



The Cortland Cause

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We Have a New Contract!

On September 7, 2018, UUP President Fred Kowal sent all members a personal message with news about the ratification vote on the tentative agreement covering 2016-2022 between New York State and UUP that had been signed by both parties on May 23rd:

Final ballot count:

Total ballots returned: 14,935

14,582 For; 334 Against; 19 Invalid

98% of eligible voters who returned ballots voted to ratify

Member participation in this ratification vote was far greater than voter response for the previous three contracts. In fact, this is the highest total vote in recent UUP history. A total of 10,681 members cast votes for the 2011-16 contract (with 77% voting in favor), a total of 10,546 members cast votes for the 2007-11 contract (with 97.5% voting in favor), and a total of 10,357 cast votes for the 2003-07 contract (with 96.6% voting in favor).

Thanks to all Cortland members who voted! The high voter turnout will enhance UUP’s power at the bargaining table next time, as well as in other dealings with the State of New York because it demonstrates that the members stand behind the union’s leadership. Such a high approval rating also indicates that the decisions the Negotiations Team made during the almost three years of its work resulted in an agreement that honors the needs of our members to the greatest possible extent given the political and economic framework in which negotiations took place.

The timing of the signing of the agreement ensured that it would be possible for the legislature to pass a pay bill authorizing the expenditure of the monies set forth for compensation provisions, including the paid family leave program that will take effect on January 1, 2019. Such a pay bill was recently signed by the governor.

UUP’s Counsel to the President, Elizabeth Hough explains the implementation of the compensation provisions in this way:

The State will pay the 2% percentage increases as soon the Office of the State Comptroller completes computer programming and SUNY completes payroll processing necessary to implement the increases. We currently anticipate that the State will be able to implement the percentage raises and disperse the first portion of the retroactive pay sometime in November of 2018. The first portion of retroactive pay will include one-half of the increase owed for time worked during the 2016-2017 and 2017-2018 years and all of the pay for time worked in 2018 prior to implementation of the increases. The second half of the retroactive increase for work in 2016-2017 and 2017-2018 will be paid on the first pay date following July 1, 2019. Otherwise eligible bargaining unit members who were on payroll as of the ratification date (September 5, 2018) and individuals who retired after July 1, 2016 will receive the retroactive payments for work performed between July 2016 and date of implementation.

The fact that the second half of the retroactive monies will be delivered to eligible members during the 2019 tax year may benefit many of our members.

Continued on page 2



Anne Wiegard,
UUP MDO,
English

UUP statewide officers and staff are working intensively to make the arrangements with their requisite SUNY and State agency representatives necessary for accurate implementation of all provisions of the contract. Executive level committees will be meeting to finalize some of the details of side letters that set forth intentions such as a model for distribution of the one-half of the DSI pool for 2019, 2020, 2021, and 2022 that has been allocated for salary inequity and compression.

Information on implementation of Joint Labor Management Committee-funded benefits such as the Dependent Scholarship and Individual Development Awards will be forthcoming.

President Fred Kowal and Counselor Elizabeth Hough are scheduled to present information about implementation of the new agreement at a Union Matters Meeting on Thursday, November 15th at 11:45 a.m. They will be happy to answer any questions members may have.

UUP can only fix implementation issues if members make us aware of them. Please pay close attention to any notices you receive from SUNY Cortland's Human Resources personnel regarding changes to compensation or benefits, and please **check your paycheck** to verify that you are receiving the appropriate compensation you believe you are entitled to. In particular, part-time academic faculty should monitor their healthcare coverage and let a union representative know if they are told they are no longer eligible. Because the State must manually process each individual part-time employee's benefits coverage, errors have been found on some campuses. If you notice anything that seems like it may be an error, please contact our statewide implementation team via "contract@uupmail.org" or Cortland's Labor Relations Specialist, Darryl Wood at "dwood@nysut.org."

The full text of the new contract and a summary publication that highlights important changes are both still posted on the UUP website at the links below.

For the full text of the contract, see: <http://uupinfo.org/negotiations/pdf/2016-22TA-ratification.pdf>

For the highlights of the tentative agreement, see:
<http://uupinfo.org/negotiations/pdf/TentPactHighlights180529.pdf>

Editor's Note:

*Cortland Chapter's VP for Professionals Jen Drake served on the 2016-2022 Contract Negotiations Team
Cortland Chapter's Membership Development Officer Anne Wiegard served on the 2011-2016 and the 2016-2022 Contract Negotiations Teams*

Joe Westbrook,
President
Facilities PDC

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From the (new) editor:

It's such an interesting time to be working on a campus union newsletter—I couldn't say no to the opportunity to step in as editor.

The anticipation of a contract agreement earlier in the year, and its actual ratification just weeks ago really amplified the value of an effective union and tuned my brain into broader labor issues unfolding this summer. Outside our bubble, in a handful of other states, teachers had begun to organize for salary increases and improved classroom conditions. These teachers were bringing to light so many issues of income and educational inequality, challenging legislative bodies, and coming out victorious. Needless to say, it was pretty cool. And then, the ruling in *Janus v. AFSCME* was announced.

Reconciling the recent highs and lows for the labor movement wasn't easy. But one thing it all made clear to me was that I was only just beginning to learn how unions really work, and I wished I had paid more attention to labor issues throughout my education and early professional career. I realized none of my professors (I am a SUNY alum) ever spoke about being union members, and I had only rarely spoken to my own students about it.



Given the prominence of current labor movements, and the excitement surrounding our own local progress, I wonder if we are doing enough to prepare our current students to become active and mindful union members. So many of our students will become public employee union members; what does this mean to them? How are they—are they—thinking about this aspect of work—their future place culture?

I plan to prompt more deliberate discussion about labor conditions among my students and student employees. While I'm at it, I will probably also chat about it with the cashier at the supermarket, the cable technician, the bank teller and every customer service representative I encounter. Why not? I suppose I will do a good deal of it as editor of the newsletter, too!



Amy Russell,
ASAP

From the (former) editor:

As former editor of the *Cortland Cause*, I want to thank the reading audience who have supported the newsletter, the cause(s), and my tenure as editor. I am leaving the editorship in the more than capable hands of Amy Russell, but I will be back to write the occasional piece for the newsletter. Enjoy the semester, and always take up the causes for you and for those around you.



Karla Alwes,
English



Dan Harms,
Chapter VP for
Academics
Library

“More What You Call Guidelines than Actual Rules”: Some Thoughts on This Year’s DSA Process

By the time you read this, the deadline for Discretionary Salary Awards has passed. What can be said in the aftermath?

First, the union has supported across-the-board distribution of discretionary money whenever possible. I understand that some members disagree with this, but we feel that many members do work that is unrecognized. Not only can a competitive process be harmful to employee morale and unit cohesion, those doing the most work may have the least time to craft an application.¹

I believe that much local support for a competitive process is due to the conduct of our process. The requirements have been stated up front, the necessary two-page memo is not particularly onerous, and the time allotted to the process gave everyone months to apply. Our part-time members have spoken out in favor of across-the-board awards that did not take them away from other duties.

There is no contractual requirement for any of this. The president of the college can choose to simply hand out money as they see fit – going as far as providing the bulk of the funds to a single member, as has happened at other campuses. And that process can change suddenly – as it did this year.

After the contract was ratified earlier this month, only a short amount of time remained to distribute the money for 2017-18 before the December 31 deadline. The union officers encouraged the administration to simply distribute the money across the board, as they have for part-time employees in the past, which would lead to minimal hardship for everyone.

What we didn’t find out until later was that SUNY Central was telling campuses not to do so. The document from the Board of Trustees we have seen heads the section on DSA dispersal as “Guidelines.” The administration and I have different views on what exactly “guidelines” are, it seems. At any rate, once we realized the administration wanted to pursue a competitive process, we did ask the administration to make the process fair and to give everyone enough time to apply.

Then we received the memo on September 6, at the same time as the rest of you. We read it and slowly sorted out the impact.

- The seven-month period for application was shrunk to fifteen days;
- The four-week evaluation period for supervisors was shrunk to one;
- The evaluation time for upper-level administrators remained largely unchanged²;
- Although the award was for one year, information was requested for two;
- Part-timers were asked, for the first time in years, to apply – a fact noted in the attached memos, and not in the initial announcement.

We put together a survey for our members, and the results were astounding. Thank you to our 194 respondents for taking a few minutes of to answer. We found that 101 of you – roughly 52% - felt that you could not make the shortened deadline. Over half of respondents left comments, and even those who were able to meet the deadline expressed concern about what they would have to do – work over weekends, ask supervisors for time, give up family events, or curtail some responsibilities – to apply.

(Oddly, only 10% of our respondents were part-timers, and there could be multiple reasons for that³. Please write danharms@earthlink.net if you can provide any insights.)

¹ To be clear, we have no objection to people participating in our process.

² The president’s time dropped from about 2 ½ to 2 weeks.

³ The total breakdown of respondents: 90 full-time academics, 87 full-time professionals, 13 part-time academics, 4 part-time professionals.

This information was presented at Labor/Management to the president to emphasize the seriousness of the situation. (We did not read individual comments or give information that would allow managers to identify any respondents.)

Did anything happen to improve the situation? HR did put out updated notices specifically noting the changes for part-timers. Managers were given an additional week to work on their assessments, which was a welcome relief for some of our members. But the applications deadline didn't change, and it's likely many of our members who have done excellent work and deserve to be rewarded simply were not able to apply.

One particular incident stands out for me. We received reports that one area was not following the guidelines in the HR memo, and that members from that area might face substantial challenges in their applications. When we reported this to the administration, they simply told us the policies of that area, without reaching out to see if those policies were being followed.

Our administrators have spoken repeatedly of how important it is for them to use the contractual money to recognize merit. Can we really say that the most meritorious members on this campus – whoever they might be – will receive recognition?

The SUNY guidelines we have seen make it easier to make future awards across-the-board, so we can hope the administration will be open to different models in the future.

If you're a member, and you want to speak out to us about any of the above, or have any further feedback on DSA, please reach out to me at danharms@earthlink.net or talk to an officer or our Chapter Office.

Our Battle Royal: The Dis in Discretionary

Anne Wiegard,
UUP MDO,
English

Should UUP agree to discretionary salary increases or awards as part of our contractually negotiated compensation package? This question has always been a vexed one for UUP. It's good to get more money for our members and that's why UUP has always accepted DSI. It's not good that the money can be awarded for any reason or for no reason and that it tends to divide workers who might otherwise focus on and fight against the real political causes of their economic woes, in our case the underfunding of SUNY and the mismanagement or misallocation of the funds that SUNY does have. With few exceptions, salaries for UUP members across SUNY are too low.

Depending upon what economic conditions exist when a person is hired and what conditions govern the amounts of contractual raises during a person's tenure, a person's salary can be grossly inequitable. Many job candidates do not realize that even in the state system there is some room to negotiate a starting salary and they certainly aren't told this is the case. Professionals are often hired at an inappropriately low salary level for the job duties they are expected to perform. Advancing in rank may result in a "dry promotion" that is very demoralizing. Someone hired just before a series of years with 0% contractual raises may never catch up to someone hired later when raises have recommenced. Unless they are lucky enough to secure grant funding, employees are expected to eat most of the cost of any professional development they undertake such as research and travel. Even with grant funding that they have worked hard to secure and deploy, they may have additional costs they have to cover themselves.

Of course employees should be rewarded for doing exceptional work, but not everyone who does great work is rewarded. Some of the hardest and best work that we do is the most invisible, such as managing challenging interpersonal interactions, and cannot be documented in a way that looks good on an annual report. As sociologist William Bruce Cameron noted about the limits of assessment: "Not everything that can be counted counts, and not everything that counts can be counted." Not everyone who should apply for an award does so for any number of reasons including workload, stress, office politics or illness. Isn't there something unseemly about raising only the salaries of those who toot their own horn the loudest? Is arrogance valued more than humility? While any campus president has the discretion to raise any UUP member's salary at any time irrespective of any contractually mandated awards or raises, they always maintain they can only raise salaries when the contract provides for it. On rare occasions, an employee may be able to extort a raise by threatening to leave for a better offer elsewhere, but that's not what everyone should have to do to get an equitable wage.

When I picture the yearly DSA distribution, Ralph Ellison's "Battle Royal," usually comes to mind. The annual competition depicted in this 1952 short story primarily serves to justify its sponsors' belief that the willingness of the competitors to subject themselves to the humiliation of trying to demonstrate worthiness is in fact proof of the superiority of those for whom the performance is staged, the judges who hold all the cards and who hold the competitors in contempt. The young men nearly kill one another fighting over gold coins that turn out to be chocolate wrapped in foil. When people are underpaid and struggling, even a \$500 bonus (not an on-base raise) at the end of the year helps, but such a pittance really is insulting when you think about it. To me, the "dis" in "discretionary" stands for "disrespect." I recall the State's Chief Negotiator saying derisively at the bargaining table, "Don't expect us to give you a raise just for continuing to do your job" as if experience brought no added value to our work product as the university, its technologies, and its students demand more and more of us.

In the past contract and for the first two years of the 2016-2022 agreement, the State offered its discretionary money only in the form of bonuses, not raises. That trend will end next year when all discretionary monies will go on base and half of the DSI will be applied to salary compression and equity adjustments as negotiated according to a model to be developed jointly by UUP and SUNY. During the compensation negotiations between UUP and the State of New York, UUP was able to get SUNY to agree that the 2016-2017 Discretionary Salary Awards (not on base) will be distributed as across-the-board \$600 awards pro-rated for part-time employees. UUP proposed that the same arrangement pertain to the 2017-2018 DSA, but SUNY insisted that the 2017-2018 discretionary not-on-base awards were to be entirely up to the discretion of each campus.

Since then, our chapter leaders have attempted to interest the administration here in following the 2016-2017 arrangement for the 2017-2018 awards since the timeline for application is so compressed. As you know from memoranda sent by Gary Evans, the Cortland administration has decided that all employees must compete against one another if they want any award from the 2017-2018 monies allocated for discretionary distribution.

While every UUP member will receive part of the 2016-2017 discretionary money, many, if not most, UUP members at Cortland will not receive one of the 2017-2018 Discretionary Salary Awards to be distributed in December of 2018. For one thing, many people won't even apply because they think the system is rigged. Although the Cortland administration has not been as obscenely unfair as it has been on some other campuses where administrations have awarded the bulk of the DSA or DSI pool to only a few favored individuals, the way this distribution occurs cannot be completely fair. It never is and we sure hear about it afterward. It will disrespect many employees who work very diligently and productively for the college and who are not adequately compensated.

For another thing, the fact that the basis for selection of the 2017-2018 DSA recipients will be job performance over a two-year period instead of the usual review of work performed during only the one year that the pool of money is derived from, may lead some employees to think that there will be more money available, that the money will be derived from the 2016-2017 and the 2017-2018 payrolls. This is not the case. The entire pool of money derived from the 2016-2017 payroll has been allocated for the across-the-board lump sum distribution that will take place later this fall. The campus administration has absolutely no discretion in how the 2016-2017 DSA money will be awarded.

Perhaps most unfair will be the inevitable fact that only a few of Cortland's part-time academics, who account for about half of the teaching faculty here and whose starting salary is only slightly more per course than the newly negotiated statewide minimum salary, will receive a 2017-2018 DSA. Not receiving even a small award of \$50 per course will come as a surprise to some of them who are assuming the same process in place for 2015-2016 will continue this year. It won't. The Cortland UUP chapter urged the administration to follow the precedent for PT awards locally negotiated by our chapter for 2010 and several years following, a precedent by which PT Academics, only a handful of whom had ever previously received any award, would at least be given across-the-board awards from the portion of the campus' pool of discretionary monetary that was derived from the salaries paid to our part-time academic workforce that year, and the PT awards were pro-rated according to how many sections each person taught. It was a fair system that our PT academics appreciated very much. Even though the awards were very small in dollars (the total amount of money designated for the PT awards was very small relative to the whole pool because their salaries are so much less), their inclusion was a significant mark of respect for the contributions that all our PT faculty make to the college.

Whether it's DSA or DSI, the arbitrary nature of the distribution of discretionary monies disrespects our workforce and the communities we serve. Competition works against cooperation. Rather than competing with one another, we should all be working in union to elect officials who will advocate for legislation and policies that honor education and labor. We should be working in union to pressure the governor to sign a "Maintenance of Effort" bill passed by the legislature last year that would stabilize funding for SUNY. We should be working together to build union power in our communities so that when the next contract negotiations occur, SUNY will agree to some of UUP's compensation proposals they rejected this time around, proposals that would structure salary increases more equitably and make it unnecessary to fight over scraps.

Odds and Ends

Dan Harms,
Chapter VP for
Academics
Library

The latest contract between the State of New York and United University Professions is out. It will be implemented quickly, so keep an eye on your email for announcements on various programs.

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Some thoughts on the Online Blended Class Policy that was shared with Faculty Senate and the campus in the spring:

- 1) The chapter routinely gets questions when class assignments are handed out about whether we have any say in that process. The union does not. The college can assign you whatever courses they want in any given semester, including whether those classes are online or in-person. You might find it unfair, but they can do so. Thus, I'd advise you not to make long-term plans assuming you'll always be teaching the same schedule or classes.
- 2) It's certainly fine if the campus wants to identify itself as being based upon an in-person experience. It would also be nice if they decided how online programs – which many faculty have committed to building and approving – fit into this plan.
- 3) It's troubling that policies in the past year have become more the province of the President's Council, a body that has no faculty or student representation. Most faculty were in the dark that the policy was being created, let alone being allowed to give input, before it was brought to Faculty Senate. This raises questions about the administration's commitment to shared governance.
- 4) As a suggestion, perhaps the administration could try to determine whether particular faculty are gifted at online or classroom teaching, and then assign them accordingly so the students can get the greatest benefit for their tuition? Such a system would hardly solve everything, and it would have to be both rigorous and fair to all participants. I suppose arbitrary quotas are easier.

Remarks about UUP's Sesquicentennial Exhibit

written by Anne Wiegard and delivered by Bekkie Bryan at the 2018 Welcome Back Members Meeting, 8-31-2018

Anne Wiegard,
UUP MDO,
English

Sisters and Brothers,

As we begin our Labor Day Weekend, let's take a moment to remember and honor our brothers and sisters who sacrificed so much, in some cases their very lives, to secure the workers' rights that too many of us take for granted today: the right to bargain collectively; the right of children not to be forced to work; the right to be compensated for hours worked beyond 40 hours per week; the right to due process; and many others.

And let's remember the sacrifices made by members of our own union, UUP, in particular by members of our own chapter, in their struggle to secure equitable terms and conditions of employment for our workforce. We hope you will take time today to examine the historical exhibit in the lobby of the Student Life Center: "We Are UUP: The University's Union." There's a lot to look at and even to listen to here.

The Cortland UUP chapter, founded in 1973, has played an important role in the work of our statewide union, and we are proud to share with you the highlights of that struggle. Cortland members are among the founding mothers and fathers of United University Professions. Cortland members have been elected or appointed to statewide leadership roles. They have spearheaded transformative projects like the Paid Family Leave and the Contingent Employment initiatives.

Continued on page 8

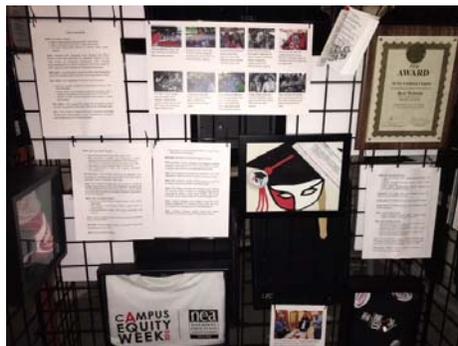
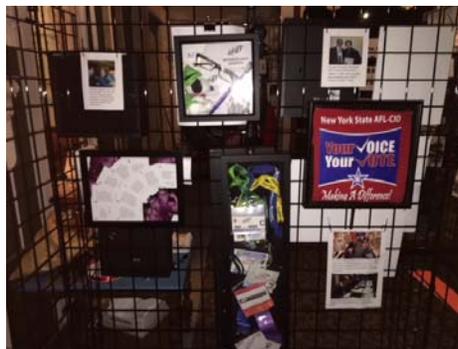
More importantly, our rank and file members have always stepped up when called upon to take action in support of UUP's agenda, whether it pertains to a campus issue, the contract negotiations, or a legislative or policy decision. If those who view "We Are UUP: The University's Union" take away only one message, it should be that the consistent activism of our chapter has had a critical, positive impact upon our college.

By necessity, our exhibit was created outdoors by volunteers and we ask you to forgive its imperfections including those occasioned by the extreme heat and humidity we've experienced this month. It has truly been a labor of love and we have many people to thank. First of all, the Sesquicentennial Committee awarded us a \$1000 grant that made this exhibit possible.

Second, our fabulous chapter assistant Toni Murray, went above and beyond the call of duty to find and produce the copies of the photographs that illustrate our story. Randi Storch rose to the challenge of providing the succinct story of the larger labor movement that has formed the context within which our union has operated. Bekkie Bryan worked steadfastly to create the exhibit's audio component and to assemble the collected materials into a coherent whole.

Ingrid Jordak, Lori Schlicht, Michelle LoGerfo, Diane Richards, Amy Russell, Jaroslava Pihodova, and Rickie McClure all lent a hand at critical junctures during the assembly process. Dan Harms served as the point person in researching historical facts of our chapter's activity. Joe Westbrook helped secure the display units and booked the space in the Student Life Center, which Julian Wright graciously made available. Jamie Dangler and the UUP Communications staff supplied valuable information, fact-checking, and images for our use, as well as publicity.

It has truly been a team effort, and we are grateful to everyone for their contributions. We hope you will enjoy viewing it as much as we enjoyed creating it. We will store the exhibit, which has been designed with flexibility of use in mind. When it is removed from the Student Life Center on September 21st, parts or all of it can be transported elsewhere and reused in future. Please let us know if you are interested in seeing part of this exhibit loaned for display in a secure space you have access to on campus or in the wider Cortland community.



Open Letter to my Colleagues at SUNY Cortland

In this era of divisive rhetoric, and absolute conviction, with few politicians willing to see the common ground and meet there, I would like to suggest that at least one of those few people is here, now, asking for your vote on November 6th. The name is Anthony Brindisi.

Anthony Brindisi is not perfect, but he knows something about struggles and what people have to go through to hopefully achieve what they want. You probably know his story, that he lost his mother to cancer at a young age, and was brought up by other family members. So it's not surprising that he wants to see everyone have good health care that they can pay for without mortgaging the rest of their life to pay a huge debt. It's not surprising that he wants everyone to have the chance to get the education they want, whether it's through the college level or through a vocational route that still leads to a decent living. Also without accumulating a huge debt.

Brindisi has a record of honestly stumping for these kinds of benefits for New Yorkers in the Utica area – he's been a successful Assemblyman for several terms until now. Now he's looking to represent this larger 22nd Congressional District. It will be a tight race, since his opponent is the incumbent and has more name recognition, though her stances couldn't be more different from his.

If you're supportive of the types of needs Anthony Brindisi wants to address, people's needs, then I am asking for your help in getting his name and reputation known to other UUP and NYSUT members. I am hosting two phoning sessions on each of five dates in October in Cortland on:

- TUESDAY, Oct 2 ___4-6pm ___6-8pm
- WEDNESDAY, Oct 10 ___4-6pm ___6-8pm
- THURSDAY, Oct 18 ___4-6pm ___6-8pm
- MONDAY, Oct 22 ___4-6pm ___6-8pm
- TUESDAY, Oct 30 ___4-6pm ___6-8pm

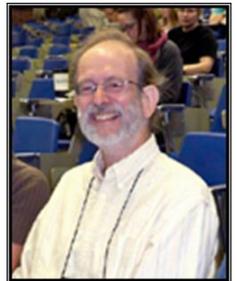
at the **Port Watson Mini-Conference Center**, 131 Port Watson St., Cortland.

We'll use a simple process which Henry Steck said was "easy peasy even for me", and we will be phoning ONLY academic, teaching, and professional faculty members from United University Professions and New York State United Teachers, using conversational scripts and phones which register as "NYSUT" on caller ID's. So it's a more hospitable audience than just phoning random voters.

You can sign up here: <https://doodle.com/poll/ufb3yei2m584sqcp>

or send me, Dave Ritchie, an email at DaveR.nysut@gmail.com with your date and time preferences. Bring friends, colleagues, other union members – all are welcome. There will be drinks & snacks, and food around 5:45pm on each date. Just let me know.

Thanks for listening. And helping as you can. Remember to vote on Tuesday, Nov 6th.



David Ritchie,
Emeritus Associate Librarian who is also a Political Action Coordinator for NYSUT
In some of his spare time

EAP Coordinator Contact

Athena Vunk-Moynihan,
EAP Committee
Extended Learning Office

Beginning tomorrow, September 26, Sonya Carr will be the EAP coordinator covering for Cortland. Currently, Sonya is a coordinator in Syracuse (multi-agency).

Sonya has agreed to cover in Cortland until we can get our coordinator(s) trained and ready. A notice will be sent campus wide once that occurs.

Sonya can be reached at 315-428-4919. The statewide EAP phone number is 800-822-0244 and the EAP Coordinator List can be found at <https://goer.ny.gov/find-eap-coordinator>



Union Family

I've always felt a duty to serve. Call it a cockeyed optimism. Serving mostly requires giving care in response to needs of others. There is great satisfaction for me to giving care. On balance though, we need to both give and receive care. Because I mostly give care, it will not surprise you hear that I do not receive care well. This is a story where I was unexpectedly struck by the power of the conservation of giving and receiving care.

Joe Westbrook,
President
Facilities PDC

For a while now, I've been integrating my union visibility beyond work by displaying Unionism before my family and community. For the second year, I volunteered as an area event coordinator at the Ellis Hollow Fair.

This is an annual event that has been held for the past 60 years as a community of neighbors who host a day of country style exhibition, children's games, food and entertainment. It is attended by several thousand over 5 hours on the Saturday following Labor Day. My area is the music tent. When I was asked if I'd be interested in being the coordinator, I said I would do it as a representative of my union chapter. The response: "Sure, er, what does that mean?" It meant that I would still coordinate all of the work and would also embellish the tent with the UUP Chapter banner and displays.

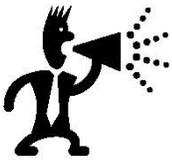
The difficulty of this task mostly involves inviting area musicians to donate their time and talents in return for the mere visibility of a public performance. Getting a commitment is usually elusive.

Sure, musicians like to help out, but there may be a paying gig that weekend. Despite my best efforts and intentions, like last year, I found myself with an incomplete program on the eve of the event. I was helping set-up the grounds and got into a conversation with someone whom I had just met. We discovered that we shared connection in Scouting. They had a friend who might be able to play, if my friend brought them as the musician was legally blind. I thanked my new friend and hoped for the best.

At the fair, things went very well. The first group was a good friend of mine whose family was also working at the children's games. The second musician saw all of the union display and asked me what UUP represented. It turned out both he and his spouse work in the Ithaca City School District and are members of NYSUT, of which UUP is a local affiliate. There was a delay in the next act. My good friend encouraged and got me to perform a duet with him while we were waiting, even though I hadn't played publicly in many years. It was after I had played two songs that my new friend arrived with Bob. While I was helping set up, Bob congratulated me on stepping up to perform. Bob then stated that lately, he had been depressed because he had been telling himself that he wasn't worthy of performing, however my invitation had made him believe otherwise, and that now was the time for a change.



While Bob was playing, more than one group of people stopped by. They recognized the original music being played, greeted and praised Bob for participating. The unique melodies attracted a small child who rushed right up onto the carpet I laid down as a stage. I jumped to intercept them before crashing into the equipment, but slowed as the three of us converged closely on the rug and became still. I noticed that the child was someone I knew. Eliza, a five year old, is the daughter of a colleague my wife works with. I had met Eliza last December at a Christmas party. Though a special needs child, Eliza immediately recognized me and expressed her appreciation with words and dancing to the music. Eliza's mother joined us. That moment, I realized vividly that many things happening under the tent this day were care toward me. My response came unexpectedly and I was openly grateful to receive all that had by given. My ego had been left on the floor. Balance restored, I know I will be back next year.



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

UNION MATTERS CHAPTER MEETING

All Cortland UUP members
are invited and urged to attend!

Tuesday, October 23th
Noon to 1:00 p.m. (buffet opens 11:45)
Function Room—Corey Union

****LUNCH PROVIDED****

Salad & Sandwich Makings

Advance signup by Tuesday, October 16th 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 if you have special dietary needs.

Seventh Annual Part-Time Service Awards Banquet

Program on Contingent Faculty



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—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
and to the editor, Amy Russell, Amy.Russell@cortland.edu

UUP Dependent Care Advantage Account New Employer Contribution

The new 2016-2022 Agreement between UUP and New York state includes an employer contribution to Dependent Care Advantage Accounts (DCAAccount) for UUP-represented employees who are enrolled as DCAAccount participants for the 2018 plan year.

UUP-represented employees (or employees who were represented by UUP at the time they enrolled) who have an active 2018 DCAAccount do not need to do anything. The employer contribution will be deposited into the employee's DCAAccount with the Oct. 3, 2018, paycheck (for employees on the Administrative payroll—the vast majority of our members) or the Oct. 11, 2018, paycheck (for employees on the Institutional payroll).

Please note that adding the employer contribution to DCAAccounts will not increase the employee's annual election amount—unless the employee enrolled for less than the employer contribution. In the latter case, the employee's DCAAccount will be adjusted to reflect the full amount of their employer contribution.

When the employer contribution is added to DCAAccounts, WageWorks will recalculate or stop remaining bi-weekly payroll deductions, as appropriate, to adjust for the addition of the employer contribution. If necessary, the Office of the State Comptroller (OSC) will issue a refund of any remaining excess employee deductions with the paychecks of:

- Oct. 3, 2018, for employees on the Administrative payroll
- Oct. 11, 2018, for employees on the Institutional payroll

UUP-represented employees who are not enrolled in a DCAAccount but experience a qualifying change in status, may enroll by submitting a change-in-status application. They will be eligible for the employer contribution for the remainder of the 2018 plan year. Here are some examples of change-in-status events:

- Marriage
- Divorce or separation
- Death (spouse/dependent)
- Birth or adoption of a child
- Beginning or end of employment (employee or spouse)
- Dependent disability
- Change in work schedule (employee or spouse)
- Change in custody of dependent
- From full-time to part-time employment or vice versa (employee or spouse)
- Beginning of or return from leave of absence (employee or spouse)
- Change in rate paid (only if the provider is not a relative)
- Change in care provider
- Loss of another Dependent Care Assistance Program (DCAP) plan's coverage (increase or enrollment only)

If an employee was on a leave of absence or terminated their 2018 DCAAccount, they will not receive an employer contribution unless the employee re-enrolls due to a qualifying change in status.

UUP-represented employees with questions on their existing 2018 DCAAccounts should call WageWorks customer service at 1-800-358-7202.

For details on enrolling for the remainder of the 2018 plan year and the change in status rules, visit www.flexspend.ny.gov or call WageWorks.

For employees interested in enrolling in a DCAAccount during the 2019 plan year, must enroll during the open enrollment period, from Oct. 9 through Nov. 9, 2018.



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UUP Productivity Enhancement Program (PEP) FAST FACTS

PEP is a negotiated benefit in the 2016-2022 Agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a cash credit to be applied toward the employee share of NYSHIP premiums on a biweekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

While the PEP existed in the previous contract, the 2016-2022 Agreement significantly expands participation options and credit amounts for each coming year under the new contract.

There will be two PEP enrollments in Fall 2018.

FIRST ENROLLMENT DEADLINE—for 2018 PEP: Sept. 12-Oct. 12, 2018

Eligible employees who wish to participate for 2018 must submit an enrollment form for 2018, even if they have previously enrolled in PEP.

Eligible members can save \$500 or \$250 for 2018 (six-month benefit)

- Annual FT salary at or below \$66,885—1.5 days for \$250 or 3 days for \$500
- Annual FT salary between \$66,885 and \$95,534—1 day for \$250 or 2 days for \$500
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

SECOND ENROLLMENT DEADLINE—for 2019 PEP: There will be a separate open enrollment period for the upcoming 2019 PEP.

Employees interested in participating in both years must remember to enroll twice, first for 2018 and shortly thereafter for 2019. Dates for the 2019 PEP open enrollment period will be announced shortly.

Eligible members can save \$1,200 or \$600 for 2019 (12-month benefit)

- Annual FT salary at or below \$68,192—3 days for \$600 or 6 days for \$1,200
- Annual FT salary between \$68,192 and \$97,448—2 days for \$600 or 4 days for \$1,200
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

ELIGIBILITY

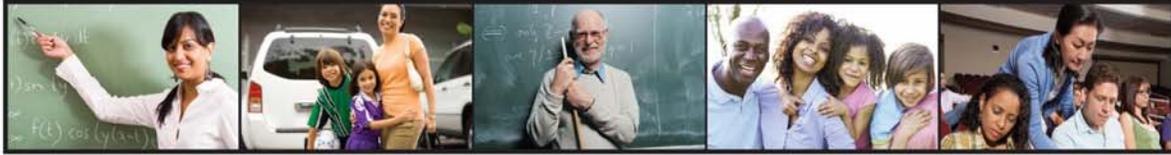
At the time of enrollment employees must:

1. Be employed on a Calendar Year or College Year basis;
2. Be a full-time employee with an annual salary below \$95,534 OR part-time employee whose biweekly salary is within this salary range at the time of enrollment;
3. Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
4. Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
5. Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
6. Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below 8 days or a prorated balance for part-time employees, respectively.

Contact your Human Resources Department for more information or an enrollment form.



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Union-endorsed benefits designed for UUP members

Whether it's our endorsed term life or level term life insurance plans, vision or dental plans, financial programs & services, or any of our travel, entertainment & shopping offerings, UUP bargaining unit members have the **Power of the Union** behind them when participating in NYSUT Member Benefits-endorsed programs.

There's no need to go it alone when Member Benefits has your back! Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have.

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

- Term & Level Term Life Insurance
- Vision & Dental Plans
- Financial Services & Resources
- 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

We encourage you to take the time to explore the Member Benefits website and find out all we have to offer UUP bargaining unit members.

The Power of the Union

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2017-2019

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

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