



The Cortland Cause

SESQUICENTENNIAL SPECIAL EDITION



Cortland membership demonstrating for a fair contract, Old Main courtyard, 1976.

Cortland membership demonstrating during the final stretch of contract negotiations, Gerhart Drive entrance, 2018.



Celebrating Union History at SUNY Cortland

As part of Cortland College's 2018 sesquicentennial celebration, the UUP Cortland Chapter is contributing an historical exhibit, "We Are UUP: The University's Union" to show how organized labor has shaped our university system and our campus community over the past forty-five years.

August 31, 2018 marks the opening of the exhibit scheduled through September 21st in the lobby of the Student Life Center. The exhibit will feature documents, images, and artifacts that represent UUP Cortland's history (1973-present) in the context of the labor movement. An interactive music component

will consist of a playlist of labor songs accessible via mobile devices.

"We are UUP: the University's Union" is intended to strengthen the social and political bonds that unite our campus community, to promote coalitions that take positive initiatives in our community, and to raise awareness of the larger contributions made by the labor movement as a whole. Please make sure you visit the exhibit before it closes and consider inviting friends and neighbors to do the same. When the exhibit ends, the chapter intends to store the display units for future use as warranted.

In conjunction with the

opening of the exhibit on August 31st, UUP members have been invited to attend the Cortland Chapter's annual Welcome Back Members Gathering from 3-6 p.m. in the lawn area to the west of the Student Life Center. Activities on the nearby patio will entertain children who accompany members. Prizes will be given to winners of a scavenger hunt designed to encourage everyone to examine the exhibit.

Refreshments will be provided under the tent in case of rain, along with new membership cards to sign, Vote-Cope donation forms, and information about the new tentative agreement signed with the State of New

York and SUNY on May 24th. Both statewide and chapter officers will address the crowd at 3:30 p.m.

The nine hundred members of the UUP Cortland thank the college for the \$1,000 grant that makes the exhibit possible. The UUP bargaining unit represents over 37,000 SUNY academic faculty and professional staff.



Anne Wiegard, UUP MDO, English

Join a Labor Day Celebration!

35th Annual Labor Day Picnic: Why a Union? Why a Living Wage?

The Tompkins County Workers' Center, the Midstate Central Labor Council, AFL-CIO and Tompkins/Cortland Labor Committee, will hold the 35th Annual Labor Day Picnic from 11 a.m. to 3 p.m. on Monday, September 3rd, in Ithaca's Stewart Park Main Pavilion. This year's Picnic Theme will be: "Why a Union? Why a Living Wage?"

The picnic is free and everyone is invited. Everyone is asked to bring a dish to share and to enjoy the free burgers (meat and veggie), hot dogs, ice cream and beverages. Featured music will be 'Alexander Bradshaw and the Labor Day Specials'. Bradshaw has appeared with the 'Ithaca Bottom Boys' and 'Newman Brothers'.

The annual awards have become a highlight of the Labor Day Picnic over the years and this year will be no different. The Mother Jones and Joe Hill awards are presented to people in recognition for their activism, organizing and sacrifice at work. The Friend of Labor award is presented to a member of the community who has spoken out publicly or taken action in support of working people. The notorious Goat of Labor goes to an especially egregious offender of workers' rights and/or the value of labor to our common good.

Human services agencies, Living Wage Employers and other organizations are welcome to have organizing tables at the event. To register, contact the Workers Center at TCWRH@tcworkerscenter.org, 607-269-0409, or via website at: www.TCWorkersCenter.org.

Labor Day Parade at the Great New York State Fair

On Labor Day, we honor the working women and men who make America strong. Supporters of Labor will meet at 10:00 a.m. on Monday, September 3rd near Gate 4, 581 State Fair Blvd., Syracuse. Meet the Cortland UUP Chapter behind our banner along the roadway adjacent to the Iroquois Indian Village. We will march to the Chevy Court and gather for a Labor Day group photo followed by a rally.

FREE State Fair Tickets for LABOR DAY PARADE Participants! Our UUP Office currently has tickets and parking passes (good for the Orange lot, Exit 6 off I-690 West) for chapter members and their friends who will participate in the Labor Day Parade and represent Cortland UUP Chapter solidarity with their Sisters and Brothers from Central New York campuses, and lots of other area labor unions. Afterward, enjoy the rest of the day at the Fair. Please plan to join us. Cortland always has a great group of participants who show our UUP colors and union pride along the parade route.



Joe Westbrook,
UUP President
Facilities PDC



Don't be a Free Rider! Be Union Strong and Recommit to your Union

Over the summer you may have received a new membership card in the mail, were asked to sign a new card at the contract information meeting, have been asked by a colleague, or soon will be. The Re-UUP campaign is in response to the recent United States Supreme Court decision and changes to New York State's Taylor Law, which defines public employee union rights. Signing a new card is a way to inform you of these changes, clarify what your dues provide and for you to recommit to our union values and protect public higher education.



Rebecca Bryan,
UUP Secretary
Physical Education

The Taylor Law changes cover two general areas:

1. Changes involving membership information and payroll deduction of dues.
2. Modification of the union's obligations to non-members under the Duty of Fair Representation.

Let's first address dues. As a member, your union dues support the work we do every day to protect our terms and conditions of employment and address any member concerns. Your member dues represent, protect and advocate for approximately 37,000 workers in the SUNY system and all the students we teach and serve. Our member dues cover the following:

- The negotiation and implementation of our contract, which includes salary increases, state funded medical benefits, dental and vision benefits, other Benefit Trust programs such as the dependent scholarship program, grant programs such as the individual development awards, and others.
- Protecting members in the workplace.
- Support for professional development through negotiated labor management grant programs.
- Organizing, training and staffing to connect and inform members of their benefits and contract protections.
- NYSUT legal staff to provide counsel and file legal actions on behalf of members.
- Labor relation specialists to assist in contract grievances, labor management, and problem solving.
- Various administrative, clerical, and research staff to facilitate the operations of the union and services provided to members.
- Communications and meetings to inform and bring members together for campus and state-level work.
- UUP Representation at meetings across the state with SUNY, the Governor's Office of Employee Relations in negotiating our contract and any decisions that impact SUNY institutions and the work UUP members do.
- Advocacy work by UUP and its affiliates (NYSUT, AFT, NEA) for policy and legislation at the state and national levels. Year after Year, UUP consistently advocates to fully fund SUNY and supports:
 - Public education; the professions our members work in; health care and public hospitals; worker protections; student access to public higher education and student debt reform; retiree health insurance; public employee pensions; access to information through the Freedom of Information Law; anti-discrimination protections and many others.
- The Delegate Assembly, which brings together elected chapter leaders from across the state to set union policy, identify priorities, and develop action plans.
- Working with students and other coalitions to support public education and issues of importance to the membership.

Membership dues ARE NOT used for candidate support or campaign committees. Political action expenditures are funded by voluntary contributions to the political fund-raising program called VOTE-COPE.


Now, let's address part two of the changes to the Taylor Law: modification of the union's obligations to non-members under the Duty of Fair Representation. If you are no longer a dues paying member to the union, here is what you need to know:

- You will not have the union to support you in any disciplinary action or against an accusation of misconduct. If it is not contractual, the union will not provide representation for non-members.
- Upon retirement, you will not receive the UUP group rate for dental and vision.
- You will not be eligible for member-only benefit offers such as discounts on mortgage plans, cell phone plans, and car rentals among others yet to come.
- You will not have a voice. As a non-member, you cannot give input on future contract talks, vote in contract ratification, vote on the chapter budget, or in chapter elections for officers and statewide delegates.

In solidarity there is power. The union is only as powerful as its membership. Our union has spent two years negotiating for a fair contract, which includes raises and paid family leave, and prevented any erosion of our exceptional medical benefits. **Sign a new card! Don't be a free rider!**

Although your membership status has not changed if you are already a member, you must still sign a new membership card. If you are not a member but want to be, all you need to do is sign a card. You can get a new card by contacting the chapter office at uup@cortland.edu or go online to fill out the card at <https://uuphost.org/myuup/Membership/RegForm.php>.

I am sticking with my union!

	Updated Membership Form	<p>YES! I request and accept membership in United University Professions/AFT Local 2190 (UUP), and its affiliates, New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA), and the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).</p>
<p>*Full Name: _____</p>		<p>I recognize the need for a strong union and I believe everyone represented by a union should pay their fair share to support the union's activities. I hereby request and voluntarily authorize my employer to deduct an amount equal to the regular monthly dues applicable to members of UUP and remit that amount to UUP. I understand that this authorization and assignment is not a condition of my employment and shall remain in effect, regardless of whether I am or remain a member of the union, for a period of one year from the date of this authorization and shall automatically renew from year to year unless I revoke this authorization by completing and sending the UUP opt-out form via U.S. mail during the annual window period of July 1-31.</p>
<p>Date of Birth: _____</p>		<p>By providing my cell phone number and signature I am expressly consenting to receive autodialed and/or prerecorded calls and/or text messages from UUP on contract or benefits. I understand that this consent is not a condition of my membership with UUP, its national affiliates or the local organization named above.</p>
<p>*Street Address: _____</p>		<p>*Signature: _____</p>
<p>*City, State, Zip: _____</p>		<p>Date: _____</p>
<p>Home Phone: _____</p>		<p>BUG</p>
<p>Cell Phone: _____</p>		
<p>*Preferred Email: _____</p>		
<p>*Chapter: _____</p>		
<p><i>* Required Information</i></p>		

We Need YOU... to vote on the Tentative Agreement. Your Vote Counts!

The planning and strategizing are over. The table talk is done. The ink is quite dry on the signature lines of UUP's July 2016-June 2022 Tentative Agreement with the State of New York, and the Negotiations Team has visited every state-operated SUNY campus to present the key terms of the Agreement and field questions and concerns from members.

Now, we wait: the fate of the contract is in the hands of UUP's 37,000 active members across the state. In YOUR hands.

The American Arbitration Association, an independent entity contracted by UUP to conduct the ratification vote for our tentative Agreement, mailed out ballots on August 3rd to the home addresses of all UUP-represented employees who are members as of May 23, 2018 (the day our tentative Agreement was signed). Some members reported receiving them within a week or so of the mailing date; they arrived in plain white business-size window envelopes with the return address of the American Arbitration Association on them (see image below).



Some members, even those who were watching for them, nearly mistook them for junk mail before realizing they were in fact ballots for the UUP contract ratification vote. If you believe you are eligible to vote on the Agreement and have not received a ballot, please call the American Arbitration Association right away at 1-800-529-5218 to request a duplicate ballot.

Inside the window envelope, you will find your ballot, a secrecy envelope, and a postage paid return envelope addressed to the American Arbitration Association. Mark the ballot with your vote ("FOR" is a yes vote!), seal it in the secrecy envelope, put that in the envelope addressed to the AAA, and drop it in the mail!

The AAA must receive your ballot by 5pm on Tuesday, Sept 4th in order for it to be counted; the count will take place on Wednesday, Sept 5th.

The Negotiations Team and UUP President Fred Kowal concur that the Agreement is a fair one and well worth the extra time and work it took to achieve some of the goals we set at the beginning of the process. We knew going in that no single round of bargaining would produce an Agreement containing *everything* we wanted for UUP members, and holding *everyone* harmless.

We are pleased to bring forward for your consideration an Agreement that addresses the long-term concerns of many constituencies across our bargaining unit, while at the same time doing everything possible to minimize potential harm to bargaining unit members. For both highlights and full text of the 2016-2022 Tentative Agreement between UUP and the State of New York, members may go to <http://uupinfo.org/negotiations/index.php>. Here you will also find contact information should you wish to share questions or concerns about the Agreement itself.

Your UUP Negotiations Team and President encourage you to vote "FOR" ratification of the contract—but more important than HOW you vote is THAT you vote. If you have not already done so, please show your support for your union by marking your ballot, sealing it up, and putting it in the mail right away. For questions about ballots or the ratification process, again please contact the AAA at 1-800-529-5218.



Jen Drake,
Negotiations Team
member and UUP
Cortland Chapter
Vice President for
Professionals
STAR-NY

