



# The Cortland Cause

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## To Carry on Negotiations...

The author humbly thanks U.S. Veteran Tim O'Brien, author of *The Things They Carried*, for his inspiration.

The image, to the newbie:

*They each carried six sharpened pencils, which were 15cm long and had a combined weight of 60.0 grams. They felt these tools necessary, despite their dusty graphite leads, as they are educators, and educators learn by jotting ideas that can be modified with erasers but leave a trace of the inspiration on the page behind, as if the new idea can only be built upon the remains of the old one. These pencils were packed into pencil pouches, cushioned against travel size tissues, erasers, white out, paper clips, a mini stapler with staples, one staple remover, chewing gum and candy bars. The pouches were carried in a bag slung across the shoulder of each soldier; the bag also contained a re-suable water bottle that was filled at the first available thruway rest stop. The combined weight of these items was less than six pounds.*

*The team each wore a standard issue UUP tee-shirt in black or red, based upon rank and availability, comfortable shoes and loose-fitting slacks. Upon the shirt, below the logo was a union insignia pin declaring each member to be part of the "Union Family."*

*They each carried a laptop weighing between 2-4 kilograms, depending on brand, size, hardware, and other factors. They were used to take notes during member input sessions, formal strategy sessions and informal strategy sessions, and they would be used to skype with family members in the evening when the battle was at a standstill.*

*The soldier known as "Camera Man" lugged a Nikon D458 Digital single-lens reflex camera with 153 focus points, 99 cross-type sensors and a dedicated AF processor, -4EV to shoot in low light, and up to 7FPS at 45.7 MP for nailing the shot at a high resolution; it can capture up to 51 consecutive shots and can seamlessly switch between RAW sizes of Large, Medium, and Small, and can capture images without sound or flash, in order to appropriately document the work being done. The Nikon weighed 915 grams without the battery, but he also carried the battery, bringing the total weight to 1005 grams. To help the member who was having problems with a stiff shoulder, he also carried the recording and telecall equipment, weighing less than five grams. The team leader carried the heaviest packet of documents: printed copies of intake forms and emails, the contract studded with a rainbow of highlighting, wordsmithing, post-it notes, tape, grease stains and coffee stains. He carried the expertise and inexperience of his team, walking proudly in the lead, with a slight shuffle, as if carrying both at once caused in his gait an unevenness that he was aware of and for which he compensated.*



**Jaclyn Pittsley,**  
Chapter President  
English

**IN MEMORIAM**

Our deepest condolences to the families of our proud UUP members on their loss.

**John L. Fauth**

Served as Associate Professor, Department Chair, Geology

Continued on page 2

*Their cars had carried them to the hotel, twelve people in six cars, one a rental that was picked up at the airport, a 2018 Toyota Prius, weighing 1775kg. It was a golden yellow color, and the team was sure it represented the sun they would see only sporadically that weekend.*

*They pulled their travel cases behind them, weighing less than fifty pounds-a-piece, but together weighed much more and filled the hatchback of each vehicle. Carrying this weight, they marched in solidarity shouldering together the needs, hopes, and dreams of 38,000 members and other folks in the bargaining unit, ready to face the Chief Negotiator and slug it out in battle.*

I thank the reader for your indulgence, as I now get to the facts, in addition to the image, of our bargaining agreement and negotiations.

The current bargaining agreement expires on July 1, 2022. The Negotiations Team has been chosen by President Fred Kowal in consultation with his officers and Executive Board. His Chief Negotiator is Brett Benjamin, an Academic Member teaching in the English Department at SUNY Albany with experience working on the previous contract.

The Negotiations Team has been chosen, representing both professionals and academics from across SUNY. The Team Members include:

Redetha Abraham-Nichols	Downstate Medical Center Chapter
Jennifer Drake	Cortland Chapter
Mindy Heath	Upstate Medical University Chapter
Shoshana Hershkowitz	Stony Brook Chapter
Jude Jayatilleke	Buffalo State Chapter
Aaron Major	Albany Chapter
Pamela Malone	Empire State College Chapter
Jackie Pittsley	Cortland Chapter
Benita Roth	Binghamton Chapter
Idalia Torres	Fredonia Chapter
Bill Tusang	Cobleskill Chapter

The team has met to begin their work with a virtual introductory meeting in June, and with Negotiations Training on Weds, August 25-Friday, August 27. UUP President Fred Kowal (2021) has said, "This is one of the most demanding and important volunteer positions in our union. The team will begin its official work next month, followed by a series of campus visits (both virtual and in-person) during the Fall semester to solicit member feedback on priorities for the coming round of negotiations. As we move forward, expect to see a member survey as well as a dedicated area for 2022 negotiations on UUP's website which will be updated on a regular basis." I thank Fred, Bret, and legal counsel Elizabeth Hough for selecting me to represent the interests of all my fellow members and share my knowledge of the working conditions of part-time and full-time contingent employees.

In that training, there are some important things I've learned and would like to share. We must remember that while general parameters remain the same, each round is different. The negotiations team will fight for gains that benefit our members, and we attempt to fend off demands for harmful concessions from the State. There are always gains, tradeoffs, and concessions, but sometimes, there will be some great surprises. Ultimately each round varies based on the social, political, and economic contexts in which they occur.

I have also come to appreciate the framework has been set and has been past practice for SUNY operations for some time. This means that while our members are protected by a long-standing collective bargaining agreement, that big shifts are possible, but difficult. They typically require broader social forces of transformation, not merely, determination and a good argument.

I have learned to appreciate that our contractual provisions must work for all thirty-two campuses, and across our incredibly diverse unit. Possible, but difficult, to make differential provisions within the contract.

I have learned that because we engage in NYS Public Sector Negotiations, not only do we negotiate with the state instead of SUNY or a specific campus, but UUP's Agreement must also broadly conform to those of the other State unions.

What about the Taylor Law?

Section 204 of the Taylor Law:

Section 204.3 of the Taylor Law, which sets out the general rights and duties of both parties involved in negotiations, provides:

“For the purpose of this article, to negotiate collectively is the performance of the mutual obligation of the public employer and a recognized or certified employees organization to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, or the negotiation of an agreement, or any questions arising thereunder, and the execution of an agreement incorporating any agreement reached if requested by either party, but such obligation does not compel either party to agree to a proposal or required the making of a concessions.”

The Duty to Bargain Includes:

- The obligation to meet at reasonable times
- The obligation to confer in good faith
- Over wages hours and other terms conditions of employment
- The obligation to sign a written agreement
- Which incorporates the terms of any agreement reached

The Duty to Bargain Does Not Include:

- The obligation to reach agreement on any proposal on a mandatory subject
- The state can say no forever to proposals they are not interested in, and they do
- The only obligation is to listen in “good faith.”
- Any obligation to bargain over issues which are not “terms and conditions of employment”

Section 201.4 defines “terms and conditions of employment as follows”:

“The term “terms and conditions of employment” means salaries, wages, hours, and other terms and condition of employment provided however that such term shall not include any benefits provided by a public retirement system, or payments to a fund or insurer to provide an income to retirees, or payment to retirees of their beneficiaries. No such retirement benefits shall be negotiated pursuant to this article, and any benefits so negotiated shall be null and void.”

What are terms and conditions of employment? According to what I’ve learned so far, wages, hours are clear terms and conditions. What “other terms and conditions of employment” means is not precisely defined by statute, regulation, or case law. Both PERB and the courts generally strike a balance between: The interests of public employees in having a voice in determining their working conditions and the need for public employees to maintain flexibility necessary to carry out their governmental missions.

Non-Mandatory Subjects of Negotiations are primarily matters pertaining to the employer’s mission, the services it provides, and core management prerogatives. Why is the distinction important? Because UUP can and often does attempt to bargain over “non-mandatory” subjects, but neither party is legally compelled to discuss those topics in negotiations.

And this is just a small portion of what I have been learning so far, and there is a long, long way to go before we have a new agreement.

So, as we remember and rely upon our union leadership over the coming weeks and months, let’s lift their names among our colleagues, remember that the needs of one are the needs of all, shoulder the burden of engaging ourselves and our colleagues on our campuses when they call upon us, weigh the reward of unification versus the cost of division, and carry on through this long and arduous battle together.

**IMPORTANT DATES:**

Please make every effort to attend our **Virtual Cortland Campus Town Hall Meeting, Regarding Upcoming UUP Contract Negotiations, scheduled for Wednesday, October 4, 11:30am**. The Negotiations Townhall meetings, led by UUP Chief Negotiator Bret Benjamin (Albany) and Counsel to the UUP President Elizabeth Hough, provide a critical opportunity for the members of our chapter to voice issues/concerns/proposals about the UUP contract. Member feedback and priorities will provide essential guidance to the UUP Negotiations Team in our upcoming contract negotiations with New York State and SUNY. All current UUP members are invited to attend and participate in this town hall meeting.

UUP-represented employees who have not yet joined UUP, are urged to sign a membership card so that, among other benefits, they will have the opportunity to voice issues of concern in preparation for negotiations.

Please also be on the lookout for more information about our upcoming **Central, NY Regional Contract Meeting, Regarding Upcoming UUP Contract Negotiations, scheduled for Wednesday, October 13**.

**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](mailto:uup@cortland.edu) and to the editor, Amy Russell, [Amy.Russell@cortland.edu](mailto:Amy.Russell@cortland.edu)

## Jo Schaffer's *It's About Time!* Thoughts about Professional Promotion...



**Jo Schaffer,**  
Officer for Retirees

For all the years I was an active member of UUP, as a Professional at SUNY Cortland, I kept a wish list of issues that I thought needed close attention and resolution. Among the items on this dream list was a thought that someday there would be a “simple” method for Professional promotion, or at least recognition of not only increased proficiency and expertise but simply a job well done.

Since the organization of [Management Advisory Committee on Classification and Compensation \(MACC\)](#) more than 30 years ago, there has been little or no movement in the professionals' ability to have service, quality, longevity, achievement, expertise, etc., recognized by the state as professional qualifiers for promotion.

Additionally, the issue of professional promotion has always been a topic of discussion, disappointment, and frustration on behalf of the thousands of professionals employed by the University.

There needs to be a means to recognize the achievements of professionals within their titles and salary levels. While there has been some movement to change and accommodate Information Technology titles, that leaves the majority of professionals without a significant gain or recognition in the system. There are many professionals who work in single person "jobs", don't supervise, work jointly and provide hours beyond belief and yet have no opportunity in the current system to have promotional recognition.

The State and SUNY have been unwilling to provide for promotion apart from radical changes or substantial increases in duties. That is not the case for our Academic colleagues. The ideal solution to that issue would be to include the Professional faculty into somewhat the same procedures for promotion as our Academic colleagues. After all, does the Academic have to increase the responsibilities of the “job”, take on additional duties and tasks (more classes, more students), expand the levels of service in order to qualify for promotion? Or does the Academic have to just do well whatever the Academic was doing ...teaching, research and service...to qualify?

Until there is a complete overhaul of the current SL/Titles, the following might be a solution agreeable to SUNY and would, at the same time, give the professional recognition and promotion so richly deserved.

Each SL would have three grades somewhat like Assistant, Associate and Full Professor ranks, i.e.,

SL3-A or I Assistant, for five years;

SL3-B or II Associate, for the next five years;

SL3-C or III Full

Each employee would continue to be evaluated as doing excellent work as expertise in the level increases with experience and service. It is not always reasonable to keep adding additional duties to an already full performance program, but expertise expands and so does efficiency. These should be recognized.



**Karla Alwes,**  
Distinguished  
Teaching  
Professor, English

## Goodbye Remarks

On the last day of every semester the students and I bring up what I call “goodbye remarks”-- issues and topics that we need to think about or we have missed discussion of, or just simple farewells-- as a way to bring the class to its certain finality. Everything of course has a certain finality, and now the idea of “goodbye remarks” takes on a different role in my life, because the phrase signals my retirement from the College following the current fall semester.

I happily came to SUNY Cortland in the fall of 1987, directly after receiving my PhD from the University of Massachusetts at Amherst. Knowing nothing about the city of Cortland except that it was named after an apple, or vice versa, I applied for the position of a one-year visiting assistant professor in British Romantic literature. The visit outlasted the title as I went on to become associate professor, full professor, and then Distinguished Teaching Professor. During my time at Cortland I served as Chair of the English Department, President of the Faculty Senate, Coordinator of Multicultural and Gender Studies, and Editor of the UUP Newsletter, through which you are reading this very sentence [talk about Breaking the Fourth Wall]. Teaching is multi-faceted as we have all discovered, and service beyond teaching in the classroom has its rewards in the campus social arena, because the communal work of committees and any type of leadership brings people together, for at least a while.

As with everyone, my reasons for retiring are complex and personal, and maybe even somewhat unknown to me, but one thing I can share with anyone who asks is that I look forward to creating a new routine. Maybe many. The routine I have had as a professor at SUNY Cortland is and will always be a major part of my identity and, as the poet William Wordsworth says, the memories will be “recollected in tranquility” for years to come. Something “better” than what I have been doing since 1987 is neither guaranteed nor expected by retiring. Just something different.

Our work is often our identity, and even if not, it is almost always the primary activity of our lives. When we don't enjoy what we do, retirement cannot come too soon. When we do enjoy our work, a large part of ourselves is lost upon leaving it, despite the many “congratulations” from colleagues. We are, as poet Thomas Hardy writes, “flinging our souls” into the darkness of the unknown. Hardy was speaking of a bird, but I think we can all see some of ourselves in his bird as we anticipate our leaving the thing we love to do, and have done, no matter the reason.

All SUNY Cortland employees, working in or out of the classroom, serve as our students' stepping-stones to their future, a future that does not include us. We would want it no other way. It's our work. And often our joy.

## Zonta's Woman of the Year: Jamie Dangler

Just a few days ago, the women of the Zonta Club of Cortland organization awarded the Woman of the Year to UUP Cortland's own Jamie Dangler. Jamie joins a very distinguished list of previous awardees admired for their contribution to our community, including Regina Grantham and Ibipo Johnston-Anumonwo, among others.

In the decades that Jamie has served as a leader in UUP, she has built a long list of achievements, from starting the statewide Family Leave Committee in 2001, leading UUP's Task Force on Teacher Education advocacy to reform the teacher certification process, and serving as chief negotiator for UUP's 2011-2016 contract.



**Jo Schaffer,**  
Officer for Retirees

Zonta's main purpose is dedicated to improving the legal, political, economic, educational, health and professional status of women. Jamie, with her years as a concerned sociologist and an active UUP officer both locally and statewide, including her service at Vice President for Academics, certainly represents the highest standards in all these categories.

Congratulations from us all.



Jamie Dangler Accepting Award at Zonta's Woman of Achievement Luncheon, 9.12.2021 with Husband, Steve Dangler by her side



Jamie Dangler Speaking at Zonta's Woman of Achievement Luncheon, 9.12.2021



**Left to Right:** Seth Asumah, Nanette Pasquarello, Tom Pasquarello, Steve Dangler, Jamie Danger, Jo Schaffer and Elizabeth Bittel

Photos taken by Jerry Frare



**Dan Harms,**  
Chapter VP  
for Academics  
Library

## Odds and Ends

As I write today, we are back in person on campus, enjoying the company of our fellow faculty, students, and staff, any one of whom may be carrying a serious illness with long-term effects that are still uncertain. I wish I could be more enthused about the matter, but it's difficult.

Our campus has a key tool – the new SUNY Telecommuting Policy, which extends through the end of the year – that could be instrumental in keeping people safe and reducing campus density. Why aren't we using it more?

I've heard people express fears about how their supervisors will react, or tell officers that their supervisors have told them not to apply. I would encourage any employee who needs something that makes them safe or successful to ask their supervisor, in any circumstance – and especially in the present one. If no one applies, the administration will conclude that no one needed or wanted to telecommute, not that people were afraid to or discouraged from asking.

Yet I can also be disappointed with how we are redefining “essential” for many employees, even those who have no student-facing responsibilities, in a situation where so many people cannot be vaccinated, whether due to age or health conditions. It's true that the policy forbids using the policy to replace leave for child or elder care – yet it could function to address that critical gap in ADA coverage in which the health of an employee's household is also taken into account.

What if the administration had decided to approve telecommuting for every employee living with a person unable to be vaccinated? Based upon the current student mandate, the policy could be ended by October 11, two weeks after their final doses. I know students are anxious to return to the classroom, but this would have kept people's families safe for a minimal cost in terms of service. The employees would still need to spend 50% of their time on campus, but it would have made for a safer and less disruptive semester.

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Do you have a counseling letter in your file?

In SUNY, counseling letters are a common way for colleges to deal with unwanted behavior from employees. It avoids the escalation involved in a full disciplinary action, and it can be helpful in giving guidance to an employee so as to help them succeed in the long term.

While talking to members, I've also learned that these memos can be used in a variety of different ways that we might not anticipate. I don't want to get into the specifics of these conversations, but they have been matters of deep concern.

After three years, an employee has the right to request that these memos be removed from their files. If you have a counseling memo in your file that has been there for three years, my advice would be to petition the provost's office to have it removed, without delay.

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As always, I am happy to address your questions and concerns. Please send them to [danharms@earthlink.net](mailto:danharms@earthlink.net), and we can discuss where and when to have a longer conversation.

# EMPLOYEE ASSISTANCE PROGRAM

24 HOURS A DAY – 7 DAYS A WEEK – 365 DAYS A YEAR

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**No Cost**

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Office by appointment only, located at room 119,  
Van Hoesen Hall

## We are here for you!



(SCAN QR CODE FOR EAP WEBSITE)

Consider joining the EAP Committee – only one meeting per month!



**CORTLAND**



Employee Assistance Program

### EAP OFFERS SUPPORT & REFERRAL SERVICES FOR:

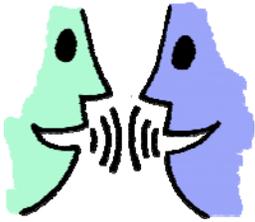
- Alcohol Abuse
- Substance Abuse
- Domestic Violence
- Gambling
- Legal Issues
- Retirement Planning
- Work-Life Balance
- Child Care
- Elder Care
- Financial Concerns
- Grief & Loss
- Housing
- Mental Health Issues
- Stress
- Work-Related Issues
- Family Issues
- Health & Wellness

EAP is designed to help an employee handle the problem before it affects their job.

### CAMPUS PROGRAM COORDINATORS

Tina Aversano  
Richard Nauseef  
607-753-5777

**NYS EAP**  
1-800-822-0244



## Monthly Communication Highlights

UUP Cortland Chapter | September 2021



### Welcome back to campus! Get familiar with our union!

Check out our chapter website to find out who your UUP Officers are, or to find your Area Activist.  
<https://uuphost.org/cortland/>

Share your concerns in a confidential and comfortable manner. Also available are Open Houses if you wish to drop by with a quick question or to obtain information. See list of September open houses below, or check out the UUP bulletin board in your department office/area.

### Parking Registration: Remember to buy your Parking Registration!

The fee has increased to \$25, which has been agreed upon between UUP and Management after several conversations throughout 2021. There will be no mirror tag that must hang from your window; the Parking Department now uses a scanning mechanism which scans your license plate. If your license plate is deteriorating, it may affect whether your plate is read/if you receive a ticket, so Parking Department recommends replacing your plate if it is peeling, damaged, or missing. Be sure to park in such a way that your plate is visible from the driving lanes in the parking lots. Faculty may park in "A" designated lots. For questions, please visit: <https://www2.cortland.edu/offices/university-police-department/parking-operations-security-services/>

### Upcoming Chapter Events for Members:

- Open House: Tuesday, September 7, 12-1pm, Student Life Center.
- Fall 2021 Retirees Luncheon: Wednesday, September 22, 11:30-1, Dashers, Homer.
- Open House: Wednesday, September 22, 2-3pm, Virtual.
- Area Activist Training, Monday, September 27, 12-2pm, Virtual.
- Targeted Membership Meeting: Tuesday, September 28, 12-1, SAWS/IR, Virtual.
- Targeted Membership Meeting: Monday, October 4, 12-1pm, Residence Hall Directors, Virtual.
- Targeted Membership Meeting: Tuesday, October 5, 4-5pm, Virtual, Contingent Employees.
- Open House: Wednesday, October 6, 11-1pm, Cornish/Van Hoesen.
- Open House: Tuesday, October 12, 12-2pm, Corey Union.
- Open House: Tuesday, October 26, 11:15-1:15, Moffett 001.
- Part Time Service Recognition Luncheon, Wednesday, October 20, 11:30-1, Function Room.
- Part Time Scholarly Showcase, Wednesday, October 20, 4-7pm, Brown Auditorium.

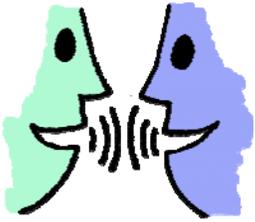
#### Interested in having UUP meet with folks in your area/department?

Please reach out by email [united.universityprofessions@cortland.edu](mailto:united.universityprofessions@cortland.edu)

Please reach out to the Chapter Office if interested in attending "Open" and Member meetings.

### Upcoming Statewide Events for Members:

(please note: all statewide events include participation from Chapter leaders and advocates)



- Thursday, March 18: Labor-Management
- Monday, March 22: Targeted Member meeting: Contingent Faculty
- Tuesday March 23 and Thursday March 25: UUP Statewide Pre-Retirement Webinar (2 parts)
- Thursday, March 25: Targeted Member meeting: IR professionals
- Wednesday 17 March and 31 March: UUP Statewide Student Debt Clinics.

### Highlights, March Executive Board Meeting:

- Discussed Provost Prus' announcement that the fall '21 semester is anticipated by Management to return to "all" in-person classes.
- Discussed contingencies around the 2 April expiration of telecommuting directive for non-essential SUNY employees to work remotely.
- Reviewed highlights from recent targeted membership meetings with Library workers and Residence Hall Directors.
- Passed a resolution to honor the passing of Ann O. Gebhard, retired faculty member in the English Department, in recognition of their union activism.
- Membership Development Officer, Bekkie Bryan, reported on Advocacy Day for the Educational Opportunity Center (EOC) as well as other state and national budget advocacy.

### Highlights, March Labor Management Meeting:

The Labor-Management Team discussed the following issues:

- The plans for Residence Life in fall 2021
- DSI procedures and policy for 2021
- Class enrollment requirements
- Part-Time employees' jobs for summer/fall 2021
- Re-Deployment of UUP Members
- Employee workload and retention for Information Resources professionals
- UUP Cortland Academic Workload Survey
- Voluntary Reduction in Workload Schedule
- Course Teacher Evaluations (CTEs)

To see the [full Labor-Management Agenda](https://uuphost.org/cortland/), please visit our [Chapter Website](https://uuphost.org/cortland/) (<https://uuphost.org/cortland/>)

[Follow us on Facebook \(Facebook.com/UUPCortland\)](https://www.facebook.com/UUPCortland)

**United University Professions  
Labor-Management Agenda**  
Tuesday, September 21, 2021  
3:00-4:00pm  
Old Main 220

**Items of Collegiality:**

1. UUP thanks Provost Prus and Management for communicating clarifying information on office hours/appointments with students, the inventory process to insure every employee has a web cam and microphone in their office/area, remote work during quarantine/isolation.
2. UUP acknowledges Management's hybrid Opening of School Meeting.

**Old Business:**

1. UUP requests a breakdown in budget for UUP salary increases by faculty group.
  - a. How do these numbers compare to the 2021 salary increases for MC?
  - b. Of the \$19 million dollars in reserves reported at Labor-Management in August 2021, in what portions and where will those dollars be allocated to areas other than UUP raises?
2. UUP requests an update on numbers of courses cancelled (originally scheduled for fall 2021) across the college:
  - a. School of Arts and Sciences?
  - b. School of Education?
  - c. School of Professional Studies?
3. How many offers of employment have been offered to Part Time employees?
  - a. Academics?
    - i. Were the offers for fall 2021 only, or for a one-year appointment?
  - b. Professionals?
  - c. Were employees who had previously earned a term appointment offered a term appointment?
4. How many Part Time members, previously offered employment (who were employed in fall2019/spring2020, and then not employed due to COVID) will not be offered employment this fall?

5. How many performance programs for part-time and full-time professional faculty members are not up to date?
6. How many evaluations for part-time and full-time professional faculty members are not up to date?
7. What is the plan for addressing both Items 5 and 6?

**New Business:**

1. Update on Vaccination Numbers:
  - a. Number of Students living on campus:
    - i. Partially Vaccinated:
    - ii. Fully Vaccinated:
    - iii. Unvaccinated/Unknown:
  - b. Number of students living off campus:
    - i. Partially Vaccinated:
    - ii. Fully Vaccinated:
    - iii. Unvaccinated/Unknown:
  - c. Number of employees:
    - i. Partially Vaccinated:
    - ii. Fully Vaccinated:
    - iii. Unvaccinated/Unknown:
2. Will breakthrough infections be reported by the campus, separately or in addition to infections of the original virus? If so, how will that be reported?
3. If the campus has a significant number of cases, what is the plan?
4. How many students have been referred to Student Conduct for mask violations?
5. Update on the New Telecommuting Policy:

- a. Has the application for remote work through 12/31/21 been communicated to campus?
  - b. How many requests has HR received? How many of those requests have been granted?
6. How many faculty have received a counseling memo in each of the last three years?
7. How many faculty have requested the Provost remove counseling memos from their personnel files in each of the last three years? How many requests have been granted?
8. Does the college have a long-term plan to staff, support, and assess its online courses and programs, recognizing that these may differ from in-person programs?
  - a. What demographic information do we have on our online learners?
  - b. Are there plans to update the Online Course Delivery policy to provide more leeway based upon how many online programs a department must staff?

Check out what your union membership has to offer!

# Member Benefits Discounts & Deals

Below are the most popular vendors that NYSUT members have shopped with using MB Discounts & Deals this past year -- with a potential savings of almost \$900,000! Have you been missing out?

<u>EAT</u>	<u>PLAY</u>	<u>SHOP</u>	<u>TRAVEL</u>
HelloFresh	Six Flags Theme Parks	Samsung	TripBeat
Burger King	Hersheypark	Apple	Great Wolf Lodge
Subway	Sky Zone Trampoline Park	Dell	Carnival Cruise Lines
Domino's	Bronx Zoo	Lenovo	Sandals Resorts
Jersey Mike's Subs	LEGOLAND New York	Advanced Auto Parts	Norwegian Cruise Lines

MB Discounts & Deals offers NYSUT members exclusive access to savings of up to 50% on restaurants, groceries and food delivery, theme park tickets, hotels and flights, oil changes and vehicle maintenance -- with more than 21,000 New York State deals and thousands more nationwide.

You can even refer your favorite local business (restaurant, coffee shop, workout facility, etc.) to join the network and provide NYSUT members with a special discount. Don't miss out... register your account today!

Member Benefits is proud to endorse MB Discounts & Deals along with dozens of other programs and services that may be able to benefit you and your family members. Take some time to explore our website to find out how we can help you make every dollar count!



Learn more by scanning the QR code to the left, visiting [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or calling 800-626-8101.



**UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2021**

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?

<b>Thomas P. DiNapoli</b> New York State Comptroller				<b>J. DOE</b>				Total Gross    Fed Taxable Gross Current    3456.78    1234.56 YTD    45,678.90    34,567.89	
Advice #    123456789 Advice Date    11/10/2018		Pay Start Date    11/10/2019 Pay End Date    11/24/2019		Net Pay <b>1,234.56</b>					
Department ID    1234				Pay Rate    56,789.10					
EARNINGS		Current		YTD		TAX DATA			
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yorkans		
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	2	0				
Location Pay	56.78	076.90	076.90						
				Federal State NYC Yorkans					
DEDUCTIONS		Current		YTD					
Regular Before Tax Health	456.78	1,234.56							
Supplemental Ret. Annuity Prog	076.90	5,678.90							
ThAA Retirement Before Tax	98.76	1,234.56							
				Federal State NYC Yorkans					

**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.



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**Executive Board Meetings Fall 2021 Schedule**  
 September 28, October 26, November 23, & December 28

**Labor Management Meetings Schedule**  
 September 21, October 19, November 16 & December 21