



The Cortland Cause

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Our Bylaws, Our Union, Our Selves

SUNY Cortland Chapter of UUP's bylaws are in need of amendment and revision! Our chapter bylaws govern our campus structure and they describe the functions of our local campus organization. The chapter bylaws have not been amended in many years and are seriously out of date.

The UUP bylaws committee, including Daniel Harms, Joe Westbrook, and myself, with a great deal of assistance from Jen Drake and David Ritchie, has been working for several years to amend the bylaws to reflect changes in the UUP Constitution and changes in the Chapter. I offer my thanks for their hard work.

These changes have to occur in order for our union to remain at the forefront of advocacy in these trying times of anti-union sentiment. Our bylaws as amended will now reflect important changes in categories of membership, counting of delegates, and continuing membership, in addition to changes to language and offices.

Please take a look at the highlights of these amendments listed below, and please make it a point to **Attend Union Matters on April 1, 2020 in Corey Union Function Room and Vote** on the bylaws. All members' voices need to be heard, and all votes counted.

We need everyone's help to keep our union functional and prominent in the fight to maintain and improve our terms and conditions of employment.

UUP Bylaws Highlights of Amendments – February 2020

Bylaws Notes

Bylaws brought in line with UUP Constitution and directives from statewide

Names of committees and officers changed

Increasing good governance

Article III, Membership, Section 2 – Categories of Membership

Confirms categories for Contingent Academic and Professional Members.

Section 3 – Classes of Membership

Adds Contingent and Continuing Membership as categories
 States the duration of Contingent Membership as being year-long
 Establishes that dues payment is necessary for membership
 States the rights of members for attending meetings and participating in elections

Continued on page 2

Article IV, Section 3 – Meetings

Changes necessary quorum for a meeting to be 5% of the Chapter membership (just to make it easier to convene a meeting)

Article V, Section 1 – Chapter Officers

Vice President for Contingents becomes Officer for Contingents

Added Officer for Retirees, Membership Development Officer; removed Part-Time Concerns Representative as redundant

Section 2 – Selection and Term of Office

Establishes that Membership Development Officer and Grievance Officer are nominated by the incoming Chapter President for a two-year term

Establishes that the Executive Board may appoint an officer or hold a special election if no nominee is available or write-in votes don't reach the threshold;

In case of a vacancy between the chapter elections and June 1, allows the incoming Chapter President to appoint an interim officer until the Executive Board meets.

Establishes presidential succession rules for officers

Section 3 – Duties

Allows the president to conduct Labor/Management meetings, sign checks if the treasurer is unavailable, supervise office staff, and appoint a Parliamentarian

Affirms that the Vice Presidents and Officer for Contingents are delegates

States that the treasurer should keep chapter monies in a bank account, and submit audit packets in a timely manner

Establishes duties for the Officer for Retirees, Membership Development Officer, and Outreach Chairperson

Article VI, Executive Board; Section 1 – Members

Changes the makeup of the executive board [?]

Section 2 – Duties

Confirms the Executive Board's role in approving committee appointments and carrying out statewide policy

Lowers the number of appointed offices for which the Executive Board can define duties

Establishes that Executive Board members serve as delegates to the Delegate Assembly

Section 3 – Minutes

Stipulates that minutes shared with Chapter members should be approved beforehand

Article VII – Other Chapter Officers

Eliminates the alternate delegate, in favor of regular delegates

Establishes that the Executive Board may create only chapter officers who are non-voting, and may define the duties thereof

Article VII – Committees**Section 1 – Standing Committees**

Clarifies which officers may attend Labor Management meetings, with the stipulation that others may be brought at the chapter president's invitation

Provides membership for Part-Time Labor Management meetings, as well as the Contingent Employment Committee, the Affirmative Action Committee, Grievance Committee, Membership Committee, Outreach Committee, and Environmental Health and Safety Committee, if the chapter chooses to appoint them

Article IX – Chapter Elections**Section 1 – Chapter Election Dates**

Chapter elections to be held in odd-numbered years, not “every two years”

Section 2 – Chapter Elections

Confirms that the Vice Presidents should be elected from their membership

Clarifies which positions are elected and which appointed

Grants the Executive Board the ability to appoint vacant positions for which no nominee or willing write-in candidate exists

Article X – Recall

Establishes a procedure to remove an officer for neglect, misuse of Chapter funds, or intentional misrepresentation, ending with a chapter vote for removal.

Article XI – Parliamentary Authority

Establishes that Robert's Rules of Order applies to meetings in cases where the UUP Constitution or Chapter Bylaws are silent

Article XII – Governance**Section 1 – Construction and Severability**

States that the UUP Constitution changes will automatically amend the Bylaws when these conflict

Provides that a copy of revised bylaws should be kept in the chapter office for examination

Section 2 – Amendment

Bylaws may be created by a petition sent to the executive board

A vote on an amendment may be held at a Chapter Meeting and take effect immediately



Dan Harms,
Chapter VP for
Academics
Library

DSI: Where's the Merit?

The Cortland refrain on our Discretionary Salary Increase money (DSI) process is that it rewards "merit." Does it?

To start out, let's say that the campus should be recognized for allowing employees to have a voice in the process of deciding how contractual DSI money is handed out, both in the application phase and giving them an appeals process. This is not something they're required to do.

But is it about merit?

We've just received the data from the DSI allocation from the last round which ended in December. It begs for interpretation from someone who has actual knowledge of statistics, but what I can see troubles me.

Based on my interpretation of the data, the campus gave money to over three hundred DSI recipients – yet only about sixteen of those were part-time employees. Even with some caution as to these numbers, I can nonetheless ask the administration:

1. Did less than twenty part-time employees on this campus merit a salary increase for their work?

Some might say, "We can't give money to people who don't apply." First, be aware that the campus chooses not to report the number of applicants, just the number of awards, so it's not clear whether part timers are applying or not. Second – if part-time employees aren't applying, isn't this an indication of a problem with the process? Third, we have used other processes in the past. Fourth – see below.

Remember, the total of all full-time and part-time salaries determines the amount of money the campus receives for DSI. We should avoid the process becoming one in which one group of faculty receives the overwhelming number of awards.

Second, we should talk about Information Resources, my own unit, which has many people doing hard, highly-skilled work crucial to the campus' success. In addition, while the administration has made some effort to deal with salary compression in other units, IR has not been one of them. Thus, IR has many people eager for some reward for their efforts after many years, and many employees applied for DSI this round.

The first level of application review in IR went smoothly. When it reached the second level, however, management chose to avoid making any recommendations – something that the college has never done, to my knowledge. They left that call up to the third level – after the appeals process had ended. There, the decision was made to slash the ratings of many of the applicants, sometimes dropping them two tiers. Speaking for myself, my recommendation dropped from "Highly Recommended" to "Not Recommended," and from talking with my colleagues, many others were equally dismayed with the results. The campus did grant another appeal period – for those who felt comfortable enough to write Erik – but the damage was done. Many people who had expected something for their efforts were deeply disappointed. Further, not a single part-time applicant from IR – and we did have them – received any DSI.

It's true that the campus has only so much money to go around, but it does decide on how it allocates it in the process and the amounts of the awards at each tier. Thus, my second question:

2. How much should a "merit-based" rating of our performance depend on how many people in the unit also apply?

At this time, the next DSI process memos have already been mailed out. We'll see how this round goes – but I've seen no indication anything will change in this next round.



#FundSUNYnow UUP Cortland Solidarity Rally

WHERE:

Corey
Union
Steps

WHEN:

Tuesday,
March 3, 2020

TIME:

3:00 PM -
4:00 PM

Let's join together to advocate
for affordable & equitable public
higher education



WEAR #RedforEd





Nancy Kane,
Kinesiology

History of Physical Education and Sport Class Learns Jousting Skills

Cries of “Huzzah!” ring out from students on the sidelines watching classmates practice skills used in medieval European jousting. Some students are acting as knights, some as squires or heralds, some as royalty. Four of them are getting a good workout as horses carrying the knights. One serves as scorekeeper. Shields have been emblazoned by competing teams, and the knights wear helmets designating them as belonging to the Gold or Silver team. It’s the day of the EXS 197 Joust, in which students in the History and Philosophy of Physical Education and Sport class experience some of the training used by knights in training.

The event was created by Dr. Nancy Kane ('13), who wanted to bring history to life after researching the training methods used in medieval times for her new textbook, *History and Philosophy of Physical Education and Sport* (Cognella, 2020). The book includes research and kinesthetic activities for each chapter to give students an engaging way to connect with the past and deepen their understanding. Kane was assisted in her research by Jeremy Pekarek, Archivist and Instructional Services Librarian at the Memorial Library Delta Collection, who made SUNY Cortland's 1898 edition of Joseph Strutt's book, *The Sports and Pastimes of the People of England* (1801) available for her study. “I could have read it online, but there is nothing like holding the book, feeling its textures, and studying the words and engravings up close,” says Kane, whose students previously met with Pekarek to learn about Cortland's archives.

The skills for the students' jousting day include tilting with jousting lances (made of pillow-topped salvaged bamboo sticks) to spear rings, hitting a target (or a squire), and eventually competing in single combat against another opponent on “horseback.” The various events are described in Strutt's book as practicing against a quintain, which could mean any of a range of targets from posts to squires holding shields. Quintains could also be rings used as targets: Strutt notes that the French scholar, Charles du Fresne, sieur du Cange (1610-1688), indicated that the Florentines in Italy referred to tilting at rings as “correr alla quintana.” Strutt also credits ancient Roman military training as noted by Vegetius in his book, *De re militari*, in which knights and squires would use a tree trunk to practice *ad palum* (against the pole). Eventually, shields and other targets were added, and tilting for rings remained a popular pastime among youth for centuries after the last tournaments faded from memory.

Kane used Strutt's first chapter in Book III with its illustrations to recreate the training techniques and adapt them for a modern classroom. Strutt's quintain illustrations were taken from an early 14th century manuscript in the Royal Library, *Les Etablissemontz des Chevalierie*, which were studied by the engraver and historian Strutt. “Many of my students are physical education majors, and I want them to experience some ways in which we can make history live and they can integrate history into their future classes to bring extra variety and fun to their students. I love the interdisciplinary nature of the event,” Kane adds. Strutt wrote that there is a literary and performing arts component to the pastime of quintain, too. For example, Shakespeare refers to it in *As You Like It* (I, ii), when Orlando says, “My better parts are all thrown down/And that which here stands up/is but a quintain, a mere lifeless block.” During the joust, Kane plays *We Will Rock You*, a Queen song used in the 2001 Heath Ledger film, *A Knight's Tale*, to inspire the competitors and to add excitement.

This is not the first time Kane has used her historical research in practice. While serving as Director of Dance for the Trumansburg Conservatory of Fine Arts, she successfully created and taught a class called Rough and Tumble to encourage young boys to become part of the program. It was based on German gymnastics, parkour or freerunning, and stage combat. With a background as an advanced actor/combatant in the Society of American Fight Directors, she has taught armed and unarmed stage combat to Cortland performing arts majors as well as members of the varsity football and gymnastics teams.

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Jousts were the first instance in sports history in which scorecards were used, and the class scorekeeper eventually announces the champion of the day. With typical chivalry, Sir Ethan Irons ('21) invites the entire Gold team to pose for the photo with their shortbread cookie prizes (provided in lieu of a feast). Kane will later print and bring in copies of the photo for each member of the team as a memento. "Transformational Education is part of life at Cortland under our Campus Priorities," Kane says, "and I love it when we can integrate different aspects of learning into memorable events!" Judging from the expressions on their faces in the photo, her students agree.



Photo by Samantha Yannuzzi ('22)

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, Amy Russell, Amy.Russell@cortland.edu

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4-Digit phone numbers begin with 607-753-xxxx

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We're on the Web!
See us at:
<http://uuphost.org/cortland/>



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE	Total Gross	Fed Taxable Gross
Advice # 123456789		Pay Start Date 11/10/2019	Current 3456.78	1234.56
Advice Date 11/10/2018		Pay End Date 11/24/2019	YTD 45,678.90	34,567.89
Department ID 1234		Net Pay 1,234.56		
EARNINGS		Pay Rate 56,789.10		
Hrs./Days	Earnings	Hrs./Days	Earnings	TAX DATA
Regular Pay Salary Employee Location Pay	3456.78 56.78	45,678.90 45,678.90	45,678.90 45,678.90	Federal State NYC YTD Max Deduct Allowances Add. Amt.
				4 4 0
				TAXES
				Fed Withholding Medicare Social Security NY Withholding
				1,234.56 5,678.90 3,456.78 5,678.90
				12,345.67 4,567.89
				4,567.89
				DEDUCTIONS
				Current YTD
Regular Before Tax Health Supplemental Ret. Annuity Plan TDAA Retirement Before Tax	456.78 56.78 56.78	1,234.56 5,678.90 1,234.56	34.98 456.78	

CHECK PAY STUB TO MAKE SURE

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

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

The Benefits of Being UNION!

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

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

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

Being a member of UUP also means you maintain:

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

uup is us.

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Executive Board Meetings Schedule

March 12, April 23 & May 14

Labor Management Meetings Schedule

March 19, April 16 & May 21