



THE CORTLAND CAUSE

Volume 37, Issue 3
February 2012

Special points of interest:

- Legislative Agenda
- Negotiations Update

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UUP NEEDS YOU!

CALL FOR ADVOCACY VOLUNTEERS

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MARK YOUR CALENDAR!

WORKLOAD WORKSHOPS

MARCH 28

See page 9

CELEBRATING OUR NEW CHAPTER OFFICE

During the winter break, the UUP Cortland chapter office moved from its previous home in the basement of Old Main to an expanded space in B-5 Moffett Center. The new office includes private meeting space as well as more functional office space for our increasingly busy needs.

Special thanks are extended to all who worked very hard to make our move a smooth one, especially to Phil Connery, Physical Plant Project Coordinator; Daron Foster, moving crew supervisor, and other members of the moving crew; Steve Bergman of IRSC; and the custodians in Old Main and Moffett Center, the painters, and the electricians, all who prepared the space for our arrival and then continued to help us get settled after the move.

On February 6, we held a "New Office Open House," which was attended by 50-plus chapter members as well as other members of the campus community. We welcome and encourage chapter members who could not make the open house to stop by and check out our new space!



Pictured above are some of the chapter members who attended our recent New Office Open House From left to right: Steve Halebsky (Sociology/Anthropology), Don Hughes (Chemistry), Billie Jean Goff (Counseling Center), John Driscoll (Geology/Physics), Irene Maffetore (Chemistry), Bill Skipper (Sociology/Anthropology), Peter McGinnis (Kinesiology), Ellen McCabe (Library), Chapter President Jamie Dangler, Jennifer Drake (ASAP), and Bill Buxton (Literacy).

—Photos courtesy of Peter McGinnis



PRESIDENT'S MESSAGES

—Jamie Dangler

STATE BUDGET AND UUP'S 2012 LEGISLATIVE AGENDA

To start on a positive note, the Governor's 2012-13 Executive Budget holds SUNY's operating budget stable. This is very good news given the loss of more than \$700 million in funding for SUNY's state-operated campuses (1/3 of SUNY's operating budget) over the past 3 years. While keeping SUNY's historically low level of funding stable is certainly better than further cuts, inadequate funding and other proposals on this year's legislative agenda threaten SUNY's ability to meet New York State's need for affordable and accessible public higher education and health care.

During visits to the Capitol and local district offices, UUP members often remind state legislators of SUNY's Mission: "...to provide the people of New York educational services of the highest quality, with the broadest possible access, fully representative of all segments of the population in a complete range of academic, professional and vocational postsecondary programs..." The need for that reminder was once again revealed at the start of this year's legislative season, which began with a January 24 Advocacy Day in Albany. Dave Ritchie and I were joined by more than 40 UUP colleagues from across the state as we met with legislators from the NYS Senate and Assembly to discuss the following pressing needs:

- **Funding for more full-time faculty to meet the demands of rising SUNY enrollments.**
- **Additional restoration of the state subsidy to SUNY's teaching hospitals, which lost \$68 million in state funding last year.**

SUNY's three teaching hospitals provide needed medical care to NYS residents, with an obligation to serve the poor and a history of providing necessary medical services not adequately provided by the private sector (e.g., Upstate Medical Center's Burn unit). These hospitals provide essential patient care while fulfilling SUNY's mission to educate citizens for service in the health care professions.

- **Preventing the proposed closure of SUNY Downstate Medical Center in Brooklyn.**

UUP Chapter President at Brooklyn Health Science Center, Rowena Blackman-Stroud, has provided us with the information below.

The State's Medicaid Redesign Team has proposed closing inpatient services at SUNY's Downstate Medical Center

hospital in Brooklyn. The proposed plan would shift these services to Long Island College Hospital. This change would remove needed health care services from the central Brooklyn community where they are now located. Thousands of central Brooklyn residents receive health care services from Downstate each year. Many are underinsured or uninsured. Residents may lose access to quality, specialized treatment only offered at SUNY Downstate University Hospital regardless of patients' ability to pay.

Closing SUNY Downstate would negatively impact SUNY's teaching mission. More NYC physicians have been trained at SUNY Downstate than at any other medical school.

Closing SUNY Downstate will have a negative impact on the local economy. It's Brooklyn's fourth largest employer, returning approximately \$12 to the local economy for every dollar invested in it and contributing more than \$1.3 billion yearly to the state's economy.

Please stand with our UUP colleagues in Brooklyn to protect their jobs and the critical patient care and educational services they provide to the Brooklyn community.

- **Maintaining the current provision that exempts students who receive the maximum TAP award from paying tuition above the maximum award level.**

As tuition continues to rise (there will be another \$300 increase this year), we are concerned about pricing the state's neediest students out if the TAP ceiling does not move up in line with tuition increases.

- **Protecting future state employees by rejecting the proposal to institute a new Tier VI retirement plan.**

The Governor's proposal to institute a new Tier VI retirement plan for future NYS employees would move state employees away from a defined benefit model and toward a 401(k) type defined contribution plan. The Tier VI proposal would force new SUNY employees to choose among vastly reduced retirement benefits for those who elect to join TRS or ERS. Similarly, new employees who enroll in the ORP (Optional Retirement Plan) would have greatly reduced benefits.

In all these proposals, the state's contribution to the retirement security of public employees would be significantly diminished with little or no savings to taxpayers for years to

come. SUNY would lose its ability to attract the best and brightest faculty and staff if its retirement plans were inferior to those of other states. Tier VI with a 12-year vesting period would tie New York with West Virginia for the longest vesting period in the nation.

Call 877-255-9417. Tell your state legislator and the governor “**No to Tier VI.**”

For more information about these issues, please visit www.uupinfo.org

PARKING

During the week of February 13, parking spaces were lost in the vicinity of Old Main and Bowers as a result of building construction. Since there was no immediate reminder to the campus community before the spaces were blocked off, UUP received questions and complaints from members. On February 22, I met with the Associate Vice-President Nasrin Parvizi and other Facilities Management personnel. We discussed the benefits of a process whereby the timing of parking changes, an accounting of lost spaces, and alternative parking possibilities would be publicized before a major change in parking occurs.

UUP will continue to provide suggestions to minimize the loss of spaces during construction, through our representatives to relevant campus committees. Thanks to our UUP reps who have attempted to work with the administration to address parking issues — John Driscoll, Irene Maffetore, and Peter McGinnis (UUP reps on the Labor-Management Environmental Health & Safety Committee), and Steve Patrick and Dawn Van Hall (UUP reps on the Campus Parking Committee). We will continue to press for timely communication as temporary parking changes take place.

PROFESSIONALS' ISSUES

We are pleased that the administration's supervisor training program is underway with February and March sessions on developing performance programs, providing continuing performance

feedback, and preparing and conducting performance evaluations. UUP has underscored the importance of adequate supervisor training as a critical step toward addressing problems related to the terms and conditions of employment for our professionals.

A workload workshop for Professionals will be held on March 28 in order to address continuous concerns about workload creep and changes/additions to work assignments (**see page 9**).

ACADEMICS' ISSUES

UUP conducted two meetings with academic department chairs in February. In order to accommodate chairs' schedules and campus locations, the first meeting was held February 13 in Moffett and the second was held February 20 in the Professional Studies Building.

Topics discussed included appropriate work for undergraduate teaching assistants, the need for training to supervise CSEA employees, the importance of specifying all job duties for part-time faculty in appointment letters, tenure-track hiring, changes in teacher education requirements, and the need for the campus to seriously address workload increases and the impact of unfunded mandates. I will follow up on these items through our labor-management venues, and UUP's March 28 workload workshop will include a session specifically focused on academics (**see page 9**). Particular attention will be paid to increasing workload in Teacher Education programs.

FOOD AND GIFT DRIVE

And finally, my heartfelt **thanks** to Jackie Pittsley (English) for organizing a very successful holiday food and gift drive; to all the department volunteers who worked with Jackie to gather food and gifts; and to all who made donations. We received word from Catholic Charities that, during the month of December, their food pantry distributed enough food for three meals/day/person for a total of 4,680 meals to 520 people. And, they served 345 Christmas Food Baskets to the community. Your donations assisted greatly in these endeavors. ■

IMPLICATIONS OF SUNY NY 2020 – CAMPUS OPERATING FUNDS FOR BUILDING CONSTRUCTION

- ◆ The four University Centers will need to use operating funds to finance 90% of the \$800 million construction cost of planned new buildings. For the first time, State-operated campuses are expected to pay debt service on bonds for university capital projects. The Executive Budget proposes extending NYSUNY 2020 Challenge Grants to three additional campuses. Is this the beginning of a move away from State funding for SUNY capital projects?
- ◆ The current maximum student TAP award is lower than SUNY tuition costs, given recent tuition increases. Under SUNY NY 2020, campuses are relied on to fund financial aid beyond the maximum TAP award. This absolves the State of its responsibility to increase TAP as tuition increases and puts the burden on SUNY, CUNY, and students. Last year, it cost SUNY more than \$11 million to cover this TAP-tuition gap.

SUNY BUDGET FACTS

- ◆ State funded support in 2012-13 will be less than it was in 1990-91, despite inflation and a 20% increase in enrollment
- ◆ As a percentage of the State General Fund, support for public higher education has fallen from 3.2% in 1990-91 to less than 2% today
- ◆ There have been seven significant reductions in SUNY funding over the last three years. State-operated campuses have lost \$785 million
- ◆ The Governor's 2012-13 Executive Budget proposal maintains funding at current levels for the first time in years

questions
about
specific
negotiations
issues cannot
be addressed
at this time

retirees...did
nothing to
deserve this
unwarranted
attack on
their
financial
well-being

NEGOTIATIONS UPDATE

NEGOTIATIONS SESSIONS CONTINUE

UUP met with the state February 9th to continue the proposal/counterproposal process on various monetary and non-monetary items each side has placed on the negotiations table.

UUP's Negotiations Team met again following week to prepare for additional February and March negotiations sessions.

Ground rules established by mutual agreement between UUP and the state prevent release of information about the details of contract talks. The negotiations process could be compromised by public discussion based on speculation, incomplete information, or information taken out of the context of a potential overall agreement. There are no final agreements on any items at this time.

UUP's Negotiations Team appreciates the numerous inquiries and statements of support received from members on a continuous basis. While questions about specific negotiations items cannot be addressed at this time, information about the negotiations process will continue to be updated as contract talks continue.

For ongoing updates, see the UUP website, www.uupinfo.org ■



Above: Chief Negotiator Jamie Dangler gives an update on Negotiations at the Winter 2012 Delegate Assembly — *Photo by El-Wise Noisette*

Below: Negotiations Team members Anne Wiegard (Cortland) and Pat Ghee (Buffalo State) during a recent Team meeting in Albany — *Photo by Don Felstein*



RETIREE HEALTH INSURANCE:

UUP FILES SUIT AGAINST NYS

Press Release 12/28/11

United University Professions, the union that represents academic and professional faculty at the State University of New York, today filed suit in federal court in Albany against the state of New York to reverse a health insurance rate increase affecting UUP's nearly 4,000 retired members. An extra two percent increase in the contribution retirees pay toward their health insurance premium was unilaterally imposed by the state in October. Retirees, who had been paying 10 percent of the cost of their health insurance premiums for individual coverage and a 25 percent share on family plans, were surprised to learn their premiums would be larger than expected.

"The state's action to unilaterally raise the level of contributions retirees pay for their health insurance is unconstitutional, arbitrary and capricious, and amounts to a breach of our contract," UUP President Phil Smith said. "It's totally wrong to saddle our retirees who are on fixed incomes with this unexpected increase in their health insurance costs."

The lawsuit charges the higher health insurance rates are unconstitutional because the state's action violates a federal law barring states from impairing contracts. The suit also alleges breach of contract and that the action was arbitrary and capricious, since it extended a change intended for retirees not covered by a union contract. UUP's retirees have contractual protection.

UUP's suit asks the court to rescind the state's increase in the contributions retirees pay toward their health insurance. The legal action includes the governor, the state Department of Civil Service and NYSHIP.

"These individuals served the public with distinction for years, only to be ambushed by such an increase," Smith said. "These retirees, who are our friends, neighbors and relatives, had no choice in this decision and did nothing to deserve this unwarranted attack on their financial well-being."

The added two percent contribution the state ordered retirees to pay comes on top of premium rate increases annually imposed by health insurance carriers. ■



ON COMMON SENSE

—Karla Alwes
English

Common sense, Mark Twain tells us, is not very common. What passes as political discourse today can serve as an example of that statement. Examples include “Corporations are people,” “the banks are scared (or ‘overwhelmed’),” and, perhaps most specious, anybody who believes that one percent of the population controls and usurps the nation’s finances are woefully guilty of pecuniary “envy.”

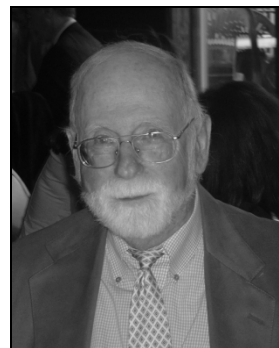
Such statements are reminiscent of the famous response by then-President Ronald Reagan, when asked about the lack of vegetables in federally-funded school lunches. “Ketchup is a vegetable,” he adamantly replied. Ketchup is a vegetable, and corporations are people. Either conclusion works toward avoiding the subject at hand.

The problem with such evasive reasoning is that it stifles true argument before it begins, and reduces the premise of the argument to a quarrel, making language combative rather than communicative.

When presidents and those running for the office make such statements, our students learn nothing of the rhetorical practice of argument. Instead, they are led to believe that an argument is that which leads to anger and fighting, and, because of this belief, they insist on calling any divergent ideas they engage in a “discussion” rather than an argument.

It’s hard to lose a discussion; harder yet to win one.

The SUNY Cortland community recently lost one of its members who knew, and practiced, common sense. Distinguished Service Professor Emeritus Roger Sipher, long-time faculty member of the History Department, was known by his colleagues and his students as a Master Teacher. He endowed the Cortland graduates who went on to become teachers with the intelligence and compassion necessary to understand and nurture the future through their own students.



We and his students will always remember him. ■

—Photo of Roger Sipher from online memorial by Charles Coon,
<http://www.nyscss.org/Default.aspx?pageId=1220197>

Roger
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THANK YOU, SUNY CORTLAND!

We would like to thank UUP, CSEA and the entire faculty and staff of SUNY Cortland for their generosity and support during our crisis this past Fall. We are indeed fortunate to be a part of such a great community and it is our communities that sustain us when we lose our sense of place. We wish everyone a peaceful and rewarding 2012.

*—Elizabeth Owens and Robert Roe
Harold and Nicole Ball, Jr., and son Haiden*



PART-TIME FACULTY:

BE SURE YOU UNDERSTAND YOUR HEALTH INSURANCE PREMIUM PAYMENT OPTIONS!

—David Ritchie, Library
Mary Saracene, Human Resources

Be aware
that your
health and
your health
insurance
are your
responsi-
bility...
if you have
any
questions
contact
Mary
Saracene in
Human
Resources
ext. 2302

If you are a part-time faculty member, you probably already know that if you teach 2 courses during a semester at Cortland, you're eligible for New York State Health Insurance for 13 pay periods of coverage (six months) which includes that semester. For history trivia buffs, for which contract did UUP first negotiate that benefit? [**Answer at the end.*]

WHAT'S THE PROBLEM? Simply this: since your paychecks don't continue through the full 13 pay periods, somehow your part of the health insurance premium needs to be paid by you.

OPTIONS: What are the options for paying your part of the health insurance premiums during the months you're not getting a paycheck, when you cannot take advantage of having it deducted from your paycheck?

- (1) For those part-time faculty contracted to teach 2 courses both fall and spring semesters, an extra deduction is taken out of each of the final 3 paychecks of the spring semester to cover them through the summer. Human Resources will send out a memo in April informing you that this will be done and which pay periods will be impacted. There will be no action required by you to have this happen.
- (2) For those part-time faculty who only teach 2 courses in the spring semester or only teach 2 courses in the fall semester, the payments beyond the last paycheck of the semester must be made by the individual directly to the New York State Department of Civil Service – Employee Benefits Division to continue coverage through the full 13 pay periods. The Department of Civil Service will bill directly for the cost of your health insurance after you stop receiving paychecks. You will be billed for two payroll periods of coverage at a time. As these are direct payments by you (i.e., deductions are not being made from a paycheck), they will be on a post-tax basis.

- If you fail to pay the full amount of the bill by the due date, your health insurance will be cancelled, retroactive to the end of the last payroll period paid for. Should your coverage be cancelled, and you return to a “benefits-eligible position” (2 or more courses) in the following semester, you will

be subject to a late enrollment waiting period of 10 weeks from the date you request to re-enroll.

- If you are returning to a benefits-eligible position (2 or more courses) in the fall semester and you have continued making your direct payments through the last of the 13 pay periods you were benefits-eligible for the previous spring semester, you will only have the regular 42-day waiting period before your coverage starts again in the fall. Why is there any waiting period? Because your health insurance coverage was not continuous through the whole summer. There is a period of approximately a month at the end of the summer after the end of the 13 pay periods from the spring semester when you will not have health insurance coverage before the fall semester begins.
- If you are returning to a benefits-eligible position (2 or more courses) in the spring semester from teaching 2 or more courses in the previous fall semester (as in scenario (1) above), there will be no waiting period because the paychecks from the fall will carry to the spring semester.

The April memo that will be sent by Human Resources to all part-time faculty enrolled in the NYS health insurance program provides a full explanation.

LETTING IT LAPSE: Should you choose to let your health insurance lapse and pick it up again the next semester you teach at Cortland or at another state-operated SUNY college represented by UUP? That's up to you. You lose the advantage that was negotiated – by teaching 2 courses during a semester, you are able to get a full six months' health insurance at the negotiated rate, which has NYS paying the larger percentage of the premium for all payments. If you let the coverage lapse, your health insurance may not start as soon as it otherwise would have, had you paid the necessary premiums.

So be aware that both your health and your health insurance are your responsibility. For more information, contact Mary Saracene, Manager of Employee Benefits and Leaves, Human Resources, 607-753-2302 or mary.saracene@cortland.edu.

**Answer: UUP first negotiated this benefit as part of the 1999-2003 contract. ■*

UUP ADVOCACY

Beyond the fax machine, your presence IS the message!

NEW! WEDNESDAY ADVOCACY DAYS

—particularly suitable for Tuesday/Thursday teaching faculty —

Feb. 29 and **Mar. 14** are dates when legislators will be available WEDNESDAY

Undoubtedly this year – again – UUP will be asking you to push the fax button for SUNY funding and faculty/staff issues on the *new* UUP website (www.uupinfo.org), because chronic underfunding is just that. And legislators will assume that since SUNY got a tuition increase this year and it's guaranteed for the next 3 years, SUNY doesn't need their support.

But old issues continue and new ones crop up:

- Budget cuts threaten SUNY public hospitals and medical schools [NEW and OLD].
- The promise of more full-time faculty lines needs us to continue to illustrate the need [OLD].
- Student TAP (Tuition Assistance Program) isn't keeping pace with the tuition increases, causing a real hit for Cortland and other SUNY campuses [NEW].
- EOP/EOC (Educational Opportunity) funding has been cut again [NEW and OLD].
- Some tuition funding may be directed toward capital construction, not direct academic support [NEW].

VISITING LOCAL LEGISLATORS – We visit periodically with Assemblywoman Barbara Lifton and Senator Jim Seward in their local offices (usually a Thursday or a Friday), so please let us know if you can participate in those visits.

VISITING LEGISLATORS in ALBANY – Here's where we show solidarity with our SUNY colleagues AND show legislators from all over the state what a diverse and varied and excellent PUBLIC UNIVERSITY we are! All the while we're telling them what we need to maintain and grow our SUNY.

YOU'RE PART OF A TEAM – You'll always be teamed with others who will deliver the major talking points. You contribute powerfully with your presence, with an option to offer (or not) something from your experience with Cortland students and colleagues that might reinforce the point.

WILL YOU HELP?

If you are even potentially interested in participating in Albany or Local Advocacy efforts, please fill out and return the form on the next page.

UUP NEEDS YOU!



Above: Cortland's VP for Academics Dave Ritchie (left) explains UUP's legislative agenda to New York State Assemblyman William Barclay (second from left) during the union's January 24th advocacy day in Albany as Cortland Chapter President Jamie Dangler (second from right) and Old Westbury Chapter President Candelario Franco (right) listen.

—Photo courtesy of Brian Tappen, Upstate Medical University

ADVOCATING FOR SUNY—JOIN YOUR COLLEAGUES!

Pictured at right are some of the 40-plus Cortland campus representatives who participated in Higher Education Advocacy Day in Albany in March 2010.



From left to right: Andy Fitz-Gibbon (Philosophy), Kathy Russell (Philosophy), Gailanne MacKenzie (English), Assemblywoman Barbara Lifton, Marc Dearstyne (EOP), David Neal (Performing Arts), and Diane Galutz (Admin. Computing Emerita).

—UUP Photo

ADVOCACY SIGN UP FORM

If you are potentially interested in participating in Albany or local advocacy this semester, please fill out and return this form (check or circle your available date(s) to the UUP Office, B5 Moffett (new address!) or to inquire further, email UUP@cortland.edu or phone 607-753-5991 — We'll get back to you!

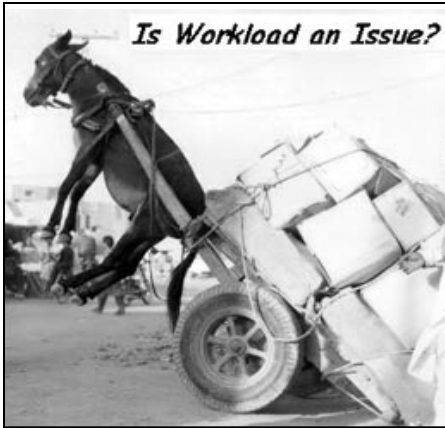
- | | | |
|---|----------------------------------|---|
| <input type="checkbox"/> Wednesday | FEB 29th | UUP Advocacy Day – Tu/Thu teaching faculty take note – we need you! |
| <input type="checkbox"/> Wednesday | MAR 14th | Coalition Advocacy Day – join Cortland students, staff advocating for SUNY...
<i>...and Tu/Thu teaching faculty can join in!</i> |
| <input type="checkbox"/> Tuesday | MAR 27th | EOP/EOC Advocacy Day – join our EOP students in restoring EOP funding! |
| <input type="checkbox"/> Tuesday | APR 17th | UUP Advocacy Day – if there's no budget yet, we'll need you desperately! |
| <input type="checkbox"/> Tuesday | MAY 8th | UUP Advocacy Day – non-budgetary issues need your support this day! |
| | | |
| <input type="checkbox"/> Thursday | (Date TBD) LOCAL ADVOCACY | <input type="checkbox"/> Lifton (Ithaca) <input type="checkbox"/> Seward (Cortland) <input type="checkbox"/> Seward (Oneonta) |
| <input type="checkbox"/> Friday | (Date TBD) LOCAL ADVOCACY | <input type="checkbox"/> Lifton (Ithaca) <input type="checkbox"/> Seward (Cortland) <input type="checkbox"/> Seward (Oneonta) |

NAME _____

OFF-CAMPUS EMAIL _____

OFF-CAMPUS PHONE _____

Mail to: UUP Cortland Chapter Office, B-5 Moffett, SUNY Cortland, Cortland NY 13045



SAVE THE DATE

WORKLOAD WORKSHOPS

Wednesday, March 28

Corey Union Function Room
Starting with lunch at 11:45 am*

**"Union Matters" Workload Workshops
for
PROFESSIONALS and ACADEMICS**

INCREASING WORKLOAD is an issue of concern for every member of the UUP bargaining unit, especially in the face of budget cuts and more unfunded mandates.

Items to be addressed include:

- ♦ Changes and additions to work assignments
- ♦ How you can protect yourself from workload creep
- ♦ When and why you should contact UUP
- ♦ Increasing workload in Teacher Education programs

**Lunch served starting at 11:45 am*

Workshops will begin by 12:15 and continue until 2 p.m.

There will be separate workshops for professionals and academics, with a UUP-NYSUT Labor Relations Specialist at each one.

Watch for future announcements— to sign up contact uup@cortland.edu

IT'S YOUR NEWSLETTER!

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

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

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

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

We reserve the right to edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, uup@cortland.edu

and to the editor, Karla Alwes, karla.alwes@cortland.edu

HOLIDAY MEMBERSHIP GATHERING — DECEMBER 9, 2011

As shown in these photos by **Dawn Van Hall** (Library), a great time was had by all at the chapter's annual Holiday Membership Gathering, held in Corey Union on December 9, 2011. Attendees enjoyed hors d'oeuvres and beverages while listening to brief updates on UUP activities; honored retiring members; and then sat back to enjoy the annual favorite, an original musical spoof by **Tom Hischak** (Performing Arts). This year's production was "Snow White and the SUNY Dwarfs," directed (while Hischak enjoyed a sabbatical) by **Christopher Xenakis** (Political Science), with musical accompaniment by **Stephen Wilson** (Performing Arts). Thanks to all who made this yet another fun and festive end-of-semester celebration!



UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2011-2012

<i>Position</i>	<i>Name (Department)</i>	<i>Phone Ext.</i>	<i>E-Mail</i>
PRESIDENT/DELEGATE	Jamie Dangler (Sociology/Anthropology)	2484	jamie.dangler@cortland.edu
VP-ACADEMICS/1st ACAD. DEL.	David Ritchie (Library)	2818	david.ritchie@cortland.edu
VP-PROFESSIONALS/1stPROF. DEL.	John Driscoll (Geology & Physics)	2926	john.driscoll@cortland.edu
SECRETARY	Jennifer Drake	2361	jennifer.drake@cortland.edu
TREASURER	Tom Pasquarello (Political Science)	5772	thomas.pasquarello@cortland.edu
PART-TIME CONCERNS REP.	Jackie Pittsley (English)	4306	jaclyn.pittsley@cortland.edu
ACADEMIC AT-LARGE	John Shedd (History)	2305	john.shedd@cortland.edu
ACADEMIC AT-LARGE	Randi Storch	2054	randi.storch@cortland.edu
PROFESSIONAL AT-LARGE	Dianne Galutz (Admin. Computing Emerita)		dianne.galutz@cortland.edu
PROFESSIONAL AT-LARGE	Joe Westbrook (Facilities Planning)	5517	joe.westbroom@cortland.edu
2nd ACADEMIC DELEGATE	Henry Steck (Political Science)	4807	henry.steck@cortland.edu
3rd ACADEMIC DELEGATE	David Kreh (Library Emeritus)		david.kreh@cortland.edu
4th ACADEMIC DELEGATE	Anne Wiegard (English)	4896	anne.wiegard@cortland.edu
5th ACADEMIC DELEGATE	Florence Brush (Physical Ed. Emerita)		florence.brush@cortland.edu
6th ACADEMIC DELEGATE	Jackie Pittsley (English)	4306	jaclyn.pittsley@cortland.edu
7th ACADEMIC DELEGATE	Ross Borden (English)	2320	ross.borden@cortland.edu
8th ACADEMIC DELEGATE	Elizabeth Owens (Communication Studies)	5726	elizabeth.owens@cortland.edu
1st ALT ACADEMIC DELEGATE	Judy Bentley (Foundations/Social Advocacy)	5415	judy.bentley@cortland.edu
2nd ALT ACADEMIC DELEGATE	Barry Schecter (Health)	2991	barry.schecter@cortland.edu
3rd ALT ACADEMIC DELEGATE	Larry Ashley (Philosophy Emeritus)	2515	lawrence.ashley@cortland.edu
4th ALT ACADEMIC DELEGATE	Nancy Kane (Performing Arts)	914-420-2545	nancykane@frontiernet.net
5th ALT ACADEMIC DELEGATE	Randi Storch (History)	2054	randi.storch@cortland.edu
6th ALT ACADEMIC DELEGATE	Harvey Inventasch (Education Emeritus)		jo.schaffer@cortland.edu
2nd PROFESSIONAL DELEGATE	Jo Schaffer (Art/Art History Emerita)		dianne.galutz@cortland.edu
3rd PROFESSIONAL DELEGATE	Dawn Van Hall (Library)	4890	dawn.vanhall@cortland.edu
4th PROFESSIONAL DELEGATE	Jennifer Drake (ASAP)	2361	jennifer.drake@cortland.edu
1st ALT PROF DELEGATE	Irene Maffetore (Chemistry)	2343	josh.peluso@cortland.edu
2nd ALT PROF DELEGATE	Ben Patrick (Admin. Computing)	5511	ben.patrick@cortland.edu
AFFIRMATIVE ACTION CHAIR	Sheila Cohen (Literacy Emerita)	2464	sheila.cohen@cortland.edu
BENEFITS CHAIR	VACANT		
FACULTY SENATE LIAISON	Bill Buxton (Literacy)	4711	william.buxton@cortland.edu
GRIEVANCE CHAIR	Randi Storch (History)	2054	randi.storch@cortland.edu
MEMBERSHIP CHAIR	John Shedd (History)	2035	john.shedd@cortland.edu
VOTE-COPE CHAIR	Kathy Lattimore (English)	4897	kathy.lattimore@cortland.edu
LEGISLATION CO-CHAIR	Henry Steck (Political Science)	4807	henry.steck@cortland.edu
LEGISLATION CO-CHAIR	David Ritchie (Library)	2818	david.ritchie@cortland.edu
HEALTH & SAFETY CHAIR	Irene Maffetore (Chemistry)	2906	irene.maffetore@cortland.edu
NEWSLETTER EDITOR	Karla Alwes (English)	2085	karla.alwes@cortland.edu
WEBMASTER	Esa Merson (ASAP)	4330	esa.merson@cortland.edu
ACTIVE RETIRED REP.	Jo Schaffer (Retired)	753-7245	jo.schaffer@cortland.edu
LABOR RELATIONS SPECIALIST	Darryl Wood, NYSUT	800-696-9788	dwood@nysutmail.org
CHAPTER ASSISTANT	Boodie McGinnis	5991	uup@cortland.edu

DEPARTMENT AND BUILDING REPRESENTATIVES

ACADEMIC COMPUTING	Vicki Hess & Mary Toti	PHILOSOPHY	Andrew Fitz-Gibbon
ASAP	Mariangela Chandler & Jennifer Drake	PERFORMING ARTS	Nancy Kane
ATHLETICS	Julie Lenhart	PHYSICAL EDUCATION	Jeff Walkuski
CHILDHOOD/EARLY CHILDHOOD	Lin Lin	PUBLICATIONS	Ingrid Jordak
ENGLISH	Matthew Lessig	RECREATIONAL SPORTS	Louise Mahar
FACILITIES PLANNING	Joe Westbrook	SPORT MANAGEMENT	Peter Han
FOUNDATIONS/SOC. ADVOCACY	Michelle Kelly	STUDENT CONDUCT OFFICE	Michael Pitaro
GEOGRAPHY	Ibipo Johnston-Anumonwo & David Miller	UNIVERSITY POLICE	Eamon O'Shea
HISTORY	Judy Van Buskirk & Brett Troyan		
MODERN LANGUAGES	Colleen Kattau		

Want to get more involved with UUP? Please consider becoming a Department or Building Representative! As is evidenced by the list above, we still need "reps" for many campus departments and/or buildings, and we would welcome your participation. Contact Membership Officer John Shedd (ext. 2035, john.shedd@cortland.edu) or the Chapter Office (ext. 5991, uup@cortland.edu) to express interest or find out more!

Your new UUP contract is being negotiated. Will you be able to vote on it?



Once a tentative agreement is reached with the state, UUP members must vote to ratify a new contract.

To vote, you must be a “signed up” member of UUP.

Alan G. Hevesi New York State Comptroller		JOHN DOE		Total Gross Pay Taracha Gross	
Advice # 12345678		Pay Start Date 02/16/2005		Current YTD 3456.78 1234.56	
Advice Date 07/13/2005		Pay End Date 05/29/2005		YTD 45,678.90 34,567.89	
Department ID 1234		Negotiating Unit IIS		Net Pay 1,234.56	
		Retirement System TAA/CRF		Pay Rate 78,910.11	
EARNINGS			TAX DATA		
	Current	YTD	Federal	State	NYC
Regular Pay Salary Employee	3456.78	45,678.90	M	H	
Location Pay	56.78	678.90	I	S	
TAXES			Current		
	Current	YTD			
Fed Withholding	3456.78	1234.56			
Medicare	45,678.90	34,567.89			
Social Security	3456.78	1234.56			
NY Withholding	45,678.90	34,567.89			
BEFORE TAX DEDUCTIONS			AFTER TAX DEDUCTIONS		
	Current	YTD	Current	YTD	
Federal Withholding Tax	456.78	1234.56	UUP Member 30P	34.56	456.78
Supplemental Retirement Prog	678.90	5,678.90			
Health Insurance Before Tax	56.78	1234.56			

Check your most recent paystub to find out if you are a member. If it says “UUP Agency Fee” you are not yet a UUP member.

Are you a UUP member?

JOIN TODAY so you can vote!

- ◆ Go to www.uupinfo.org
- ◆ Click on “Join UUP” at the top (right) of the home page
- ◆ Scroll down to “Click here for an active membership application”

...or simply contact the Cortland Chapter Office to request information or a membership application form (campus ext. 5991, e-mail up@cortland.edu)

United University Professions
SUNY Cortland Chapter
B-5 Moffett
Cortland, NY 13045