, I saw my grandfather and my mother defend and stand for unions for engineers and teachers. I grew up in Michigan, the birthplace of the modern union, and I saw my working-class family rely on the union for safe and equitable working conditions in the factory and in the classroom. Unions are under attack, and I wanted to make sure my voice was part of the effort to save ourselves and our fellow teachers from the corporate greed that threatens education (at all levels) and worker rights and protections.



“Volunteering is at the heart of the labor movement. Volunteers are also the voice of the union. They bring the union’s message to legislators and the community, speaking out for fairness and to protect the rights of members on the job. The power of volunteering is undeniable. It is vital to the union, its members and its work.”

— Frederick E. Kowal, Ph.D.  
UUP President

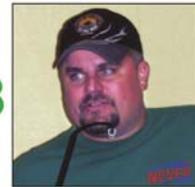


BRING A FRIEND OR TWO!

# SUNY CORTLAND WORKS!



MONDAY, MAY 7, 2018  
11:10 a.m.– 1:15 p.m.



11:10 a.m. **JOIN THE WALKS** along the signed routes starting from lower campus at Professional Studies, central campus at Smith Towers on Service Road or upper campus Moffett bus shelter to Corey Union.  
**Refer to map routes attached.**



11:30 a.m. **Gather on steps at Corey Union for photo.**

11:35 a.m. **MUSIC & FOOD** on the Steps at Corey Union (rain location = Corey Union Fireplace and Exhibition Lounge)



Noon Speakers, including a Special Guest

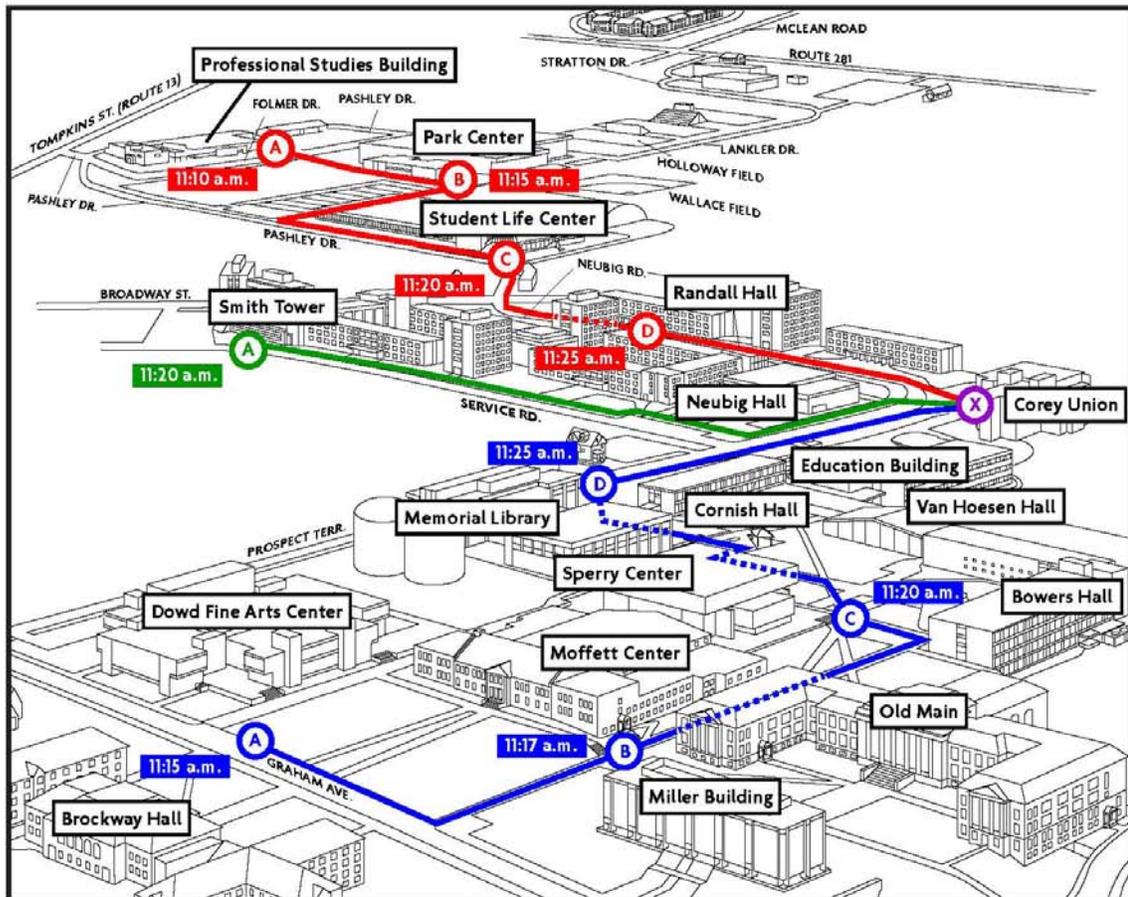
12:30-1:15 p.m. **MORE MUSIC & FOOD**



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 SGA, NYPIRG, 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.

Monday, May 7, 2018



## SUNY Cortland Works: Walking Paths

### Lower Campus Starting Points

- (A)** 11:10 a.m. — Professional Studies Building
- (B)** 11:15 a.m. — Park Center
- (C)** 11:20 a.m. — Student Life Center
- (D)** 11:25 a.m. — Randall Hall

### Central Campus Starting Point

- (A)** 11:20 a.m. — Service Road at Smith Tower

### Upper Campus Starting Points

- (A)** 11:15 a.m. — Graham Ave./Moffett Center Bus Stop
- (B)** 11:17 a.m. — Corner of Miller Building, Moffett Center and Old Main
- (C)** 11:20 a.m. — Corner of Bowers Hall and Sperry Center
- (D)** 11:25 a.m. — Memorial Library and Cornish Hall

**(X)** All walkers arrive at Corey Union at 11:30 a.m.



Contingent  
Academic  
Employees:



Take Your Survey!  
<http://bit.ly/2xIVwcI>

## Your Opinion Counts!

A new 65-question survey seeks information on the experiences and working conditions of SUNY's part-time and full-time contingent academic employees.

**The survey was written and is being distributed by the union's Contingent Employment Committee** to gather detailed information about hiring, workload, working conditions, compensation and other aspects of working as a SUNY contingent employee.

It should take about 20-30 minutes to complete.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for contingent academics.

The survey isn't formatted for mobile devices, but smartphones can be used to take and submit the survey. Hard copies of the survey are also available from UUP; contact VPA Jamie Dangler at (800) 342-4206 for details.



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

# UNION MATTERS CHAPTER MEETING

Campus & Statewide Issues Forum

All Cortland UUP members are invited and urged to attend!

**Thursday, April 19, 2018**

**Noon to 1:00 p.m. (buffet opens 11:45)**

**Corey Union Function Room**

**\*\*LUNCH PROVIDED\*\***

**Salad & Sandwich Makings**

Advance signup by April 11 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!

*Please let us know by April 11 if you have special dietary needs.*

## Academic Workload

**Featured Speaker: Darryl Wood,  
Labor Relation Specialist**



**UNION MATTERS** is a series of monthly lunch and discussion meetings on topics of special interest to Cortland UUP bargaining unit members. **UNION MATTERS** is intended to offer not only important content, but also an occasion for respite from the busy work week, an opportunity for relaxed collegiality, and a **"free lunch."** There will be plenty of time for your questions. As always, this **UNION MATTERS** program is free and open to all Cortland UUP employees. PLEASE plan to attend and bring a colleague!

*To sign up, contact:*

United University Professions, Cortland Chapter Office

E-mail [uup@cortland.edu](mailto:uup@cortland.edu)—Phone 607-753-5991

## 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)



## ***NYSUT Member Benefits thanks our UUP members***

We appreciate 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 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:

- **Auto, Home & Life Insurance**
- **Vision & Dental Plans**
- **Legal & Financial Services**
- **Hotel & Vacation Discounts**
- **Member Shopping Program**
- **Car & Truck Rental Discounts**
- **Competitive Savings Rates**
- **Retail Store Discounts**
- **Sports & Concert Tickets**
- **Theme Park Discounts**
- **Car Buying Service**
- **Heating Oil & Propane Savings**



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.



**UNITED UNIVERSITY PROFESSIONS  
CORTLAND CHAPTER**

*24<sup>th</sup> ANNUAL  
PROFESSIONAL FACULTY RECOGNITION LUNCHEON  
May 15, 2018; 11:3am-1pm  
Corey Union Function Room*

---

**WELCOMING REMARKS**

***Jennifer Drake, UUP Cortland Chapter VP for Professionals  
Thomas Tucker, UUP Statewide VP for Professionals***

**PRESENTATION OF AWARDS**

***Jennifer Drake  
Joe Westbrook***

**CLOSING REMARKS**

***Jennifer Drake, VP for Professionals, UUP Cortland Chapter***

---

A horizontal decorative bar at the bottom of the page, consisting of a thin gold line above a thicker, light olive-green rectangular block.

**UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2017-2019**

4-Digit phone numbers begin with 607-753-xxxx

**EXECUTIVE BOARD****OFFICERS****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:** Kevin Pristash (Director or Corey Union) 2326**OFFICER FOR CONTINGENTS:** Jackie Pittsley (English) 4837**OFFICER FOR RETIREES:** Dianne Galutz (Admin. Computing Emeritus)

Home: 607-753-3951

**GRIEVANCE CHAIR:** Randi Storch (History) 2054**MEMBERSHIP DEVELOPMENT OFFICER:** Anne Wiegard (English)

Cell: 607-351-1404

**Labor Relation Specialist:** Darryl Wood (NYSUT)**Newsletter Editor:** Karla Alwes (English) 2085**Health & Safety Chair:** James Fitzgerald (Library) 2790**Parking Committee:** Ben Patrick (Admin. Computing) 5511**Chapter Assistant:** Toni Murray 5991**ACADEMIC DELEGATES**

Daniel Harms (Library) 4042

Jamie Dangler (Statewide VP for Academics) 800-342-4206

David Ritchie (Library, Emeritus) 607-273-4453

Henry Steck (Political Science, Emeritus)

Anne Wiegard (English) 4896

David Kreh (Library Emeritus)

Jaclyn Pittsley (English) 4837

William Skipper (Sociology/Anthropology) 2471

Rebecca Bryan (Physical Education) 4561

Gregg Weatherby (English) 4885

Harvey Inventasch (Edu. Emeritus) 321-253-8579

**PROFESSIONAL DELEGATES**

Joe Westbrook (Facilities) 5517

Jennifer Drake (ASAP) 2361

Dianne Galutz (Admin. Computing Emeritus)

John Driscoll (Emeritus) 315-380-5055

Rickie McClure (ASAP, Retired)

Dawn Van Hall (Library, Retired)

Jo Schaffer (Emeritus) 753-7245

Amy Russell (ASAP) 2736

**AT-LARGE ACADEMIC**

William Skipper (Sociology/Anthropology) 2471

**AT-LARGE PROFESSIONAL**

Jo Schaffer (Emeritus) 753-7245

[joe.westbrook@cortland.edu](mailto:joe.westbrook@cortland.edu)[daniel.harms@cortland.edu](mailto:daniel.harms@cortland.edu)[jennifer.drake@cortland.edu](mailto:jennifer.drake@cortland.edu)[rebecca.bryan@cortland.edu](mailto:rebecca.bryan@cortland.edu)[kevin.pristash@cortland.edu](mailto:kevin.pristash@cortland.edu)[jaclyn.pittsley@cortland.edu](mailto:jaclyn.pittsley@cortland.edu)[dml1951@twcny.rr.com](mailto:dml1951@twcny.rr.com)[randi.storch@cortland.edu](mailto:randi.storch@cortland.edu)[anne.wiegard@newfacultymajority.info](mailto:anne.wiegard@newfacultymajority.info)[dwood@nysutmail.org](mailto:dwood@nysutmail.org)[karla.alwes@cortland.edu](mailto:karla.alwes@cortland.edu)[james.fitzgerald@cortland.edu](mailto:james.fitzgerald@cortland.edu)[ben.patrick@cortland.edu](mailto:ben.patrick@cortland.edu)[uup@cortland.edu](mailto:uup@cortland.edu)[daniel.harms@cortland.edu](mailto:daniel.harms@cortland.edu)[jdangler@uupmail.org](mailto:jdangler@uupmail.org)[david.ritchie0@gmail.com](mailto:david.ritchie0@gmail.com)[henry.steck@cortland.edu](mailto:henry.steck@cortland.edu)[anne.wiegard@cortland.edu](mailto:anne.wiegard@cortland.edu)[david.kreh@cortland.edu](mailto:david.kreh@cortland.edu)[jaclyn.pittsley@cortland.edu](mailto:jaclyn.pittsley@cortland.edu)[william.skipper@cortland.edu](mailto:william.skipper@cortland.edu)[rebecca.bryan@cortland.edu](mailto:rebecca.bryan@cortland.edu)[gregg.weatherby@cortland.edu](mailto:gregg.weatherby@cortland.edu)[harveyiandjoyi@yahoo.com](mailto:harveyiandjoyi@yahoo.com)[joe.westbrook@cortland.edu](mailto:joe.westbrook@cortland.edu)[jennifer.drake@cortland.edu](mailto:jennifer.drake@cortland.edu)[dianne.galutz@cortland.edu](mailto:dianne.galutz@cortland.edu)[john.driscoll@cortland.edu](mailto:john.driscoll@cortland.edu)[mcclure65@gmail.com](mailto:mcclure65@gmail.com)[dawn.vanhall@cortland.edu](mailto:dawn.vanhall@cortland.edu)[jo.schaffer@cortland.edu](mailto:jo.schaffer@cortland.edu)[amy.russell@cortland.edu](mailto:amy.russell@cortland.edu)[william.skipper@cortland.edu](mailto:william.skipper@cortland.edu)[jo.schaffer@cortland.edu](mailto:jo.schaffer@cortland.edu)

**UUP Cortland Chapter**

PO Box 2000  
B-5 Moffett  
Cortland, NY 13045

PHONE:  
(607) 753-5991

FAX:  
(607) 753-5476

E-MAIL:  
uup@cortland.edu

We're on the Web!

See us at:

<http://uuphost.org/cortland/>



# 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 Advice Date    09/10/2015	Pay Start Date    09/10/2015 Pay End Date    09/24/2015		Net Pay    1,234.56		
Department ID    1234		Pay Rate    56,789.10			
EARNINGS		TAX DATA			
	Current	YTD	Federal	State	NYC
Regular Pay Salary Employee	3456.78	45,678.90	4	4	
Location Pay	56.78	678.90	2	0	
		TAXES    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			
BEFORE TAX DEDUCTIONS		AFTER TAX DEDUCTIONS			
	Current	YTD	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	UUP Member 26P	34.56	456.78

## UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership application.



**Executive Board Meetings Schedule**  
Apr 16, May 1

**Labor Management Meetings Schedule**  
Apr 11, May 9

**Union Matters**  
Apr. 19

**SUNY Cortland Works**  
Monday, May 7