



The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991
WWW.UUPHOST.ORG/CORTLAND

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From the President

Joe Westbrook, President
 Facilities PDC



At the New York State fairgrounds, in Syracuse, there was work to be done. Small groups were crowded in clumps of color from waists to shoulders. The street felt choked by the random placement of the clumps and a hazy blanket of fog obscured the site of the end of the noise and chaos. As a confused newcomer moving through the entry gate into this scene, I yawned away my early morning sleepiness and stretched forward to find my way amongst the undulating crowd. Stray rhythms from a nervous combination of fingers and breaths floated through pipes with flanged openings of brass and chrome mixed with the murmur of other pipes belching odorous exhausts from classic cars and first responder vehicles.

“Hey Joe”, I heard from behind. I pivoted and saw that a red and white clump that belonged to UUP was pitched to the side of the

entrance gate and off of the street. I un-shouldered the Cortland banner which allowed me to better greet many of the chapter unionists preparing to march. Surrounding noises faded into the background as I become focused on final plans and directing our group around the banner in our assigned place in the line. Four other UUP chapters joined us in their positions. By the time we began our march, the sun had cleared most of the mist. With clearer air circulating through me, the excitement of the moment was realized as I joined in with a celebratory chant.



Later, after marching in the parade and attending the rally, Labor Day with my family assumed a more familiar pattern. We leisurely shared a meal (or two) with everyone having their favorites, including barbecue. We saw many displays and performances, including singing along to the hits of the band Chicago.

Elsewhere, in Buffalo, nearly 40 UUP members were part of a procession, which made its way down Abbott Road to Cazenovia Park, where a Labor Day picnic was held.

Members held signs that read "Fair Contract Now!" UUP and the other unions are negotiating new contracts with the state. In Ithaca, there was a labor coalition picnic in Stewart Park which included festivities throughout the afternoon.

Later in the week, after the Chapter Welcome Back picnic where we recognized the accomplishments of our local activists, I was on my way to NYC to join more than 200 UUP members, families and friends to show our solidarity at the New York City Labor Day parade. A contingent from the New Paltz chapter carried a giant-sized Mother Jones puppet, complete with a drummer and a woman playing the trumpet. Others carried banners and waved signs that said "Fair Contract Now!," referring again to the union's negotiations for a new contract with the state. We proudly marched 20 blocks through midtown Manhattan up Fifth Avenue. Besides members from across the state, several UUP statewide officers also participated, including: President Fred Kowal; Treasurer Rowena Blackman-Stroud and Membership Development Officer Tom Hoey. UUP participated for the third consecutive year in this annual parade organized by the NYC Central Labor Council and AFL-CIO.

Later that weekend I reflected on all the work that was accomplished at these Labor Day events. My purpose in participating went well beyond my role as a member of the united professions in the SUNY university system. My purpose included my passion to be present and engaged, to identify my love of freedom of expression. As well, my participation was inspired by a mission to do what is needed to raise awareness throughout the state that unions are a positive and beneficial presence in our communities.



Friday's Opening Meeting/Fall Welcome Picnic was a great success. As chapter president, I could tell that every person there was committed to helping keep this chapter going strong, and it's really inspiring to see. The theme of the celebration this year was "Honoring our Chapter Activists." I'm truly thankful to everyone who volunteered their time. A special word of thanks goes out to Bekkie Bryan, who provided thoughtful quotes and statements regarding unionism at each table. To the many other volunteers who: worked tables; set-up; cleaned-up and all other work in preparation of the gorgeous afternoon, a hearty thank you from the Chapter Executive Board. I hope that everyone who was there enjoyed the good food and stories with their families, friends and colleagues!



This year we topped 120 participants, including many new members - I want to especially thank you for coming and adding your support. Without you, along with the continued support of our existing members, we would cease to be able to celebrate the accomplishments of the labor movement. Achievements like these happen because we care to be recognized for who we are and what we want to accomplish together.



NYC Labor Day Parade

After marching in the historical NYC Labor Day Parade this past weekend, I reflect on what Labor Day truly represents and what it means to be a unionized worker in this country. To begin I must step back in time to the beginning. The birth of the Labor Day Parade was in NYC at a time when the labor movement was growing strong and members from various unions wanted to celebrate workers. Different unions came together to make a proposal to create a festival for workers. The idea was supported and a committee was tasked with the project and set a date for September 5th 1882. At the time there was worry the festival and parade would be unsuccessful as workers had to take a day without pay to participate. When the parade march began, very few workers were in the procession and onlookers heckled. However, as they continued to rally, workers began to file in. There were 200 and then by the end of the march there is estimated to have been 10,000 marchers in the parade of unions. The day ended in great success and became known as the “day of the people.”

In 2016, there was no worry about the numbers that would come out to march in the 134th NYC Labor Day parade. It indeed was a celebration of workers, of the working class, of the people of this country. UUP alone had 200 members representing various chapters across the state marching down 5th Avenue and an estimated 50,000 unionized workers marched and chanted to celebrate what has built this country, working men and women. It was a day to celebrate and reflect on struggles and triumphs of labor. A day to reevaluate the dream Martin Luther King Jr. had for this country “A dream of equality of opportunity, of privilege and property widely distributed; a dream of a land where men will not take necessities from the many to give luxuries to the few.” This continues to be labor’s dream and has never been forgotten by unionized workers who continue to fight for decent wages and working conditions, for equity, and justice for every American worker in this country. It is time we all reflect on the country we want for ourselves, our children, and our grandchildren. What do we wish for our neighbors, our colleagues, our students? If that wish includes shared progress and opportunity for all, then I challenge you to not merely be a member of your union, but to be an active and engaged participant. As I channel Fred Ross Sr. my hope is to become “a social arsonist” that lights the passion within you to be engaged and take part because what you do as a public university system worker matters and you should be proud of it, and stand up and fight for it.

Reference: <https://www.dol.gov/general/laborday/history>

Rebecca Bryan,
Chapter Secretary,
Physical Education



Karla Alwes,
English



From the Editor

Some SUNY Cortland employees have been confused recently by a piece of information that appears on their bi-weekly pay checks. The pay checks in question list what is called “imputed income,” and there are times when this imputed income causes the employee’s two-week pay check to diminish into the single dollar figure. Mary Saracene has graciously allowed me to see information from New York State to try to explain an element of our colleagues’ pay checks that she calls “not easily explained.” I will try to do just that in the paragraphs that follow, and I ask that anyone who has experienced the diminishing pay check syndrome get in touch with Chapter President Joe Westbrook or Officer for Contingent Faculty Jackie Pittsley or me, because this is an important union issue.

From the NYS Department of Civil Service, Albany:

The imputed income is considered “additional income to the [NYSHIP] enrollee” when the enrollee’s dependent for health insurance is a “non-federally qualified dependent”; the IRS rules require that the fair market value of the coverage provided to a “non-federally qualified dependent” be reported as imputed income; i.e. “additional income.”

“Imputed income is not an additional amount added to the total premium paid. It is **additional taxable income** [my emphasis] based upon the fair market value of the non-federally qualified dependent’s coverage.”

In a sample letter included in the information from Mary Saracene (ironically addressed to a “Sally Sample”), the NYSHIP enrollee is told that because the enrollee is covering a domestic partner for health insurance, there is a Dependent Tax Affidavit that was also filled out by the enrollee, advising the Dept. of Civil Service that “your partner does not qualify as your dependent under Internal Revenue Code Section 152.” Sally Sample’s records also indicate that she elected to “enroll in the Pre-Tax Contribution Program (PTCP),” which allows deductions for premiums to occur on a pre-tax basis. And further, if Sally Sample is issued a bi-weekly paycheck from NYS, her “imputed income is added to [her] wages and is included as income on [her] W-2 at the end of the year.”

The state information repeats rather than explains, and I am sure Sally Sample is as confused as everyone else is at this point, but the irony does not end there. When the confusion strikes, Ms. Sample and everyone else affected are directed to “consult with a certified tax accountant or other qualified tax professional.” Those of us affected by the imputed income (and many of the affected are contingent workers, whose pay checks are scant), must find an outside tax consultant in order to understand the economic value of our work as expressed in the check itself.

Many years ago the SUNY Cortland campus successfully fought for the right to include domestic partners in our health insurance plan. Now, however, we are being punished financially for doing so. It makes no sense to me, and probably not to Sally Sample, that a regressively punitive and confusing mandate should now financially differentiate the married NYSHIP enrollee from the unmarried one in order to determine wages.

Please let us know if you have been affected by the imputed income.



The following is a notice from UUP President Fred Kowal regarding current contract negotiations. Please be reminded that you may continue to send questions, suggestions, or comments regarding the contract to the chief negotiator at any time before the tentative contract is reached, at: pabraham@uupmail.org

--editor.

We are committed to communicating with the membership about contract negotiations--to the greatest extent possible--as negotiations proceed. This is your contract, and we want members to be informed, involved, and active throughout the process.

To facilitate this communication, **we have created a new Members-Only web portal. Here is the link to the portal:**

<https://uuphost.org/myuup/MembersOnly/check.php>. A link to the portal is also accessible via the UUP website; click on the "UUP Negotiations Information" box in the top right corner of the page.

Conceptual proposals from UUP and the state, exchanged July 15 during our first bargaining session with the State, are now posted in the new Members-Only section.

The Members-Only section is password-protected; use the last five digits of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID".

Please do not publicly share or post information found in the Members-Only section; this information is confidential and intended for UUP members only.

In Solidarity,
Fred

The following is a presentation by the Officer for Contingents Jaclyn Pittsley, delivered recently at the SUNY Cortland Works Event—editor.

Jaclyn Pittsley,
English



Reaching Out in Solidarity

My name is Jaclyn Pittsley, and I am a lecturer in the English Department, where I have taught for eleven years. I am also the elected Officer for Contingents for SUNY Cortland's chapter of United University Professions, a union of professionals, or UUP as it's commonly known, a position in which I have also served for several terms. I am also formerly a CSEA employee who worked for Cortland County and, although now a temporary employee and no longer a CSEA member, I have continued to work for Cortland County's Cortland Works Career Center for thirteen years. And not so many years ago, I was also an undergraduate student at SUNY Cortland. It is from this unique background that my inspiration comes and from which I hope to inspire you.

I am here today to discuss with you, as we prepare to begin our semester and join together again from our summer that we must recall what has brought us together for these many years and what will bring us together for many years to come.

You may not know this about UUP, but for many years, we have had a fight song. It's modeled after *The Battle Hymn of the Republic*, and it's called *Solidarity Forever*. I'd like to refer to this song as I share with you what I'm here to say.

UUP's fight song asks us, "What force on earth is weaker than the feeble strength of one?" We here at Cortland come from different backgrounds and have different interests. We are here seeking to achieve our personal best and figure out how and in what way we can make our own contribution to the betterment of society. We may feel that our purposes are divergent, our issues unrelated, and our needs individual. But, this is absolutely untrue. We cannot think of ourselves as only individuals, each one alone.

Because we are not.

According to Webster's unabridged dictionary, *solidarity* means a unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group. Everyone here at Cortland is unified in his or her pursuit of knowledge, here to triumph through education. All who work here are working here for the benefit of the young people on campus, the students. Our commitment to them is our driving force, and it is the pleasure in our lives.

Yes, I say together because, as UUP's fight song reminds us, "Without our brain and muscle not a single wheel could turn," and it is only when we actively remind ourselves that we are all here working for the same reason that we can remember that we are responsible to each other as well. We need to build relationships and rely upon each other. Professors cannot teach without the staff that enriches our teaching abilities through library research, technological advancement, safety maintenance, and clerical support. Students cannot learn well without the committed faculty and the custodians and maintenance staff who act in loco parentis to make sure their environment is clean, safe, and appealing. Drivers require passengers, safety officers need individuals to protect and serve, chefs need epicures, and counselors need those who seek counsel, and so on.

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Our work is shared, and so too must be our quest for equity, parity, and unity. Our work subsidizes the college and the students, and they subsidize us. Therefore, we need to commit to reducing inequities on our campus. We need to stand with the 293 part time faculty and staff on this campus working just as hard but earning less. We need to retain positions for all of our well-qualified workers with competitive pay and benefits packages, so that they can be available for our students whom they are there to support. We need to continue to create full-time lectureships for long serving part time faculty to acknowledge their toil. We need to maintain our tenure -track lines and support the scholarship of these individuals. We need to support the staff in their continued quest for manageable, compensated work load and schedules, and we must support their permanent appointment. We must stand with clerical and serving staff who cannot work without clear expectations, unified systems of evaluation, and competitive compensation. We must fight for our academic freedom. We must work with our administrators in a positive and open environment. Then, and only then, can we achieve our purpose, and our pleasure.

UUP's fight song ends, in part, with the notion that "In our hands is placed a power [...] greater than the might of armies." It's imperative that we actively remind ourselves of this power. We cannot be marginalized if we demand participation in and from our community, whether we are seeking to earn, and/or to impart, education. In fighting, and winning, the fight for ourselves, we win the fight for our students: the right to grow and nurture them into clever, thinking, reflective, civic-minded, well-rounded adults.

And, finally, if I can leave you with one thing, it's to remember this: As I tell my Composition students, you may never convince audiences to change their opinions so your purpose is not necessarily to do so; however, if you can get the audience to pay attention, you have already won. And, only with our goals in sight, and our plan of achievement in mind, in fighting together for the needs of our individual groups, can we finally rejoice in winning *Solidarity Forever*.

Thank you.

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

Negotiations



August 2016

United University Professions: The nation's largest higher education union

UUP, state contract negotiations under way

UUP's Negotiations Team exchanged conceptual contract proposals with state negotiators July 15. The two sides also agreed on ground rules for negotiations.

This initial meeting marked the start of the formal bargaining process. A schedule of meeting dates from August through November was agreed to, setting the course for continued contract talks.

Who UUP Negotiates With

UUP's 18-member Negotiations Team, headed by Chief Negotiator Philippe Abraham, negotiates with representatives from the Governor's Office of Employee Relations (GOER). The state's chief negotiator, Joseph Bress, was appointed by Gov. Andrew Cuomo. Other state team members include Michael Volforte, GOER's interim director; SUNY representatives, led by Liesl Zwicklbauer, SUNY's assistant vice chancellor for employee relations; and representatives from the NYS Division of the Budget and the Department of Civil Service.



DONALD FELESEN

UUP CHIEF NEGOTIATOR PHILIPPE ABRAHAM AND JOE BRESS, THE STATE'S CHIEF NEGOTIATOR, SIGN A JOINT AGREEMENT LAYING OUT GROUND RULES FOR NEGOTIATIONS AT THE FIRST MEETING BETWEEN THE TWO SIDES JULY 15 AT THE DESMOND IN ALBANY. UUP PRESIDENT FRED KOWAL IS SEATED AT LEFT; MICHAEL VOLFORTE, INTERIM DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IS SEATED AT RIGHT. LIESL ZWICKLBAUER, SUNY'S ASSISTANT VICE CHANCELLOR FOR EMPLOYEE RELATIONS, IS AT VOLFORTE'S LEFT. UUP NEGOTIATIONS TEAM MEMBERS ARE STANDING BEHIND THEM.

Implications of Working Under an Expired Contract

UUP's contract expired July 1, 2016, but under the Triborough amendment to the Public Employees Fair Employment Act ("Taylor Law"), all contract articles continue until a successor agreement is ratified unless they contain specific expiration or "sunset" dates.

While across-the-board salary increases are date-specific and certain other provisions of the 2011-16 contract expressly sunset, most contract protections and benefits, including medical, vision, and dental benefits, remain in place while negotiations continue.

Other NYS Employee Bargaining Units Also at the Table

UUP's bargaining with New York State typically occurs concurrently with

other state employee union negotiations, and this round is no different. The two largest state employee unions—the Civil Service Employees Association (CSEA) and the Public Employee Federation (PEF)—in addition to other smaller bargaining units, are currently in negotiations with the state.

Need for Fairness and Equity for All UUP Members

Our union is a diverse group. UUP represents 35,000 Professionals and Academics working full-time and part-time at SUNY's state-operated teaching hospitals, university centers, comprehensive colleges, technical colleges, and specialized institutions. UUP is advocating for a contract that, to the extent possible, addresses the concerns

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About UUP ...

P.O. Box 15143 • Albany, N.Y. 12212-5143
518-640-8600 • fax: 866-812-9446
800-342-4206 • www.uupinfo.org

President Frederick E. Kowal
VP/Professionals J. Philippe Abraham
VP/Academics Jamie F. Dangler
Secretary Eileen Landy
Treasurer Rowena J. Blackman-Stroud
Membership Dev. Officer Thomas C. Hoey

Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2199/AFL-CIO.

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of our membership and is fair and equitable in its application to all of our members.

Role of UUP Members in Contract Ratification

When negotiations conclude, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee, which consists of one representative from each of UUP's 32 chapters plus an additional part-time professional and part-time academic.

The Committee then makes a recommendation to the UUP membership regarding ratification, and members of the union have an opportunity to vote on the tentative agreement. A neutral third party, typically the American Arbitration Association, oversees the ratification vote and certifies the result.

Team Needs Your Support

Negotiations Team members are UUP-represented SUNY employees who come from all corners of the state. They will spend countless hours representing UUP's 35,000 bargaining unit members at the negotiations table. Every hour at the table requires many additional hours of preparation for negotiations. Team members are volunteers and receive no payment for this effort. Every hour they spend in Albany results in work they need to make up and time away from their families.

Your support of the Team's work is appreciated and crucial to our advocacy for a fair and equitable contract. Please participate in UUP's contract advocacy activities. Attending chapter meetings, wearing a sticker or posting a sign on your office door, and participating in informational

actions or demonstrations that may be called by the UUP President will send a strong message to SUNY and the governor that **UUP Needs a Fair and Equitable Contract.**

Stay Informed

We are committed to communicating with the membership to the extent possible as negotiations proceed. We have created a new "Members Only" portal on the UUP website to facilitate this communication. The Members Only site is password-protected; use the last five digits of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID." The web portal can be accessed at <http://uupinfo.org/negotiations/index.php>

We will keep you informed through regular postings on the website at www.uupinfo.org (look for the red "UUP Negotiations Information" box on the top right of the home page) and articles in our print publication *The Voice* and its online companion *The Echo*. (*The Voice* is mailed five times during the academic year to members' addresses of record. *The Echo* is available online between print issues. Look for *The Echo* icon in the middle of the home page at www.uupinfo.org; current issues can be found at <http://uupinfo.org/ImageFlow/echo.php>)

Periodic updates and information will also be sent to chapter presidents for distribution at the chapter level. This is your contract, and we want members to be informed, involved and active at every stage of the process.

Finally, feel free to contact UUP Chief Negotiator and statewide Vice President for Professionals Philippe Abraham at contract@uupmail.org for information or to submit questions or comments.

Your Negotiations Team



Chief Negotiator
J. Philippe Abraham, Albany
contract@uupmail.org



**Associate/Deputy
Chief Negotiator**
Michael C. Smiles
Farmingdale



Assistant Chief Negotiator
Pamela J. Malone
Empire State College



Assistant Chief Negotiator
Jason Torre,
Stony Brook

Negotiations Team Members

Bret E. Benjamin, Albany
Douglas S. Cody, Farmingdale
Raymond P. Dannenoffer, Buffalo HSC
Jennifer L. Drake, Cortland

Patricia D. Ghee, Buffalo State
Carolyn S. Kube, Stony Brook HSC
Michael J. Lyon, Upstate Medical University
Idalia Torres, Fredonia
Thomas J. Tucker, Buffalo Center

William J. Tusang, Cobleskill
Paula S. White, Downstate Medical Center
Anne Wiegard, Cortland
Beth E. Wilson, New Paltz
Ezra Zubrow, Buffalo Center

Counsel to the President

Elizabeth Hough

Daniel Harms,
Chapter Vice President
for Academics
Library



Student Evaluations Revisited and Higher Ed Labor News

Last year, I wrote a piece on the topic of student evaluations that brought some comments. I'd like to expand upon these.

To be clear, we need to hear from our students, and receiving their feedback can often inform our teaching and help to improve the learning experience. Nonetheless, some on this campus seem to have the idea that students are young people with whom we work to create productive adults and informed citizens – except when it comes to evaluating pedagogy, at which time they become experts in the field.

I'm hearing more and more about evaluations that seem to hinge simply on the anonymous opinions of students. Sometimes this is the students in the aggregate, and sometimes only a single opinion is highlighted. For any reader who thinks that using anonymous comments without other input is a good idea, I'd suggest reading any anonymous comment thread on the Internet. Just pick one.

The greatest asset of this campus is undoubtedly the people who work here. If so, why are we paying management substantial amounts of money to outsource their evaluative judgment to anonymous comments from twenty-year-olds? I'm not saying that we shouldn't rely on the judgment of our students; I'm just saying, hiring them might be cheaper. Also, I'm kidding.

Another study of course evaluations shows just how problematic these can be. Bogdan Kostic, a professor of psychology at Missouri State, was wondering if his research methods class would improve if he switched out his traditional PowerPoint-based exam review structure for a game show format. He tried the old and new formats in his classes, keeping all other aspects of the class the same, and then compared the assessments for the class.

What did he find? The students in the group with the game-show activities were more impressed with the quality of the course, the instructor's availability, and how much the instructor appreciated their comments. Nonetheless, their scores on the test remained the same.

I think there's certainly a case for making a class more appealing and fun for the students. Still, it is surprising that just using different class activities – which, based upon Kostic's findings, might not actually affect student retention of the material – could lead to lower course evaluations. If so, how reliable can they truly be when it comes to performing personnel evaluations?

In short, student evaluations can be helpful for the growth of faculty as teachers, but only when combined with observations, mentoring, training, and other methods. Evaluations are important; let's not shortchange this campus with hasty decisions made via problematic methods.

Kostic, Bogdan, Deriah R. Grooms, and Carly A. Yadon. "Game Shows as Review Activities: The Impact on Course Evaluations and Student Perceptions." *Scholarship of Teaching and Learning in Psychology* 1, no. 4 (December 2015): 349–61. doi:10.1037/stl0000039.

We've also had some major developments in higher education labor news lately.

First, the National Labor Relations Board ruled on August 23, 2016 that graduate students and student assistants at private institutions may unionize. This has opened the door for graduate students at many different institutions, including Harvard, Yale, and Cornell, to seek to organize.

Some faculty have expressed concerns that graduate student unions will harm the education and mentoring that goes on in such programs. If a program's education and mentoring requires its students to have no recourse for unsafe working conditions or poor treatment, however, one has to question how effective it can be at either of those goals.

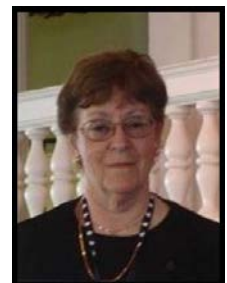
On the other hand, faculty of Long Island University in Brooklyn were locked out of campus the Friday before Labor Day weekend. The administration assures everyone that its own members, plus locals hired for rates as low as \$500 per course, can happily teach courses for the students. Students have spoken of instructors who are unqualified and unprepared showing up to teach their classes – that is, if they show up at all. We should hope that LIU Brooklyn students aren't too stressed by this, as their faculty-run mental health services have also been closed. Let's hope that the LIU Brooklyn admins see reason and let both the faculty and the students get back to the hard work of teaching and learning.

When I die, I hope it is at a faculty meeting or teacher inservice because the transition from life to death would be so subtle



som^{ee}cards
user card

Jo Schaffer,
UUP Committee on
Active Retiree
Membership (COARM)
Statewide Chair





Save with NYSUT Member Benefits

We salute our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the hard-working UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

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

- Life Insurance
- Vision Plan
- Financial Counseling Program
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.
- American Solar Partners



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



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.¹

Join thousands of satisfied customers with Liberty Mutual Insurance.²



Discounted Rates—You could save up to \$519.52 a year³ on auto insurance and receive additional discounts on home insurance.



Exceptional Service—Whether you're in an accident or just need some advice, know we'll always be on call for you.



Superior Benefits—Enjoy a number of superior benefits, such as 24-Hour Claims Assistance, Accident Forgiveness⁴, Roadside Assistance⁵ and Better Car Replacement.^{TM6}



Liberty Mutual
INSURANCE



Contact me to set up an on-site visit, like an Ice Cream Social on campus! Your local Liberty Mutual representative will come and meet your members.

Patti Mady
Relationship Manager
585-613-3861
patricia.mady@libertymutual.com

For a free no-obligation rate quote call 800-225-8281 for a local representative in your area.

This organization receives financial support for offering this auto and home benefits program.

¹ Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. ² Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." ³ Average annual savings based on nationwide survey of new customers from 01/27/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. ⁴ For qualifying customers only. Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. ⁵ With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disablements only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. ⁶ Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116.

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Valid through November 25, 2016.



NYS's New Paid Family Leave Law: Implications for UUP Members

New York just became the fifth state to enact a paid family leave law. It's important to understand that the new law provides mandatory coverage for private sector employees only. Public sector employees will only be covered if their public employer elects to opt-in to coverage. For unionized public employees, this opt-in must be bargained.

In other words, benefits provided by the state's Paid Family Leave Law do *not* automatically extend to UUP members or other NYS employees.

But the law may have positive implications for our collective bargaining efforts:

- Establishing political support for the concept that all employees should have paid family leave benefits will strengthen our hand in negotiations.
- Allowing public employees to "opt-in" through collective bargaining will permit negotiation over how to best coordinate the new statutory benefits with existing—and possibly expanded—contractual family leave benefits.

It is still crucial to press SUNY to support UUP's efforts to bargain comprehensive paid family leave benefits in the NYS-UUP Collective Bargaining Agreement.

Fast Facts: New York State's New Paid Family Leave Law

Who's covered by the law?

Employees with 26 consecutive weeks of prior employment with the employer.

What does the law cover?

Leave for birth, adoption, foster care, or care of a family member with a serious health condition.

Length of Leave Period

Jan. 1, 2018 – 8 weeks in any 52-week period
 Jan. 1, 2019 – 10 weeks in any 52-week period
 Jan. 1, 2021 – 12 weeks in any 52-week period

Leave Benefit Level

Jan. 1, 2018 – 50% of salary, up to 50% of state average weekly wage*
 Jan. 1, 2019 – 55% of salary, up to 55% of state average weekly wage
 Jan. 1, 2020 – 60% of salary, up to 60% of state average weekly wage
 Jan. 1, 2021 – 67% of salary, up to 67% of state average weekly wage

(Note: Minimum benefit of \$100 per week. Employees with salaries less than \$100 per week receive full salary.)

* Current state average weekly wage is \$1,296.48.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
 518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG

SAVE THE DATES

Executive Board Meetings Schedule
Sept. 22, Oct. 6 & 18, Nov. 1 & 21, Dec. 6 & 22

Labor Management Meetings Schedule
Sept. 21, Nov. 16, Dec. 14

Fifth Annual Part-Time Service Award Banquet
Tuesday, October 25

Holiday Party
Friday, December 9

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017
4-Digit phone numbers begin with 607-753-xxxx

EXECUTIVE OFFICER'S

PRESIDENT: Joe Westbrook (Facilities) 5517
VICE PRESIDENT for ACADEMICS: Daniel Harms (Library) 4042
VICE PRESIDENT for PROFESSIONALS: Jennifer Drake (ASAP) 2361
SECRETARY: Rebecca Bryan (Physical Education) 4561
TREASURER: Rickie McClure (Retiree)
OFFICER FOR CONTINGENTS: Jackie Pittsley (English) 4306
Chapter Assistant: Toni Murray 5991

joe.westbrook@cortland.edu
daniel.harms@cortland.edu
jennifer.drake@cortland.edu
rebecca.bryan@cortland.edu
mcclure65@gmail.com
jaclyn.pittsley@cortland.edu
uup@cortland.edu

ACADEMIC DELEGATE'S

Daniel Harms (Library) 4042
David Ritchie (Library, Emeritus) 607-273-4453
Henry Steck (Political Science) 4807
David Kreh (Library Emeritus)
Rebecca Bryan (Physical Education) 4561
Joseph Rayle (Foundations and Social Advocacy)
Harvey Inventasch (Edu. Emeritus) 321-253-8579
Jaclyn Pittsley (English) 4306
Anne Wiegard (English) 4896
Jamie Dangler 800-342-4206

daniel.harms@cortland.edu
david.ritchie0@gmail.com
henry.steck@cortland.edu
david.kreh@cortland.edu
rebecca.bryan@cortland.edu
joseph.rayle@cortland.edu
hiji@ix.netcom.com
jaclyn.pittsley@cortland.edu
anne.wiegard@cortland.edu
jamie.dangler@cortland.edu

PROFESSIONAL DELEGATE'S

Ist: Joe Westbrook (Facilities) 5517
Jennifer Drake (ASAP) 2361
Dianne Galutz (Admin. Computing Emeritus)
Dawn Van Hall (Retired/Library)
Marc Dearstyne (Tutorial Program) 4808
Ben Patrick (Admin. Comput.) 5511
John Driscoll (Emeritus) 315-380-5055
Jo Schaffer (Emeritus) 753-7245

joe.westbrook@cortland.edu
jennifer.drake@cortland.edu
dianne.galutz@cortland.edu
dawn.vanhall@cortland.edu
marc.dearstyne@cortland.edu
ben.patrick@cortland.edu
john.driscoll@cortland.edu
jo.schaffer@cortland.edu

UUP Cortland Chapter

PO Box 2000
B-5 Moffett
Cortland, NY 13045

PHONE:
(607) 753-5991

FAX:
(607) 753-5476

E-MAIL:
uup@cortland.edu

We're on the Web!

See us at:

<http://uuphost.org/cortland/>

Become a Department or Building Representative

Want to get more involved with UUP? Please consider becoming a Department or Building Representative!

We still need "reps" for many campus departments and/or buildings, and we would welcome your participation. Contact the Chapter Office (ext. 5991, uup@cortland.edu) to express interest or to find out more!

ARE YOU RECEIVING CORTLAND UUP CAMPUS E-MAIL POSTINGS?

If not, here's how to sign onto the "UUP List" Cortland campus e-mail list – be sure to sign on so you don't miss important announcements and messages from UUP!

1. Login to your webmail via MyRedDragon
2. On MyRedDragon home page, mid-right, see "E-Mail Options." Under that, click on Manage your Mailing List Memberships
3. Pop-up will request that you enter your username and password again (same as you use to sign into webmail)
4. On the page that comes up, click on Manage My List Membership
5. The next page is "Mailing List Management Service" – on this page you can voluntarily subscribe/unsubscribe to various campus e-mail distribution lists. To sign onto the UUP list, click Subscribe by "UUP List".
6. If you have any questions or problems, contact the Technology Help Desk at 753-2500.



Are You a Member?

| | | | | | | | |
|--|------------|----------------|------------|-------------------------|-----------|-----------------------|--------|
| Thomas P. DiNapoli New York State Comptroller | | JOHN DOE | | Total Gross | | Fed Taxable Gross | |
| | | | | Current | 3456.78 | 1234.56 | |
| | | | | YTD | 45,678.90 | 34,567.89 | |
| Advice # | 123456789 | Pay Start Date | 09/10/2015 | Net Pay 1,234.56 | | | |
| Advice Date | 09/10/2015 | Pay End Date | 09/24/2015 | | | | |
| Department ID | 1234 | | | Pay Rate | 56,789.10 | | |
| EARNINGS | | | | | | | |
| | | Current | | YTD | | TAX DATA | |
| | Hrs./Days | Earnings | Hrs./Days | Earnings | Federal | State | NYC |
| Regular Pay Salary Employee | | 3456.78 | | 45,678.90 | 4 | 4 | |
| Location Pay | | 56.78 | | 678.90 | 2 | 0 | |
| TAXES | | | | | | | |
| | | Current | | YTD | | | |
| | | | | | | | |
| Fed Withholding | | | | 3,456.78 | | 1,234.56 | |
| Medicare | | | | 45,678.90 | | 34,567.89 | |
| Social Security | | | | 3,456.78 | | 1,234.56 | |
| NY Withholding | | | | 45,678.90 | | 34,567.89 | |
| BEFORE TAX DEDUCTIONS | | | | | | | |
| | | Current | | YTD | | | |
| | | | | | | | |
| Regular Before Tax Health | | 456.78 | | 1,234.56 | | | |
| Supplemental Ret. Annually Prog. | | 678.90 | | 5,678.90 | | | |
| TIAA Retirement Before Tax | | 56.78 | | 1,234.56 | | | |
| | | | | | | UUP Member 26P | |
| | | | | | | 34.55 | 456.78 |

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck *must* say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership application.