



The Cortland Cause

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UUP Cortland Chapter Open House April 4, 2019



Left to Right: John Suarez (Civic Engagement), Diane Richards (Childhood/Early Childhood Education), Anne Wiegard (English) and Jen Drake (ASAP)



UUP Member signing Post-Janus membership commitment application.



VOTE-COPE Fund discussion with one of our members. VOTE-COPE supports our political advocacy that union dues cannot be used for.



John Suarez (Civic Engagement) and Diane Richards (Childhood/Early Childhood Education) discussing Members Only Benefits.

Robert Trimarchi, UUP Statewide Senior Organizer - Photographer

UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2019 CHAPTER ELECTION REPORT

Cortland: 817

SUMMARY PAGE

01/09/19	● Membership certification date.
01/18/19	● Date notice of election and call for nominations were mailed to chapter members.
02/13/19	● Date nominations closed.
03/08/19	● Date ballots were mailed to members.
04/10/19	● Date ballots were due at the UUP Administrative Office in Albany.
04/10-12/19	● Date ballots were counted.

ACADEMIC RETURNS

150	● Number of Control Envelopes:
0	● Number of INVALID control envelopes and reasons invalid:
	● Non-eligible voter.
	● Other: _____
150	● Number of valid control envelopes.
2	● Number of INVALID ballots envelopes and reasons invalid.
	2 ● Not in sealed inner envelope (secrecy compromised).
	● Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
	● Other: _____
0	● Number of blank ballots
148	● Number of valid ballots.

PROFESSIONAL RETURNS

70	● Number of Control Envelopes:
0	● Number of INVALID control envelopes and reasons invalid:
	● Non-eligible voter.
	● Other: _____
70	● Number of valid control envelopes.
1	● Number of INVALID ballots envelopes and reasons invalid.
	1 ● Not in sealed inner envelope (secrecy compromised).
	● Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
	● Other: _____
0	● Number of blank ballots
69	● Number of valid ballots.

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. **The term of office for each position is from June 1, 2019 through May 31, 2021.**

Signatures on File

David H. Kreh & Jeanne L. Galbraith
Co-Chair, Constitution and Governance Committee

Signature on File

Jeriluanne O'Bryan Losee
Secretary-Treasurer

Date: April 12, 2019

Tellers: List on file

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2019 ELECTION REPORT
CORTLAND CHAPTER
(40817)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.

* = NO ONE ELECTED — Call the Co-Chairs of the Constitution and Governance Committee.

The term of office for each position is from June 1, 2019 through May 31, 2021.

PRESIDENT AND DELEGATE

Candidate	Total	Winner	Ineligible
Pittsley, Jaclyn S	177	X	
Cubells, Christopher M.	1		
Lawrence, Kathleen A.	1		
Pasquarello, Thomas E.	1		
Patrick, Benjamin C.	1		
Schaffer, D. Jo	1		
Wilson, Benjamin C.	1		

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Winner	Ineligible
Harms, Daniel M	122	X	
Borden, Ross J.	1		
Storch, Randi J.	1		
Wolf, Jeremy	1		

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Winner	Ineligible
Drake, Jennifer L	63	X	

SECRETARY

Candidate	Total	Winner	Ineligible
Westbrook, Joseph P	179	X	
Brubaker, Matthew	1		
Chatfield, Christa H.	1		
Ouellette, Judith A.	1		
Wiegard, Anne	1		

TREASURER

Candidate	Total	Winner	Ineligible
Pristash, Kevin P.	27	X	
Chatfield, Christa H.	1		
Curtis, Anna M.	1		
Driscoll, John R.	1		

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Signatures on File

David H. Kreh Jeane L. Galbraith
Co-Chairs, Constitution and Governance Committee

Signature on File

Jeri O'Bryan-Losee
Secretary-Treasurer

Tellers: List of tellers on file.

Date: Thursday, April 18, 2019

1

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2019 ELECTION REPORT
CORTLAND CHAPTER
(40817)**

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Fitzgerald, James R.	1		
Geiss, Michael A.	1		
Lawrence, Kathleen A.	1		
McClure, Rickie H.	1		
Pasquarello, Thomas E.	1		
Peterson, Gigi A.	1		
Phelan, Jenifer	1		
Russell, Amy E.	1		
Spitzer, Robert J.	1		
Steck, Henry J.	1		
Weatherby, Gregg L.	1		
Weaver, Wesley J.	1		

OFFICER FOR CONTINGENTS

Candidate	Total	Winner	Ineligible
Wirth, Thomas B	163	X	

ACADEMIC DELEGATE

Candidate	Total	Rank	Ineligible
Dangler, Jamie F	127	1	
Steck, Henry J	94	2	
Chatfield, Christa H	84	3	
Bryan, Rebecca	81	4	
Ukelina, Bekeh	77	5	
Wolf, Jeremy	72	6	
Wilson, Benjamin C	71	7	
Pittsley, Jaelyn S	70	8	
Harms, Daniel M	70	9	
Ritchie, David G.	2	10	
Kreh, David H.	2	11	
Weatherby, Gregg L.	2	12	
Inventasch, Harvey	1	13	
Lessig, Matthew	1	14	

PROFESSIONAL DELEGATE

Candidate	Total	Rank	Ineligible
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David H. Kreh Jeanne L. Galbraith
Co-Chairs, Constitution and Governance Committee

Signature on File

Jeri O'Bryan-Losee
Secretary-Treasurer

Tellers: List of tellers on file.

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The term of office for each position is from June 1, 2019 through May 31, 2021.

Westbrook, Joseph P	49	1	
Drake, Jennifer L	48	2	
McClure, Rickie H	43	3	
Schaffer, D. Jo	42	4	
Van Hall, Dawn M	39	5	
Driscoll, John R	38	6	
Patrick, Benjamin C.	1	7	
Weatherby, Gregg L.	1	8	
Pristash, Kevin P.	1	9	

**AT-LARGE ACADEMIC CHAPTER EXECUTIVE BOARD
REPRESENTATIVE**

Candidate	Total	Winner	Ineligible
Wiegard, Anne	91	X	
Steck, Henry J	89	X	
Weatherby, Gregg L	51		

**AT-LARGE PROFESSIONAL CHAPTER EXECUTIVE BOARD
REPRESENTATIVE**

Candidate	Total	Winner	Ineligible
Schaffer, D. Jo	54	X	
Driscoll, John R	46	X	
Pristash, Kevin P.	1		

OFFICER FOR RETIREES

Candidate	Total	Winner	Ineligible
Schaffer, D. Jo	10	*	
Steck, Henry J.	8		
Alwes, Karla J.	1		
Galutz, Dianne M.	1		
Shirley, John R.	1		
Skipper, William	1		
Van Hall, Dawn M.	1		
Helsper, Norma	1		X

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Signatures on File

David H. Kreh Jeanne L. Galbraith
Co-Chairs, Constitution and Governance Committee

Signature on File

Jeri O'Bryan-Losee
Secretary-Treasurer

Tellers: List of tellers on file.

Date: Thursday, April 18, 2019



Amy Russell,
ASAP

From the editor:

Investing in Equity and Inclusion

Given the shock that it sent through our campus, including to our student body and especially our students of color, I am writing this note with the assumption that my readers are aware of the racist incidents that have occurred on campus recently.

While these have been highly publicized, unfortunately, these horrific, offensive and exclusionary acts are not the only of their kind that our student experience.

Students come to us with learning differences, physical differences, with gender identity and expression differences, ideological differences, and socioeconomic differences—and have bravely shared to those who will listen how they struggle with full access here at Cortland.

The campus is not just where our students learn, but where many eat and sleep too. Where they spend most of their waking time. Where they connect with others, and need to feel a sense of belonging and safety for all this hard work to be truly meaningful and worthwhile. UUPers play a huge role in what that experience is like for our students.

How do we contribute to this sense of belonging as individuals, and as a union?

How does our union work explicitly align with what must be our highest priorities in service to students—inclusion, equity, safety, trust; recognition of the value and dignity of each individual and all groups that join this community?

These are not questions to quickly, quietly answer and move along. These perennial questions must be constantly at the forefront of our conscious; even if we achieve an ideal, it will require work to maintain.

We all have opportunities on campus to contribute to this movement. So many UUPers are already creating and investing in this campus culture change—thank you! Please seek out and join these efforts. Discuss with your supervisor how your partnership can be written into your performance program.

Odds and Ends

Have you received an unusual request to come to campus during the summer?

Some academics – including chairs and librarians – are expected to work through the summer. More faculty might have expectations to attend department events in the summer on a regular basis. We're not concerned about these situations.

Yet we have heard repeatedly that members have been told to come to campus outside their obligation during the summer, without pay. Sometimes it has even been implied that failure to do so would have negative consequences.

If someone asks you to do this and does not mention payment, please get in touch with us. No matter who gives the request or order, we are happy to speak with that person to resolve the situation in your favor.

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Have you heard about the Instructional Delivery Policy?

Last semester, the administration circulated a draft of a policy restricting faculty to teach no more than 50% of their total course load online. When it went to Faculty Senate – near the very end of the process – it received a resoundingly negative response from the faculty.

The college did make some changes in definition and clarifications, but the final version is essentially the same. The policy was then distributed to selected departments through the deans. To my knowledge, it has not been posted to the college website. I'm certain that we have faculty – especially those teaching online – who are not aware of the policy.

This raises some important questions. Does the administration expect faculty to follow policies they don't know about? Of course, it's reasonable to expect that we'll be familiar with the handbook and the policies that affect our jobs – but are we expected to keep checking the website to find out that they exist or have been changed?

Also, the policy only affects full-time faculty. Why?

SUNY has also begun a major initiative to increase online classes, in order to reach non-traditional students and other groups that might not be able to take face-to-face classes. I know that quality of our offerings is a major concern for us, as it should be. Nonetheless, this policy discourages faculty from creating online programs that might bring in needed revenue and introduce more students to all the benefits of a Cortland education.

We've discussed this at Labor / Management repeatedly, and I have yet to hear any justification that makes this policy necessary. The college's expectation for service ensures that faculty visit campus regularly, even if they are teaching entirely online. In the long run, I think this is a policy that SUNY Cortland will come to regret.

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On the other hand, sometimes policy revisions do benefit everyone, and I want to recognize the new round of DSI for the fall.

Not only has the deadline for these been extended from last year, but the new memos specify that an applicant should receive notification at each stage of the process. Further, professionals may appeal a decision, as academics have been allowed to in previous cycles. These are good steps forward.

It's still necessary for part-time employees to apply, instead of distributing the money across the board before this contract. I would encourage you to make sure your part-time colleagues know about this opportunity.

(And yes, Bob – I'm still trying to get that data from last year.)

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Finally, I will be on sabbatical from July to December. If you have any concerns that come up during that time, please contact our officer corps.



Dan Harms,
Chapter VP for
Academics
Library



Rebecca Bryan,
Chapter Secretary

Student Debt Crisis

You may have heard that our union, United University Professions (UUP) and national affiliate American Federation of Teachers (AFT) have been partnering to offer members student debt clinics that contain information about Income-Driven Repayment plans and Public Service Loan Forgiveness (PSLF). Cortland held a clinic over Spring Break and is offering another on Tuesday, May 14 from 4:30pm-6:00pm. Look for the email invitation and sign up link if you are interested. You must be a union member to attend.

You might ask why our union has taken on this effort. The simple answer is, we care about our members and our students who must take on tremendous debt for a public higher education. Student debt is the second largest form of consumer debt trailing behind mortgage debt (<https://studentaid.ed.gov>). These student debt clinics were created recognizing an unmet need among those with student debt, as well as to engage union members on issues that impact them and their families. A more complicated answer is that student debt is a serious social justice issue that disproportionately affects women and people of color and is plaguing higher education. This is due to an inept Secretary of Education and loan servicers who are, at best, incompetent, and at worst, deliberately misinforming borrowers.

The New York Times has published multiple “Tales of Woe” in the past few years related to the persistent issues with student loan debt, student loan servicers and Public Service Loan Forgiveness. A recent article by Ron Lieber highlights that if you request a review because you spot errors, FedLoan, the servicer the federal government employs to administer the PLSF program, might tell you it will take a year, if they give you a timeline at all. Lieber goes on to report that “the Public Service Loan Forgiveness Program is an administrative quagmire” unlike anything he has ever covered as a journalist.

Even more concerning is the 2018 Report from the Government Accountability Office (GAO) regarding the Public Service Loan Forgiveness program. Highlighted in this report is the fact that there were 1,173,420 borrowers who requested their employment and loans certified for eligibility in PSLF. Of those requesting certification 890,516 had their employment and loans certified as eligible. Of the 19,321 borrowers who submitted their loan forgiveness applications, only 55 were granted PSLF. The report states that the Department of Education does not provide key information to the PSLF servicer or borrowers and goes on to provide recommendations and legislation to require the Department of Education to conduct additional outreach. The full report can be found at www.gao.gov.

UUP and AFT are not waiting for the Department of Education to follow through on the GAO’s recommendations--we are offering information and resources to our members empowering them to deal with, and if necessary, to report their loan servicers to the Consumer Financial Protection Bureau. When so many in the system are struggling, it is not the individual, but the system that is problematic.

If you or a family member have student loan debt, please sign up for the next Student Debt Clinic. If you are not a Union member, become one now and benefit in the many ways our union supports members.

Rebecca R. Bryan, UUP Chapter Secretary

References

<https://studentaid.ed.gov>

<https://www.gao.gov/assets/700/694304.pdf>

<https://www.nytimes.com/2019/04/12/your-money/public-service-loan-forgiveness.html>

UUP Student Debt Clinic March 21, 2019





Christina Matthews,
ASAP

UUP Student Debt Clinic: Climbing out with Hope

When I worked for the University System of Georgia right after graduate school, I made a plan to tackle my student loans. I did everything I needed to do to begin to qualify for the Teacher Loan Forgiveness Program. But then life happened. I was laid-off before I hit the five-year mark of consecutive on-time payments needed for full qualification. Shortly thereafter, I became a single mother, moved back to New York, and began working for SUNY (first at a college in Syracuse and now here at Cortland). Since I was no longer a faculty member and began working as a professional staff member, I didn't know where to begin. While finding a way to climb out from under my student loan debt has always been on my to-do list, it definitely slid to the bottom of the list. Any attempts I made at navigating the murky and misleading system became frustrating, and frankly, tackling the debt became easier to avoid than face.

When I read the email advertising the UUP and ATF Student Debt Clinic on March 21st, I knew it was time to try to figure it out again. The information in the presentation helped me create a clear plan to follow. I walked out of the clinic knowing exactly what steps I needed to take to start the process of qualifying for student loan forgiveness again. I even took the first step later that very day. While these steps aren't necessarily easy ones to climb, the fact that I can even see the staircase now makes it a little easier. The weight on my shoulders feels a little lighter, and now I've stepped up into this battle feeling empowered again—and with a lot more hope.

Thanks, UUP.

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 and to the editor, Amy Russell, Amy.Russell@cutland.edu

Campus Climate on Diversity Committee

The campus climate on diversity has been widely discussed this semester and rightly so. UUP members, students, and all members of the College community deserve to feel welcome and treated with respect. I am one of several UUP members serving on the College's Campus Climate on Diversity Committee. This semester we held separate focus group discussions on the campus climate on race, gender/gender expression/sexual orientation, (dis)ability, and religion and spirituality. Additional information was gathered at the Black Student Union town hall events. Focus group participants included students, faculty, and staff speaking openly and honestly about the strengths and shortcomings of our current campus climate.

This work is compelling to me because of my professional commitment to creating a welcoming campus culture for those with disabilities, my personal desire to ally with those who are being marginalized, and also because of my union values. Unions don't just work for the economic concerns of our members. We act to ensure our members are treated with dignity and respect in a workplace free from bullying and unjust discrimination. We also are aware of the long history of the powerful using diversity as a tool to divide and oppress, keeping wages down and preventing a progressive political coalition from gaining the power to enact policies that remedy economic inequality. When UUP members contribute to a positive campus climate on diversity, we aren't just improving our workplace and students' learning environment. We are also setting high expectations for our students and modelling behavior that they will learn from and carry into future employment, citizenship, and, hopefully, union membership.

UUP members can be helpful in the work of this committee. We will be designing a survey of the entire College community based in part on the findings of these groups. Please plan on completing this survey and encouraging your students and colleagues to do the same. Additionally, we are reaching out to offices on campus to find ways to immediately address some of the concerns raised in the groups. We hope to be able to make a concrete and positive impact on the campus climate without waiting for the full results of the survey. Your solidarity with us and our students is crucial in creating the campus climate that the College community deserves.



Jeremy Zhe-Heimerman,
Area Activist for
Disability
Resources and
Counseling and
Wellness
Services





Joe Westbrook,
President
Facilities PDC

New York State 2019-2020 Budget – Edited UUP Summary

The 2019-20 New York State Budget totals \$175.5 billion dollars. The following is an edited synopsis of the major provisions of the state's spending plan relevant to higher education.

The enacted budget provides flat funding of \$730 million for SUNY state-operated campuses. However, support for fringe benefit costs increased by \$41 million. \$109.5 million in direct state support has been accelerated to offset one-time costs associated with initial implementation of the State/UUP contract.

The enacted budget restores the \$5.3 million cut in the executive budget proposal to the Educational Opportunity Program (EOP) for total program funding of \$26.8 million. The enacted budget restored the \$7 million cut contained in the executive budget proposal to the Educational Opportunity Centers (EOC) and ATTAIN Labs for total program funding of \$62 million.

Funding in the amount of \$4 million is set-aside from the system administration appropriation to expand the Open Educational Resource Initiative (OER) to help reduce and/or eliminate the costs of textbooks for students. This funding is targeted towards high-enrollment courses, including general education courses. The enacted budget allocates \$3 million for the We Teach NY Program to address the teacher shortage in identified subject areas. Funding will be prioritized to: recruit teacher candidates as incoming college freshmen in hard to staff subject areas; award funds to school districts partnering with a higher education institution; require that the school districts provide mentors and paid internship opportunities for teaching candidates; and require that teachers will be guaranteed a job opportunity at end of the program if they meet all of the requirements.

The enacted budget provides \$650 million for state-operated campuses and provides \$37.6 million for SUNY Community Colleges to fund capital projects.

The enacted budget provides \$1.08 billion for TAP and other tuition assistance programs, which includes: funding (up to \$118.6 million) for the third and final year of a three-year phase-in of the Excelsior Scholarship Program, and expands the program to include families making up to \$125,000; funding (up to \$27 million) for the DREAM Act; and funding (up to \$7.2 million) for the third and final year of a three-year phase-in of the Enhanced Tuition Award Program (E-TAP).

Beyond higher education, Medicaid spending under the Global Cap for 2019 equals \$19.6 billion, which represents an increase of \$586 million over the 2018 cap level. The enacted budget requires the Department of Health to conduct a study on staffing enhancements and its impact on patient safety. The study will begin by May 1 and the results and recommendations will be submitted to the commissioner of health and legislative leaders by December 21, 2019. The study must be conducted in consultation with relevant stakeholders, including the statewide hospital and nursing home associations, direct care health workers, labor representatives, and patient and community health advocates.

The enacted budget includes language that will protect union members from organizations that seek to undermine unions following the Supreme Court's Janus decision. Since the case was decided last year, these organizations have been attempting to obtain personal information through freedom of information policies, to disseminate anti-union propaganda designed to erode union membership. Language included in the enacted state budget makes it an improper practice for an employer to release a public employee's personal information, such as their home address, personal email or cell phone number. The enacted budget also includes language that will protect unions from frivolous lawsuits filed by former agency fee payers attempting to collect money paid to unions prior to the Janus decision. This new language clarifies that these cases have no standing in state court.

The enacted budget provides for the extension of the existing surcharge on high income earners for an additional five years, until 2024. The enacted budget imposes a tax on internet purchases.

The full version of the UUP Enacted Budget Summary can be found at the Cortland Chapter website. While some important gains have been made, previous state funding reductions to SUNY remain unrestored, leaving tuition increases as the primary vehicle to make up higher education spending needs. Expect caution and continued belt tightening for operational budget planning in the upcoming fiscal year.



On behalf of the Cultural and Intellectual Climate Committee, Professor Jeremy Jimenez moderated a panel on March 4, 2019 addressing the question, *is it too late to avert apocalyptic climate change?* Professors Howard Botwinick, Lisi Krall, Benjamin Wilson and Scott Miranda were featured panelists, discussing the Green New Deal, the impact of capitalism in combating climate change, and other obstacles that challenge responses to this crisis.



BRING A FRIEND OR TWO!



SUNY CORTLAND WORKS!



MONDAY, MAY 13, 2019
11:10 a.m. – 1:15 p.m.



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

Refer to map routes attached.



11:30 a.m. **Come together on Steps at Corey Union for photo**



11:35 a.m. **FOOD & SOLIDARITY GATHERING** on the Steps at Corey Union (rain location: Corey Union Lower Level Heart Area)



Noon Speakers

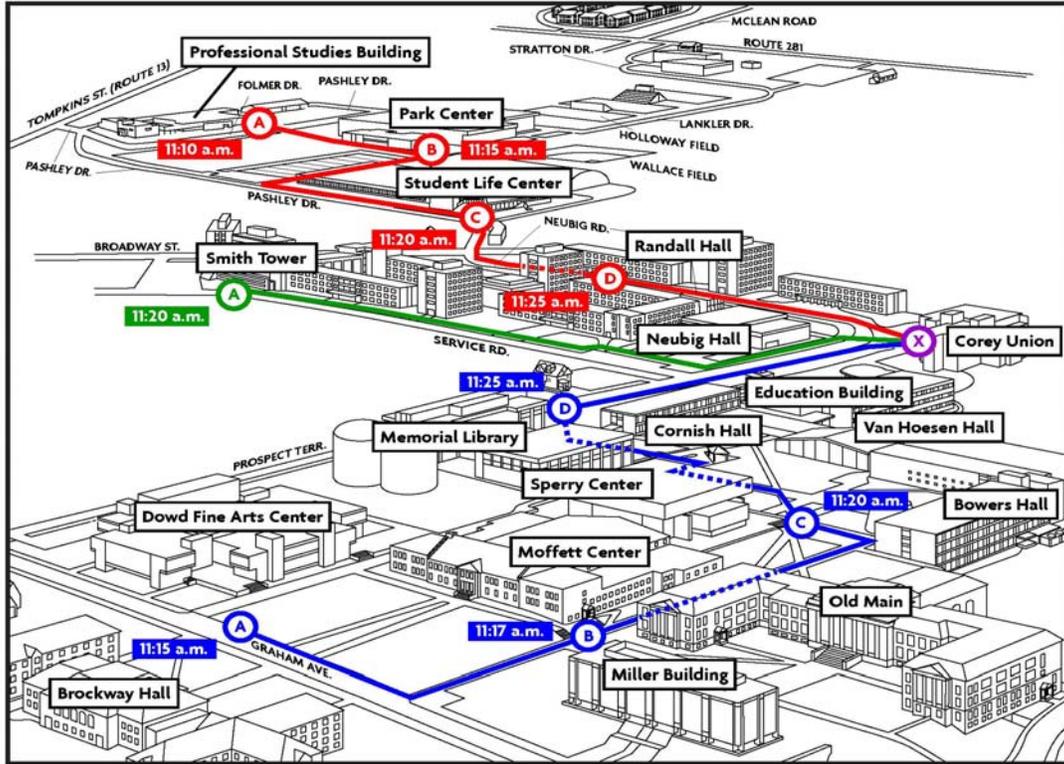
BBQ includes: hamburgers, hotdogs, veggie burgers
pasta, fruit and tossed salads
chips, ice cream, soda and water



SUNY Cortland Works! honors all participants in our shared endeavors at SUNY Cortland: 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 and the President's Office and supported by CSEA, 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 13, 2019



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.

The April 18th Union Matters meeting brought two of the excellent statewide UUP Benefits Trust staff, Amber Barber and Mary Jane Barber to our campus to explain the two types of benefits provided:

Those benefits negotiated with NY State within the walls of the contract and which are available to any employee in our bargaining unit; and

Those benefits available only to UUP dues-paying members, such as Hyatt Legal Services, Met Life Insurance, and discounted custom footwear.

Joe Westbrook reminded participants that member dues pay the cost of administering the benefits, including the dental and vision care.





MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs



Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.



UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

The Walking Company—15% off exclusive footwear brands; chapter-based wellness programs

TicketsatWork—Discounts and special access to theme parks, shows, hotels, and more

Verizon Wireless—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bango, Director,
Member Benefits & Services

Your Union Contract At Work!



UUP Dependent Scholarship Program

**FAST
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is now available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester** are available for eligible dependents of active, UUP-represented SUNY employees.

Eligibility and guidelines:

- Scholarships awards can be used for books, supplies, or room and board costs; it cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependents who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependents must meet to qualify for the scholarship.
 - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP
Benefit Trust Fund at 800-887-3863.**

**For applications, go to
<https://bit.ly/2FoRI2G> or
scan the QR code at right.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516
WWW.UUPINFO.ORG | BENEFITS@UUPMAIL.ORG

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2017-2019

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/>



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				J. DOE				Total Gross Current 3456.78 1234.56 YTD 45,678.90 34,567.89	
Advice # 123456789 Advice Date 11/10/2018		Pay Start Date 11/10/2019 Pay End Date 11/24/2019		Net Pay 1,234.56					
Department ID 1234				Pay Rate 56,789.10					
EARNINGS		Current		YTD		TAX DATA			
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yorkans		
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	2	0				
Location Pay	56.78								
				DEDUCTIONS					
		Current		YTD					
		456.78		1,234.56					
		567.89		5,678.90					
		98.76		1,234.56					

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.

uup is us.

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Executive Board Meetings Schedule

May 8

SUNY Cortland Works

May 13

Labor Management Meetings Schedule

May 15

PROFESSIONAL FACULTY RECOGNITION LUNCHEON

May 23