



THE CORTLAND CAUSE

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March 2011

Special points of interest:

—Chapter Elections

—Candidate Statements

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UUP URGES THE LEGISLATURE ... THINK AHEAD — INVEST IN HIGHER ED.



Nearly 400 UUP and NYSUT members along with students and other SUNY supporters rallied outside the state Capitol in Albany on Feb. 4 to deliver a strong message, just days after the Governor proposed cutting \$100 million from SUNY. Cortland chapter members joined colleagues from around the state in displaying signs and chanting, "Think ahead. Invest in higher ed," appealing to legislators to invest in the future of higher education and reject further cuts to SUNY's operating budget.

Among the Cortland members participating were John Driscoll (left—Physics & Geology/VP for Professionals), Anne Wiegard (center — English/Part-Time Concerns Chair), Dave Ritchie (just behind Anne in light jacket — Library/VP for Academics), and Joe Westbrook (right —Facilities Planning, Design & Construction).

See inside this issue for more on the impact of proposed budget cuts on SUNY, K-12, and other Public services. Find out about UUP's coalition-building and what you can do to help.

—UUP Photos

2011 CHAPTER ELECTIONS

Be sure to read candidate statements on pages 12-14

Ballots were sent to members' home addresses at the end of February and are due back to Albany by mail no later than March 23



ASSAULT ON THE PUBLIC SECTOR

—Jamie Dangler

The folks
on
Wall
Street...
are doing
just fine...
What
about
the rest of
us?

...we're
going to ask
each and
every one
one of you
to
STEP
UP TO
THE
PLATE

THE ASSAULT CONTINUES

Governor Cuomo's budget takes the ongoing assault on the public sector to new and staggering levels. It proposes crippling cuts to education, health care, and a broad array of public services. What's it all about?

The way the state's fiscal crisis is being managed reveals a broader agenda to fundamentally shrink and cripple the public sector – the sector that provides education, the most accessible health care, police and fire protection, and other public services too numerous to summarize here. What's the outcome? The burden of our economic crisis is being shifted onto middle and lower income citizens and communities, even though unsustainable taxation policies, deregulation of the banking/lending industry, and an overall retreat from public responsibility on the part of the wealthiest Americans are primary sources of the mess we're in.

The folks on Wall Street have rebounded with a vengeance and are doing just fine. Their total compensation and benefits reached a record \$135 billion in 2010. What about the rest of us? See Fiscal Policy Institute Analysis on page 4.

Over the coming months, we're going to ask each and every one of you to STEP UP TO THE PLATE and help us save our state's core institutions – the ones that provide the basis for a decent quality life for all citizens and provide jobs in our communities. See page 7 to compare public and private sector salaries and benefits.

When you see or hear rhetoric about lazy state workers, demon teachers, and fat cat unions as the sources of our economic woes, please think again and take a look at the facts.

UUP is working hard to advocate for solutions to the budget crisis that keep people employed, preserve core services for the public at large, and reverse the decades-long trend of shifting resources from the majority of citizens to the wealthy minority.

I hope the information we've put together for this issue of our newsletter will encourage you to get involved.

TAKING ACTION

UUP has launched a public campaign to "SAVE SUNY." You may have seen the 1/2 page ad in the February 18 *Cortland Standard*. UUP's ad and other appeals were set to appear in about 175 newspapers around the state between February 18 and February 24.

UUP's Save SUNY website — www.savesuny.org — will be updated regularly with information as it develops.

This site is set up so students and members of the community at large can obtain information and fax legislators. Please pass the word to others. Help us inform our community that there are alternatives to the Governor's proposed cuts and that SUNY will not be able to sustain its programs, services to students, and OUR JOBS without an appropriate operating budget and a rational tuition policy.

COALITION-BUILDING

Thank you to President Bitterbaum and other campus union leaders for collaborating with me on the February 18 "Call to Action" e-mail message sent to the campus community. The President and I will visit legislators together in Albany and locally in early March. I'll also be part of a campus group that will meet with legislators in Albany on the March 28 "SUNY Day." Cortland's delegation includes President Bitterbaum, student leaders, and other campus representatives.

Dave Ritchie and I have reached out to Cortland's student government president, NYPIRG coordinator, and *Dragon Chronicle* editor to explore possibilities for working together. Communications will continue.

Thanks to Dave Ritche and Jen Drake for attending a Feb. 10 NYSUT Council of Locals meeting in Ithaca. They are spearheading our effort to work with our K-12 colleagues on the state budget and other issues.

Our chapter is also collaborating with other unions in the Midstate Central Labor Council to organize a late March rally in Cortland. The object is to bring together union members, students, and others from the community to spur dialogue about the impact of

President's Message (continued from p. 2)

the Governor's 10% cut to public agencies, which will cripple core public services, including education, health care, and community services of all kinds. Changes to tax policy and other revenue-generation proposals will be presented as alternatives to the cuts.

THE RELEVANCE OF WISCONSIN

Please understand the significance of the Wisconsin situation for us, and for all unionized workers across the country. There is momentum growing in New York State to weaken the Taylor Law by removing the Triborough provision that allows contract provisions without specific sunset dates to continue after expiration (most importantly, our health benefits). If we lose Triborough, all contract protections and benefits could end on the expiration date of state employee union contracts. State

budget problems are being used as the rationale for weakening public employee unions and eroding collective bargaining rights. It's important for us to get involved in the national debate and to stand strong with our union colleagues who are on the front lines in the battle to preserve our rights. UUP has sent representatives to Wisconsin. Petitions in support of Wisconsin teachers and other workers are circulating. Please stay tuned. See more about Wisconsin on pages 9-10.

THE JOB YOU SAVE MAY BE YOUR OWN

The Chancellor has authorized campus presidents to consider retrenchment—the termination of employment of a UUP academic or professional with tenure (continuing or permanent appointment) or termination of a term appointment before the term is finished. See page 6 for an update on retrenchments and non-renewals across SUNY campuses. ■



Editor's Corner:

THINKING ALOUD

—Karla Alwes
English

Having recently returned from a semester-long sabbatical, I have a renewed belief in the importance of life outside the classroom in order to make life inside the classroom more relevant and engaging. The sabbatical has seen many changes since its inception in the 1600s, including the modern backlash of viewing the sabbatical as a vacation. But most changes have come from faculty diversity. Professorships are no longer the province of wealthy male hegemony, who sat in gloriously dank libraries, poring over equally dank manuscripts. Dankness has lost its importance in a society in which mothers and fathers and uncles and aunts, many of whom have never seen a dank manuscript, teach our students with a flourish of what we used to call "real life," the life just outside the classroom window. That life is now a part of the academic life of thinking and writing and speaking, thanks to sabbaticals.

Sabbaticals still include solitary scholarship, but they are also comprised of projects that involve, for example, faculty visits to other schools to learn more about their own teaching skills at the knee of a colleague with the same specialty. Today's sabbaticals are inclusive of others. When on sabbatical we often have the opportunity to share our work with others, in presentations at conferences, in interviews with the media, in visits to other schools, or in editing scholarly journals that invite the ideas of others. Such outreach is important to the idea of inclusivity, an important quality to have when teaching our students. Just as we ask students to participate in their own learning, speaking to audiences at conferences or colleagues at other schools results in mutual learning that we bring back to the classroom.

In many colleges, the expectations that define not only the sabbatical but also the title of Professor have changed to provide for the new type of faculty who bring inclusivity into our classrooms. In these colleges, promotion decisions too are made with a new eye toward excellence beyond traditional scholarship. More information on the current changes in sabbatical and promotion can be found in recent issues of *The Chronicle of Higher Education*.

The word *sabbatical* finds its roots in "Sabbath," probably because early universities were associated with the church. Such etymology is unfortunate today, when the economy rather than reason drives decisions. The academic sabbatical that occurs every seven years is perhaps hard to distinguish, to those who believe it is a vacation, from its root Sabbath, the day of rest that occurs every seven days according to Christian dogma.

While on sabbatical I was able to read *The Cortland Cause* with the eye of a reader rather than its editor. Not knowing what was going to be in the pages of the newsletter until publication gave me the chance to be a part of UUP as a whole—the members who pick up the latest issue of the newsletter, either casually or with purpose, to find out what our union membership is doing. I was happy to see all that Chapter President Jamie Dangler is involved in as our chief negotiator with New York State. All gratitude to Jamie, and to Boodie McGinnis, who comprises the entire newsletter production crew, for keeping us intelligently informed. I am pleased to return to my post as editor to work with them. ■



*Budget Austerity will not put New Yorkers back to work
New York needs to grow together, not pull apart*

**Statement from the Fiscal Policy Institute on the Proposed Executive Budget
February 1, 2011**

...the
Governor is
turning his
back on
precisely
those areas
that help
create and
sustain a
strong
economy
and one
that
provides
opportunity
for all

“Our state’s economic recovery cries out for a balanced approach to closing New York’s budget gap. The budget proposed today by the Governor relies excessively on spending cuts, which increase unemployment and intensify hardships for those bearing the brunt of the recession,” said Frank Mauro, Executive Director of the Fiscal Policy Institute, in commenting on Governor Cuomo’s proposed 2011-2012 Executive Budget.

The Governor’s budget proposal slashes spending for K-12 education aid and calls for 10 percent spending cuts from the current year’s level for a host of budget areas affecting New York’s disadvantaged and those hardest hit by the recession. These cuts come after several rounds of reductions over the past two years. The \$2.85 billion “Gap Elimination Adjustment” for foundation school aid will hit hard at the very school districts with many poor children that are still waiting for the State to make up for years of inadequate aid for a sound basic education.

FPI’s Deputy Director and Chief Economist James Parrott said, “The Governor’s budget plan amounts to an unprecedented retrenchment on New York’s commitment to quality public services and affordable and accessible public higher education.” The Governor’s budget strips \$200 million in operating aid away from the MTA, and cuts state funding by 10 percent for SUNY and CUNY community and senior colleges, including cutting back tuition assistance for low-income students. “It is very disturbing that, in the name of improving New York’s economy, the Governor is turning his back on precisely those areas that help create and sustain a strong economy and one that provides opportunity for all,” Parrott remarked.

Other than some relatively minor corporate tax loophole-closing measures, the Governor proposes to close the state’s budget gap almost entirely with dramatic budget cuts. He does not propose any new revenue sources and is allowing the temporary income tax increase for New York’s highest income taxpayers to expire. The increase was enacted in 2009 in order to get the state through the period of recession-lowered tax revenues. The weak recovery nationally means that New York’s revenues, while improving, are increasing very slowly. The temporary 2009 increase expires at the end of 2011. Extending it will provide over \$1 billion for the 2011-2012 state fiscal year, and about \$5 billion for the 2012-2013 year.

FPI’s Mauro said, “While the Governor talks about bringing all stakeholders to the table, he should be sure to invite New York’s wealthiest, particularly those benefiting from the resurgence on Wall Street. It is unfathomable that those who have profited so tremendously from New York’s economic growth over the past two decades are not in a position to aid poor and working New Yorkers in this time of need.”

FPI’s Parrott noted that profits for the five largest Wall Street banks are even greater than last year’s record levels. The richest one percent of New Yorkers now receive 35 percent of all income in the state, while they pay a lower state and local tax burden than middle- and low-income state residents.

The Fiscal Policy Institute is an independent, nonpartisan, nonprofit research and education organization committed to improving policies and practices that better the economic and social conditions of all New Yorkers.

Please note: The above was downloaded from the Fiscal Policy Institute website, <www.fiscalpolicy.org>. Please visit their website for more details and analysis.

FACTSHEET: THE GOVERNOR'S PROPOSED 2011-2012 EXECUTIVE BUDGET

Cuts to SUNY state-operated campuses

- Cuts state support to SUNY's state-operated campuses by almost **\$100 million**.
- If enacted, the Governor's proposed budget would bring SUNY's loss of **annual State support over the past 3 years to about \$685 million**.
- With the Governor's recommended cut, SUNY will have lost 1/3 of its annual operating budget – in just three years.
- These cuts exceed the total annual budgets (state support and tuition) of SUNY's 13 comprehensive colleges.
- SUNY now has 2,700 fewer full-time faculty members to teach today's student enrollment than back in the 1980's and 1990's when there were 40,000 fewer students.
- Cuts to SUNY account for over 26 percent of the total spending reductions imposed on state agencies during the past two fiscal years.

CUTS TO SUNY HOSPITALS — *Upstate Medical University (Syracuse), Downstate Medical Center (Brooklyn), University Hospital at Stony Brook (Long Island)*

- The Governor's budget proposes **almost \$3 billion in reductions in State spending for the Medicaid** program. This will result in an additional \$3 billion cut in federal funding for Medicaid since it's a state-federal matching share program.
- The Governor has also **eliminated all State subsidies for the three SUNY hospitals – which amounts to a loss of about \$154 million in State funding** that would otherwise be available.
- The subsidy was created more than 20 years ago to recognize that the State had a responsibility to at least partially compensate the hospitals for their assumption of responsibility to serve the indigent populations of NYS.
- The elimination of that subsidy, plus the likely impact of the Medicaid reductions, will put at great risk the ability of our hospitals to continue to serve populations who have no other place to go.

SUNY FLEX

- UUP opposes provisions in the Governor's budget bill that would remove existing statutory requirements for pre-audits and contract approvals by the Comptroller for services – this highly anti-labor provision permits and encourages outsourcing.
- UUP opposes provisions in the Governor's budget bill that would allow SUNY to enter into public/private partnerships or to sell or lease campus property without the legislative oversight that is now required under current statute. There is no evidence that SUNY has lost opportunities for revenue enhancement under existing provisions for legislative oversight. Many existing public-private ventures have been a drain on SUNY's resources, not revenue-generators for SUNY.

PROPOSALS FOR REVENUE-GENERATION – NOT CUTS

As we go to press, UUP is working with NYSUT, the Fiscal Policy Institute, and other unions and community groups to endorse revenue generation options that can replace cuts to state services and employment. Reinstating the millionaires tax, which would raise \$5.4 billion in needed revenue, is among those alternatives. Visit our chapter website <www.uuphost.org/cortland> for "Better Choice Revenue and Cost Options."

Cuts to
SUNY
account for
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state
agencies
during the
past two
fiscal years

SUNY CUTS IN REALITY: RETRENCHMENTS, PROGRAM CLOSURES & NON-RENEWALS

Campus/Program	Retrenchments/Program Closures & Non-Renewals
Albany	6 Non-Renewals from the Project Renaissance Program, effective Fall 2011 (note: this program has been abandoned by the University in a faculty-based decision to give UAlbany freshmen a different first year experience. Labor and Management are working together to find these individuals other places on campus) 5 Departments Suspended Admissions (Classics, French, Italian, Russian, Theatre)
Brooklyn HSC	4 Non-Renewals in the Department of Dentistry, effective Nov. 2011 17 Non-Renewals in the Department of Neurosurgery, effective Nov. 2011 Department of Radiation Oncology slated for retrenchment, but on hold for now
Buffalo HSC	10 Non-Renewals in the Department of Rehab Medicine
Geneseo	3 Department Closures (Communicative Disorders & Sciences; Computer Science; Studio Art)
Morrisville	2 Retrenchments
New Paltz	1 Department Closure (Nursing)
NY Network	3 Retrenchments
LYLink	9 Retrenchments & 3 Non-Renewals
NYSTI	Dismantled
Purchase	Admissions suspended to BFA program in Dramatic Writing
Other Campuses	???

WHY WE ARE NOT CRYING WOLF

Although there have been no announced retrenchments on our campus yet, and although our administration has worked hard to retain employees and programs despite recent budget cuts, it is important for us to be aware of what is going on elsewhere in the SUNY system. The chart above shows the status of retrenchments and program cuts that we know of so far. As of February 14, 2011, SUNY Chancellor Nancy Zimpher has “decided to again delegate to all SUNY presidents the authority provided to the chancellor under Article 35 (Retrenchment) of the *Agreement between the State University of New York and United University Professions.*”¹

In case you are not familiar with the terminology, **retrenchment** is the termination of employment of a UUP academic or professional with tenure (continuing or permanent appointment) or termination of a term appointment before the term is finished. **Non-renewal** is the termination of employment of an untenured UUP bargaining unit member at the end of a temporary or term appointment.

SUNY has lost over half a billion dollars in the past two and half years and is facing further cuts from the 2011-12 Executive Budget. These reductions have real, lasting effects on student access and the quality of a SUNY education. These devastating cuts cannot continue – SUNY must be given an appropriate operating budget in order to preserve the integrity of public higher education in New York.

¹ Feb. 14, 2011 memorandum from Nancy Zimpher, Chancellor to Presidents, State-Operated Campuses; Subject: Delegation of Retrenchment Authority.



**PUBLIC EMPLOYEES ARE NOT OVER-COMPENSATED
(& the Corollary is)
PUBLIC EMPLOYEES COST LESS TO EMPLOY
THAN PRIVATE SECTOR EMPLOYEES
WITH THE SAME EDUCATIONAL BACKGROUND**

—David Ritchie, Library

Jeffrey Keefe's paper, "Debunking the Myth of the Overcompensated Public Employee: the Evidence", *EPI Briefing Paper 276* (September 15, 2010), confirms that when private-sector employees are compared by education level with public-sector state and local government employees, public employees are paid LESS than private employee counterparts. And even when including benefits, this Economic Policy Institute study (and two others) have found that total compensation is still LESS for employees with bachelor's degrees and higher levels of education! See the charts below, reproduced from the March 2009 Current Population Survey of the U.S. Census

**Data
confirm
that
public
employees
are paid
LESS than
private
employee
counter-
parts**

**Average earnings and total compensation
by education level in the United States:
Private sector compared to state and local government employees**

Annual Wage earnings

Education	Private	Public	Compared	Public Penalty
All workers	\$55,132	\$49,072	-\$6,061	-11%
Less than high school	29,135	24,378	-4,757	-16
High School	38,269	36,640	-1,630	-4
Some college	43,152	42,108	-1,044	-2
Associate's	47,894	45,247	-2,647	-6
Bachelor's	71,781	48,874	-22,906	-32
Professional degree	152,733	88,629	-64,105	-42
Master's	93,918	60,263	-33,655	-36
Doctorate	119,878	88,625	-31,253	-26

Total Compensation

Education	Private	Public	Compared	Public Penalty
All workers	\$71,109	\$69,108	-\$2,001	-3%
Less than high school	38,918	36,407	-2,511	-6
High School	50,596	53,880	3,284	6
Some college	56,279	61,210	4,930	9
Associate's	62,162	65,165	3,003	5
Bachelor's	91,256	68,290	-22,966	-25
Professional degree	192,977	121,192	-71,785	-37
Master's	118,918	82,297	-36,621	-31
Doctorate	151,875	120,642	-31,233	-21

Bureau as part of the of the Integrated Public Use Microdata Series. The study is based on a sample of 44,280 employees. In making comparisons, the author controls for education, experience, hours of work, gender, race, ethnicity, disability, the size of the organization in which the employees work, and includes only those who are employed full-time. Benefits information (continued on next page)

Even including benefits... public employees with bachelor's degrees and other advanced degrees receive significantly less in total compensation per hour than private sector employees

PUBLIC EMPLOYEES (continued from p. 7)

is taken from the US Bureau of Labor Statistics' Employer Costs for Employee Compensation, December 2009 survey.

Some facts we already "knew" were confirmed in the paper, along with some interesting other points, which can be found at http://epi.3cdn.net/8808ae41b085032c0b_8um6bh5ty.pdf

- the level of educational attainment is the greatest determinant of earnings, and higher levels of education result in higher pay;
- in general, public sector occupations require higher levels of education;
- of the total compensation received, benefits comprise a greater percentage (34%) of that total for state and local public employees than for private-sector employees (26%-33%);
- on average, public sector employees work slightly fewer hours per week (42.6 hrs) than private sector employees (43.3 hrs);
- for employees whose highest level of education is high school to associate-degree level: only for these employees do public employees receive more in total compensation (5%-9% more) than private employees; the author theorizes that the pay gap is smaller because the public employees who are unionized in jobs at these levels have negotiated minimum pay scales which are higher than the minimum pay scales for the largely non-unionized jobs in the private sector at these educational levels; then, when benefits are factored in, the benefits difference pushes total compensation higher for these public employees than for the private employee cohort with the same educational backgrounds;
- benefits mixes are different: for example, there is more vacation pay and supplemental pay (e.g., bonuses) for private-sector employees than public-sector employees; more sick leave compensation for public employees;

higher health insurance costs and higher retirement costs for public employees, partly because participation rates are lower (because they are often optional) in the private sector.

The staggering results are those summarized in the table on p. 7, where, even including benefits:

- public employees with bachelor's degrees are compensated 25% less in total per hour than private sector employees with bachelor's degrees;
- public employees with master's degrees get 31% less total compensation per hour;
- public employees with doctorates get 21% less total compensation per hour; and
- public employees with professional degrees (law or medicine) get 37% less total compensation per hour than comparable employees in the private sector.

In related articles by the same author, using the same data but looking at individual states:

- Wisconsin public employees earn 4.8% LESS in total compensation per hour than comparable private employees (http://epi.3cdn.net/9e237c56096a8e4904_rkm6b9hn1.pdf)
- Indiana public employees earn 5.9% LESS in total compensation per hour than comparable private employees (http://epi.3cdn.net/d73f286d5b870dc830_klm6bn69g.pdf)
- Ohio public employees earn 3.5% LESS in total compensation per hour than comparable private employees (http://epi.3cdn.net/6ddeb152266bf6714f_6xm6b955l.pdf)

It's a myth that public employees earn more or get more in total compensation per hour than their private-sector counterparts, when compared on highest educational level attained. ■

Flexible Spending Account—Use it or Lose it Deadline Approaching

Reminder!

Employees enrolled in the Flex Spending Account for the 2010 plan year have until March 31, 2011 to send in reimbursement requests for eligible expenses incurred under the Health Care Spending Account and the Dependent Care Advantage Account.

For more information, log onto www.flexspend.ny.gov or call 1-800-358-7202.



WHY WISCONSIN MATTERS

—Craig Little
Sociology/Anthropology

The most prescient words I've ever heard, "The private sector has declared war on the public sector," were spoken by then-UUP Local President Frank Burdick around 1980. The exact time and place eludes me; the brilliance of the observation never has. The context was the retrenchments visited on SUNY Cortland way back when—when the "R" word meant real people, real families, real jobs, REAL RETRENCHMENTS. About 30 (or was it 40) of our colleagues disappeared, along with the Campus School. (I've now forgotten the exact number of people, though the stunned incredulity on individual faces remains fixed).

On the national scene, the early-1980s saw the election of Ronald Reagan—an event that many Americans welcomed as "Morning in America," a stark contrast to Frank Burdick's dire assessment. Part of Reagan's morning wake-up call was busting of the Professional Air Traffic Controllers Organization (PATCO). This drama, played out on the national stage, was one of the early battles in the thirty-year war foretold by Burdick. During his election campaign, Reagan wrote to PATCO's president, "I have been briefed by members of my staff as to the deplorable state of our nation's air traffic control system. They have told me that too few people working unreasonable hours with obsolete equipment has placed the nation's air travelers in unwarranted danger... You can rest assured that if I am elected President, I will take whatever steps are necessary to provide our air traffic controllers with the most modern equipment available and to adjust staff levels and work days so that they are commensurate with achieving a maximum degree of public safety...."

The controllers were desperately understaffed; hours were, in their opinion, dangerously long for work that demanded razor-sharp alertness and split-second, life and death decision-making. Many of the core issues revolved around working conditions and public safety. One can easily second guess the wisdom of PATCO's decision in 1981 to call an illegal strike to press its demands. In the end, Reagan brilliantly played off the tenor of the times to break the controllers' union and fire them all. Many never again worked as air traffic controllers. Allan Greenspan, speaking in 2003 on the Reagan legacy said, "Perhaps the most important, and then highly controversial, domestic initiative was the firing of the air traffic controllers in August 1981... (because) importantly his action gave weight to the legal right of private employers, previously not fully exercised, to use their own discretion to both hire and discharge workers." The PATCO debacle became a signal incident in the decades-long erosion of workers' capacities to collectively bargain in both the public and private sectors.

Today's Wisconsin governor, with an impeccable Reagan pedi-

gree, leads the charge embodied in his spiritual mentor thirty years before. The state's public employees unions have long since announced their willingness to cut wages and health care as their contribution to balancing the state's budget. The issues in Wisconsin are NOT salaries and benefits. The issue is far more fundamental: the right to collectively bargain about matters such as working conditions. The governor is trying to write the first paragraph of the final chapter in the long, depressing book begun by Reagan. Make no mistake, the state du jour may be Wisconsin but the goal is national—a collective-bargaining-free country that is, in that specific respect at least, a lot like the ones we see blowing up on the evening news these days.

The challenges of fighting union busting in the present climate are daunting. Very few Americans now belong to unions. Left to their unorganized, individual devices, many citizens understandably feel isolated, vulnerable and fearful. Tony Ben, the venerable British labor leader, observes that fear is THE key to oppression. The fearful keep their heads down ever terrified they might lose what little they have. In an atmosphere ripe for scapegoats, many Americans eagerly embrace a narrative condemning those who have collectively bargained contracts in the absence of a vigorous counter-narrative explaining how collectively bargained protections could benefit them too. Most parents can understand how raising their child's third-grade classroom size from 25 to 50 is NOT in their interest. They need to be reminded.

Wisconsin matters because history may mark it as the 21st century's "air traffic controllers" event. The affluent Americans so ably represented by Reagan have, since 1980, enjoyed phenomenal success: Over those three decades, the gap between the richest 10% of Americans and the rest has become a yawning divide. Quite possibly the decisive battle in the war Frank Burdick's phrase so brilliantly captured is happening right now. We'd best join the fight. ■



UUP SUPPORTS PUBLIC WORKERS IN WISCONSIN: THEIR STRUGGLE IS OURS



Across chapters and at the statewide level, UUP members are supporting public sector workers in Wisconsin in a variety of ways: signing petitions, contacting legislators, attending rallies, and showing support and solidarity.

The Wisconsin Governor's effort to curtail collective bargaining rights for teachers and other public employees has significance for UUP and for all unionized workers across the country. The budget situation is being used as justification for eroding collective bargaining rights.

In New York State, there has been public discussion about weakening the Taylor Law by removing the Triborough Amendment. Triborough allows our contract provisions without specific sunset dates to continue after expiration (most notably our health benefits). The loss of Triborough could mean that contract protections and benefits would end on the expiration date of a contract. Think about the impact of that on the bargaining power of unions and our ability to maintain adequate workplace and benefit protections for employees when negotiations processes extend after expiration (as they typically do).

As of this printing, UUP has sent representatives to Wisconsin to assess the situation there, show support to our union colleagues on the front lines, and help clarify the relevance of this and similar state battles for UUP and NYS (see photos at right and top left of Michelle Carter, UUP Associate Coordinator of Research/Legislation, participating in demonstrations at the Wisconsin State Capitol). The UUP Executive Board has endorsed a resolution in support of Wisconsin public employees, and many chapter Executive Boards, including ours, are following suit with their own endorsements. UUP leaders and rank-and-file members are signing on to petitions and statements to legislators and attending rallies around the state.



The American Federation of Teachers continually updates information about ways we can join the effort to defeat Governor Walker's assault on public workers in Wisconsin. Check it out at

<http://www.aft.org/newspubs/news/2011/021611wisconsin.cfm> ■

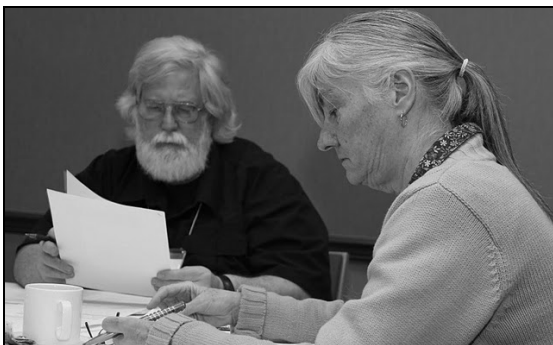
—Photos courtesy of
Michelle Carter

PREPARING FOR NEGOTIATIONS

Members of the UUP Negotiations Team and Negotiations Committee came together January 18-20 in Rye, NY, to begin to clarify the union's priorities for upcoming contract negotiations with the state. Pictured below left, Cortland's VP for Professionals and member of the Negotiations Committee John Driscoll talks with Maritime chapter President Barbara Warkentine. During the meetings, John and colleagues from SUNY chapters around the state worked together to review member input collected through the fall semester negotiations survey, member suggestions forms, reports from UUP chapters and statewide committees, and notes from Negotiations Team chapter visits and other meetings with members.

Below right, Cortland's Part-Time Concerns officer and Negotiations Team member Anne Wiegard discusses UUP member suggestions and possible contract proposals with Stony Brook University chapter president Arty Shertzer.

Cortland chapter President Jamie Dangler, Chief UUP Negotiator (center photo), reports that no date has yet been set for meetings with the state. For now, UUP continues to work on development of its priorities and proposals. For updates on negotiations, see the UUP negotiations website <http://www.uupinfo.org/negotiations/index.html> ■



—UUP photos



AN EDUCATION ABOUT EDUCATION

Friday, February 11, 2011

—Blog posted by Gordon Bonnet, teacher at Charles O. Dickerson High School, Trumansburg, NY
<http://skeptophilia.blogspot.com/2011/02/education-about-education.html>
Reprinted with permission of the author at the request of David Ritchie

Here in New York state, the news has been full of articles about the Governor's proposed budget. Being a teacher (although not insensitive to the effects of cuts in other areas), I have been watching the funding of education pretty closely. And the budget, should it pass, will result in a \$1.3 million dollar loss to our little school district alone.

At the same time, a hugely popular cap on property tax increases is likely to pass, meaning that schools' only other source of revenue will be closed off to them. The state has not proposed removing any of the many unfunded mandates schools now labor under. You don't have to be an economist to see the only possible result; cutting teachers, cutting programs, raising class sizes.

I understand the economic stresses of the times, and that something drastic has to be done. I certainly wouldn't want to be in Governor Cuomo's shoes. What has appalled me, however, is the deafening howl of anti-teacher rhetoric that is becoming commonplace wherever these issues arise.

To give just one example, here's a reader response to one of the recent articles about education cuts. It is largely representative of the responses I read, and by no means the most extreme. I have copied it, verbatim, from the source.

"High time teachers are forced to get up off their lazy asses and work for a living. Any time the teachers unions whine about anything, the libs cave in and raise taxes. From what my kids say all the teachers are these days is glorified babysitters. They do nothing but give out worksheets and show films. You can do that as easily with forty kids in a classroom as you can with twenty, so why not fire half of them? Pick out the best ones, and tell the unions to keep their damn noses out of who gets retained and who gets fired. After that, cut a third of the administrators, and for ALL of them get rid of the free-ride health insurance, paid three month vacations, and cushy, state-funded pensions that allow them to retire early. You could balance the budget tomorrow if you did that."

And my response to the response: how about I educate you a little about education?

Get up off my lazy ass and work for a living? This year I am teaching five different subjects — Introductory and Advanced Biology; Advanced Environmental Science; Brain & Senses (an introductory neurology class); and Critical Thinking. In addition, I am doing after-school, voluntary (i.e. for no pay) independent study classes in Latin, linguistics, and human genetics. Just planning for all of my classes takes a minimum of three hours a day, grading student work another hour or two. Oh, yeah, and there's the teaching itself. If you think that all I do is show films and give out worksheets, come and spend a day in my classes. You will, every day, participate in class discussions of current issues. You will do lab experiments and be expected

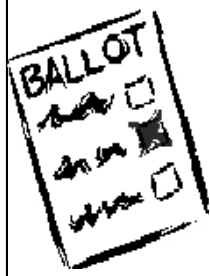
to use proper technique, and write up your results afterwards. You will be expected to master technical material, and demonstrate that you've understood it and can apply it. You will be expected to use correct spelling and grammar in all writing assignments, and no, "This is not English class!" will not be accepted as an excuse. You will be expected to treat me, and the other students, with respect.

Get rid of the unions? The unions are the only protection we have preventing capricious and arbitrary breaches of contract by administrators and school boards. Note that I am not implying that all administrators and school board members would do those things, but some would, and without unions we would have little legal recourse. I know that unions, too, sometimes fail in what should be the goal of all educators — to provide the best possible quality of education to students. Rubber rooms, and protection of poor-quality teachers, do happen. But even there, the fault is not always with the unions. The single worst teacher I have ever worked with was retained not because of any kind of union pressure, but because administrators didn't do their job and document her many failings, pressure her to improve, and when that didn't work (which it probably would not have), show her the door.

And just to correct a few factual errors: we do not get free health insurance. I don't get a dime during the summer, and in fact when I was a single dad, I had to work two jobs just to save enough to make my June, July, and August mortgage payments. And no teacher I know of can retire "early" — I will have to work until I'm 62 not to have major penalties assessed on my pension. And with the current pension formulas, and the fact that retirees have to pay a much greater share of their health insurance costs, many of us can't afford to retire. I know one teacher who has been teaching for 38 years, and if she retired she wouldn't make enough money even to cover her expenses.

If you gut education, cut teachers, break the backs of school districts caught between state mandates and shrinking revenue, you will see the quality of education diminish commensurately. Yes, educators will continue trying to do the best with what we have; that's what we do. But if you are worried about the up-and-coming economic threat from the tens of thousands of highly-educated young people from China and India, the last thing you should do is cut education. "Don't just throw money at the problem," is a nice aphorism, suitable for a bumper sticker, but there's another one that also applies; "You get what you pay for."

Oh, yeah, and "Build new schools, or build new jails: Your choice." ■



2011 CORTLAND CHAPTER ELECTIONS CANDIDATE STATEMENTS

Below and on the next few pages is a listing of candidates for UUP Cortland Chapter Office for 2011-2013, as well as candidate statements received by the stated deadline. Candidate statements were limited to 150 words or less and have been printed as submitted without editing. This list includes those who will appear on the official ballot; you may write in additional names if desired. You should have received your ballot at home by now—please take the time to vote! Ballots are due back to Albany no later than March 23.

PRESIDENT

- **Jamie F. Dangler** , Sociology/Anthropology
*"I'd be honored to serve a second term as your chapter president. For the past two years I've focused on getting more members involved in UUP activities in order to make sure all voices can be heard.
 I remain committed to expanding our department/office rep system, hosting chapter meetings that allow for dialogue about pressing issues on campus and statewide, and providing opportunities for members to work together to solve problems and take on new initiatives to enhance the quality of our work environment.
 As we face the worst budget crisis we've ever seen, I remain focused on coalition-building across the campus and community to confront threats to our jobs, programs, and ability to meet student needs.
 By facilitating the work of our team of elected officers, Board members, and committees, I'll do my best to ensure that member concerns and needs are addressed in a timely and effective manner."*

VICE-PRESIDENT FOR PROFESSIONALS

- **John Driscoll** , Geology & Physics
"I have served as VP of Professionals for the UUP for the past 3 years. During that time, I have developed an understanding of the workings, limitations, and potential of the UUP to effect change. I realize that, while we are limited to upholding the terms of employment according to the contract, we can have a presence that can address the needs and problems of our constituents. We are at a point where we face some real challenges. I would like to think I can help us get thru the hard times we will be experiencing. I am willing to do my part. I have really enjoyed working with the Professionals on campus as well as on a State level. I would like the opportunity to continue working on the issues of Professionals as well as for all UUP members."



Ballots arrived in members' home mailboxes on or shortly after February 25th. All ballots must be mailed to UUP headquarters in time to arrive no later than March 23.

VICE-PRESIDENT FOR ACADEMICS

- **David Ritchie** , Library
*"Maybe you've heard from me in an email [we SURELY SORELY need Tuesday Advocates! –contact me to help our campus!], perhaps you've seen me on a bicycle around the college. I'm running to continue to work with you and for you, to be an advocate for academic faculty individually and as a group, to promote more discussion about matters that affect us. I've gotten good experience supporting individuals having issues, and believe I've helped them toward resolution. I've learned a lot from Jamie Dangler, who preceded as Academics VP, and from Randi Storch (Grievance Chair) and our UUP Labor Relations Specialists. You know what the big issues are: budget cuts, changes potentially affecting retention, workload, contract, academic freedom, our professional environments. Bottom line: I enjoy people, I'm pretty resourceful (a librarian, you know?), I'll work for your confidence, I'd like your vote. What do you think?
David.Ritchie@cortland.edu or 753-2818."*

- **Barry Schecter**, Health

SECRETARY

- **Jennifer Drake** , Academic Support & Achievement
"I am a full-time professional Academic Tutor in the Academic Support and Achievement Program here at Cortland. I'd like to thank Cortland chapter members for giving me the opportunity to serve as Professional Delegate over the last two years. During that time I have participated in many union activities, from Albany advocacy days to the New Leaders' Workshop to our own Union Matters meetings to statewide Delegate Assemblies, and I have served as the representative for professionals on our chapter's Ad Hoc Negotiations Committee. Each of these experiences has opened my eyes to ways in which the union could become more responsive to your needs and concerns. I am running for Professional Delegate and Chapter Secretary in the interest of continuing this work by building on the knowledge I have already gained in order to serve you ever more effectively. I hope you will give me that chance."

Your vote is your voice—be heard!

- **Elizabeth Owens**, Communication Studies
“My teaching experience in public education, my background in Organizational Communication and my work teaching in Labor Studies Extension at Cornell has provided me with a broad view of both Academic and Professional work roles in education. My work with the Middle States Labor Council has helped us to continue to build bridges with other Unions. I believe that these insights are particularly valuable when preparing and debriefing our Labor Management Meetings.

As a Part-time Faculty Member for over twenty years (and a former Part-Time Rep), I have not forgotten my part-time Colleagues. I would like to use my role as Secretary and my role of Part-time Faculty Senate Rep to develop an integrated model where Full- and Part-time Faculty and Professionals work together to preserve the quality of our great college in this time of crises .”

TREASURER

- **Thomas Pasquarello**, Political Science

PART-TIME CONCERNS REPRESENTATIVE

- **Jackie Pittsley**, English
“As a delegate and a member of the Part-time Labor Management Team, I helped develop and present the successful proposal for allocating across the board DSI awards to part-time employees, which they received in December 2010. I have served as a member of both the chapter and the statewide Part-time Concerns Committee for three years. I chaired the most recent UUP Food and Gift Drive for disadvantaged families in 2008, which resulted in the largest single donation Catholic Charities of Cortland had ever received.

If elected, I will continue working to gain equity for all part time employees and full time lecturers. I will fight to preserve jobs for part time academics, professionals, and full-time lecturers. Your Part-time Concerns Committee will hold meetings where members can discuss your concerns, and the Part Time Labor Management team will act on your concerns. I am experienced. I want to advocate for you!”

- **Barry Schecter**, Health

AT-LARGE ACADEMIC REPRESENTATIVE TO THE CHAPTER EXECUTIVE BOARD

- No nominations received — two positions available — write-in candidates are encouraged

AT-LARGE PROFESSIONAL REPRESENTATIVE TO THE CHAPTER EXECUTIVE BOARD

- **Jennifer Drake**, Academic Support & Achievement
(see statement above, this page, under Secretary)
- **John Driscoll**, Geology & Physics
(see statement on p. 12 under V.P. for Professionals)

- **Dianne Galutz**, Administrative Computing (Retired)
“I am asking for your vote as an Professional Executive Board representative. I would like to continue representing the professionals at the local level on the Executive Board. With my many years of experience, I feel that I am an excellent advocate for professional issues and have always had the interests of professionals as a priority. I continue to promote better evaluation procedures, promotion considerations, and workplace rights. As a recent retiree, I have a good perspective from both sides! I ask for your vote to continue the work on Cortland’s Executive Board. Thank you!”

- **Ben Patrick**, Networking & Telecommunications
“Hello, for any Professionals who don’t know me, I have worked at Cortland in Information Resources for 10 years. Recently I have become involved in union activities as an Alternate Professional Delegate. Through this involvement I have seen what value UUP can offer. I would like to join the Executive Board in this position so I can advocate for all Professionals on campus. In these difficult times we need to ensure that Professionals continue to be treated as Professionals.”

- **Jo Schaffer**, Art & Art History (retired)
“I ask for your support as a Professional representative to Cortland’s Executive Board and to the Delegate Assembly. I would bring experience, history, continuity and a deep commitment to academic unionism. I have been chapter president (first professional woman in that role), chapter professional VP, and statewide UUP Membership Officer.

In this crucial time, once again, of major attacks on public higher education, I bring extensive experience and knowledge on how to fight the enemies at our gates. You can count on me to continue to be there for you in the long haul.”

- **Joe Westbrook**, Facilities Planning, Design & Construction
*“Yes we can
 Together now through
 Budget woes and contract lapse
 Requiring thoughtful presence*

*An opportunity to serve
 I submit a positive
 Outlook and refined energy
 To the position*

*Help to the need
 A friend in deed
 Cheerful support in solidarity
 Dedicated equally to all*

*Weighing issues and concerns fairly
 An advocate for equitable solutions
 Investing, nurturing to reap rich results
 Enhancing our community*

*Proudly wear the title Union
 Your support my interest to confirm
 Humbly I request
 We can, Yes — Sincerely, Joe Westbrook”*

ACADEMIC DELEGATE TO DELEGATE ASSEMBLY

- **Ross Borden**, English
“As an alternate delegate, I am not usually in a position to vote but have participated regularly in meetings of the Executive Board and at the DA. In the past year, I helped Anne Wiegard to write the report of the Task Force on Contingent Employees; I have proposed language for the constitutional amendments that the Task Force recommends; with Jen Drake, I wrote the report of the Ad Hoc Advisory Committee; and I drafted extensive revisions for the Part-Time Employee Handbook. I am trying to persuade the statewide Membership Committee to develop a proposal for extending the category of Associate Membership to any employee who is laid off, with a view to establishing preference for work and recall rights. Having served as an alternate delegate for several terms, I hope very much to be elected as a regular delegate and granted the right to vote at each meeting.”
- **Florence “Flossy” Brush**, Physical Education (Retired)
“First, as a retiree, I am very aware that decisions made by active members affect those of us who are or who will be retired. My input may prevent some of the problems, mostly unintended oversights, that I experienced as a retiree. Second, my discipline and school are not currently represented on the board, and until an active faculty member can become involved, I feel a responsibility to continue to represent our interests. I would very much like to have your vote.”
- **David Kreh**, Library (Retired)
- **Elizabeth Owens**, Communication Studies
“It was truly a high point of my time in the union to be able to vote and sit with Larry and Flossie and Jo without feeling like a bump on a log. (It was also a conversation ice-breaker to have the “right “color code on my tag.) However this was only thanks to Regular Delegates absence. Since the local Secretary does not get a vote at the State level (unlike the other officers) Please vote for me and move me from Alternate to Regular Delegate and if elected I will make a genuine effort to represent Cortland UUP and to go to more DA’s. Thank you in advance!”
- **Jaclyn Pittsley**, English
(See statement on p. 13 under Part-Time Concerns Representative)
- **Henry Steck**, Political Science
“I am soliciting your vote for reelection as an Academic Delegate representing the Cortland UUP Chapter. When I became active in UUP, I was determined that UUP at Cortland would:
 - * *fight hard for all our members – academics, professionals, contingent – for good salaries, benefits, grievance procedures; equity; decent workload, fair treatment; no layoffs.*
 - * *advance SUNY Cortland and SUNY as first-rate academic institutions and secure strong budget support;*
 - * *defend all colleagues, especially our excellent, over-*

worked & scandalously underpaid contingent colleagues;

- * *foster a robust, open, democratic, participatory union;*
- * *build a strong college community.*

Now, with the proposed Cuomo budget, we face the worst of the worst – attacks on us as state employees (furloughs, pay freeze, lay-offs, demands for give-backs), on our college, on our students, on New Yorkers who expect a first-rate university.

Now is time to push back and resist. With Cortland UUP colleagues, this is what I will continue to do.”

- **Anne Wiegard**, English
“During my current term as delegate, I have attended every chapter Executive Board meeting and statewide Delegate Assembly, as well as Leadership Workshops. I participated during Legislative Outreach visits to speak with lawmakers in Albany and I’ve met locally with legislators and community leaders to advocate for funding SUNY. I chaired the statewide Task Force on Contingent Employees and our report is available for your review on the website, UUPinfo.org. I was appointed to the Negotiating Team in July, and because the work of the Negotiating Team is very time-consuming, I have decided not to run for another term as Part-time Concerns Representative. I endorse Jaclyn Pittsley for the office of Part-time Concerns Representative of the Cortland Chapter.”

PROFESSIONAL DELEGATE TO THE DELEGATE ASSEMBLY

- **Jennifer Drake**, Academic Support & Achievement
(See statement on p. 12 under Secretary)
- **John Driscoll**, Geology & Physics
(See statement on p. 12 under VP for Professionals)
- **Irene Maffetore**, Chemistry
- **Jo Schaffer**, Art & Art History (Retired)
(See statement on p. 13 under At-Large Professional Representative to the Chapter Executive Board)
- **Dawn Van Hall**, Library
“For a number of years now I have represented you as a Professional Delegate. I work with UUP on campus on Professional issues and go to Albany to attend the UUP Delegate Assembly, where I represent Cortland Professionals. There we attend meetings and network with others from around the state to talk about on going professional issues. On our campus I help to plan events and organize workshops on issues that impact our jobs and our rights. Sometimes it’s just being someone to listen when another professional wants to talk to about their situation.
I would like to continue to represent the professionals of this campus and their interests for another term. Now, more than ever, we need representation both on our campus and at a statewide level. I want to continue to serve the campus in this capacity. Please re-elect me so that I may continue to serve you.” ■

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 Thurs 2-5 pm
 Other times by appt.

**UUP CORTLAND CHAPTER
 EXECUTIVE BOARD 2010-2011**

<i>Position</i>	<i>Name (Department)</i>	<i>Phone Ext.</i>	<i>E-Mail</i>
PRESIDENT/1st ACAD. DEL.	Jamie Dangler (Sociology/Anthropology)	2484	jamie.dangler@cortland.edu
VP-ACADEMICS/2d ACAD. DEL.	David Ritchie (Library)	2818	david.ritchie@cortland.edu
VP-PROFESSIONALS/1stPROF. DEL.	John Driscoll (Geology & Physics)	2926	john.driscoll@cortland.edu
SECRETARY	Elizabeth Owens (Comm. Studies)	5726	elizabeth.owens@cortland.edu
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It's YOUR Newsletter!

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

Please share your thoughts with us— we want to hear from you!

Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

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

We reserve the right to

edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, B-18A Old Main, uup@cortland.edu

and to the editor, Karla Alwes, 115-A Old Main, karla.alwes@cortland.edu



Tuesday Advocates Needed

Ride to Albany with members of United University Professions

SHARE YOUR STORIES WITH LAWMAKERS TO EMPHASIZE THESE MESSAGES:

- K-12 and higher education (SUNY) is New York's **Best Investment!**
- Restore the Millionaire's Tax to Raise \$5.4 Billion in Needed Revenue
- Don't cripple New York's public hospitals
- Don't allow anti-labor SUNY Flex provisions

THE GOVERNOR'S PROPOSED BUDGET:

- **\$100 Million Cut to SUNY state-operated campuses**
—Will bring the loss of annual State support over the past 3 years to about \$685 million – or 1/3 of SUNY's total operating budget
- **Elimination of \$154 million in state subsidies for SUNY's 3 teaching hospitals**
- **\$3 billion cut to Medicaid**
—Will result in an additional \$3 billion cut in federal Medicaid funding, since it's a state-federal matching share program
- **Anti-Labor SUNY Flex provisions**
—Oppose provisions in the Governor's budget bill that would remove existing statutory requirements for pre-audits and contract approvals by the Comptroller for services – this highly anti-labor provision permits and encourages outsourcing.
—Oppose provisions in the Governor's budget bill that would allow SUNY to enter into public/private partnerships or to sell or lease campus property without the legislative oversight that is now required under current statute. There is no evidence that SUNY has lost opportunities for revenue enhancement under existing provisions for legislative oversight. Many existing public-private ventures have been a drain on SUNY's resources, not revenue-generators for SUNY.

Who will serve the uninsured and underinsured in New York State?

Who will protect our jobs?

Who will educate our children and provide continuing education to our working citizens?

WE NEED YOU ON

March 15, March 29, April 5

E-mail or call the UUP office (uup@cortland.edu; 753-5991) or Jamie Dangler (jdangler@uupmail.org) for further information or to sign up to advocate for SUNY

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