



The Cortland Cause

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IN MEMORIAM

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

Mark Connell,
Senior Assistant Librarian Emeritus

And

Linda Rosekrans
Retired English

Together, We

Teach. We educate our students as we educate ourselves, in lean times as in times of plenty. We educate our students in the classroom, outside the classroom, and without a classroom. We educate our students in the fall, winter, spring, and summer. We educate our students in times of pandemic. This is not surprising, as we have always educated any student who approaches us. What is unusual is that, in an unprecedented health crisis, our members are working harder than ever before to accommodate our students, with little flexibility in determining our modality. Whatever our circumstances and our obligations to family, we are required to teach in person unless we are sick. The small concessions management have made to labor are that, provided our students are willing, we may hold office hours virtually, and that, provided a substantial number of students enrolled in our courses are sick, we may hold class virtually, for a limited period.

As the pandemic rages on, our fears and concerns continue, but our options dwindle. It seems the few options our members have is to, as most have chosen to do, take a chance on teaching and working in person; or they may apply for and, if approved, take a paid leave (at partial salary) or an unpaid leave. Leave options have consequences for our members. An unpaid leave may require the campus to employ additional temporary appointees with no job security, low wages, no option of enrolling in the health insurance program. It can also have similar consequences for the member taking the leave.

We are as eager to work in person as our students are, and we are also concerned. As the university learns to live with COVID, management could better serve our members and our students by respecting labor through being as accommodating and as flexible as it expects us to be with our students. Can we not find a way for students and faculty together to work online, provided that at least fifty percent of their coursework is in person over the academic year? The Telecommuting Program and Title F Leaves are useful option, but they are not the only “as needed” arrangements that could benefit Cortland.

Engage. We all engage actively in the university, learning and communicating. We understand full well that we have “to learn to live with COVID,” as SUNY has so eloquently put it. But what does “living with COVID” look like, and should there be no conversation about it before management decides for us? Let us talk about flexibility.

There are many reasons to attend a residential college, including many opportunities to learn outside the classroom. Students who are committed to their education can and will learn in a supportive environment, whether it is a virtual or in-person classroom. We know this given how many students were successful during our campus shutdown in fall 2020. We know this given how many students have enrolled in our fully online graduate programs. We know this because millions of our fellow citizens are availing themselves of Telehealth options to visit with both general practitioners and mental health professionals.



Jaclyn Pittsley,
Chapter President
English

Continued on page 2

Our ways of working together are changing, and we can make these changes positive if we commit ourselves to mutual, respectful, and fully engaged communication.

Act. We need to act when we can for change. Doubling down on keeping things the same deteriorates the morale of our fine institution. It has caused an exodus of employees who have left SUNY Cortland for jobs where remote work is possible and where success is documented. Employees who might otherwise have stayed at Cortland and contributed to its success have chosen instead to leave or retire, rather than face illness and exposure due to working in person all the time. What will the face of our institution look like without a robust faculty, paid equitably, and trusted to perform their duties both in-person and online?

Manage. We always want to help manage the changes we face together. Managing the changes takes money. The State University of New York, as voiced recently by Governor Hochul, must have adequate funding. We have not had adequate funding in decades. Former Governor Cuomo forced each campus to fund its employees' raises, dictating how it could use state funds, and preventing a rational tuition increase. Campus administrators were hampered in offering flexible teaching options, providing appropriate or competitive salaries, purchasing new equipment, and engaging innovative technology. We have all managed the best we could under these conditions. Now we must manage to work together and do the work of re-establishing a genuinely public university. Every politician in our state, at every level of government, must be made to understand that SUNY is vital to the public good and that it needs more and better funding. With money to hire *AND RETAIN* excellent teachers, to undertake and complete capital projects, to purchase and maintain innovative modalities, SUNY can bring back the students we have lost, and help them build the future we all aspire to. We can restore reverence for public higher education, and rather than manage with nothing, we can lead with what is necessary and appropriate.

Support. We must support each other. We must listen to each other. We must share each other's victories, and we must mourn each other's losses. The pandemic has taken away loved ones, and it has taken away our sense of community. We do not feel like we are living this life together. We feel isolated instead of supported. That is making it easier to walk away. Minimal flexibility has cost the college excellent employees and excellent students. I would like to see us get to a place where management priorities and employee and student needs are not at odds with each other. I would like to see student survey data that indicates whether they have a strong preference for in person classes only, and I would like to see a new survey, one not conducted during or on the heels of a lockdown, which would help inform more flexible and supportive policies.

And, Together We

Negotiate. We will have to negotiate to get there. If every member of the bargaining unit – including every non-member UUP Cortland – will attend an Open House or and Town Hall meeting, Union Matters, or an Executive Board Meeting, or another union event to provide input and support, together we can achieve the dynamic, forward-thinking institution we hope SUNY Cortland can become. Not everyone will be able to have everything, but everyone can enjoy something. This can occur in contract negotiations with a formal team and several committees, but it also must occur every day on campus through individual encounters and private conversations, and through undertaking actions. Everyone must do what they can to advocate for each other and for the institution they want SUNY Cortland to become. The chapter leadership needs your ideas, and it needs your help. The Executive Board or Officers of UUP cannot do it without out all of you. We are everyone and everywhere on campus, or we are no one and nowhere.

Stand. We must stand together, “not crawling, not falling down” (Mudvayne, “Not Falling”) divided and disappointed. I love SUNY Cortland. I want everyone who works at Cortland to want to come to work every day – even if coming to work means sitting in front of a computer from an alternate work location. I would like to have conversations about how employees who have been deemed essential or who perform an essential service can work together to provide everyone a little more flexibility. I would like students to have a data-informed voice, rather than an anecdotal one, in determining what matters to them as they become the educated leaders of our tomorrow. I would like to see our university fully funded and fully staffed, because many hands make better work.

Do not let the pandemic, institutional flexibility, or anything else divide us here at Cortland. Let's be safe by standing together, united on what matters, joining hands and extending hands in friendship and collaboration, moving forward together “Seize the Moment” and “Feel the Momentum.”

The Millennial Mystique

“Gradually, without seeing it clearly for quite a while, I came to realize that something is very wrong with the way American women are trying to live their lives today.”

Same, Betty. Same.

For millennial working parents, there is a problem with too many names. *Will I have a retirement? What's my carbon footprint? Too much screen time? Invisible mental load, student debt, low credit score,* and now even, *mandatory quarantine from daycare,* just to give a shout out to a few of the most pernicious demons; there's an army of them, and they especially prey on primary caregivers, typically mothers. Already strained-to-the-max working moms are leaving workplaces that were challenging to navigate as a parent before the pandemic, and now are crushing us with the once unthinkable: weighing priorities of our families' health and safety over maintaining careers.

This is happening across industries where women have made tremendous advancement since Friedan spoke for the dissatisfied housewife. It's happening across Higher Ed, and SUNY. It's happening to me.

In February, I will be starting a fully-remote position managing tutors who work with K-12 students. (This company has increased its employee roster over 10% by offering full telecommuting.)

I am sad to leave SUNY Cortland, but I look forward to removing the weight from my shoulders related to childcare. Incredibly, there are employers who are supportive of young children being home with their parents during work hours, especially as Omicron rages, childcare centers close and reopen to close again days later, and school-aged children are exposed on a daily basis. I am sad for the parents who haven't yet found their escape route from this cruel landscape.

This is also bad news for hiring managers, and other staff who will be shouldering greater workloads. I can say from experience, at SUNY Cortland, they won't be compensated fairly for taking on these additional responsibilities.

I was 39 weeks pregnant when the world shut down. I was helping to crush the curve with a newborn. I instructed an online class without interruption during cluster feedings and leaky milk-poop diapers. Others suddenly became full-time homeschool instructors, while exceeding expectations in their campus roles, too. We managed the layers really well, and I personally felt a lot of gratitude that I could continue to serve the campus and be the primary caregiver to my child, to keep her safe and sheltered. For those of us who grew up with Dr. Barbie, it seemed like the dream of the 90's really was alive. In Cortland.

As vaccines made it safer for more of us to return to campus, I was surprised and disappointed with the hostile messaging toward parents of children too young to vaccinate. All those emails from administration, praising our tremendous and largely successful efforts to engage our student body during a crisis, seemed like a poorly written prequel to the Fall 2021 semester.

The new message is being heard loud and clear. *Reconsider your employment with us.*

Some colleges are taking a different approach, considering instead the benefit of flexible work, not just in response to COVID, but for the same reason we value tools like email and Blackboard. They aren't sending people home from the office for a cough, and forcing them to use accruals while denying remote work option when there is no other safe place for their children. They are exploring ways to improve employment conditions. Not sending people running to update resumes.

Of course, telecommuting privileges alone cannot mollify the Millennial Mystique. We need to see people in power lead with compassion. Some of my millennial colleagues are already in leadership positions, and many more will be in time. Be the leaders we wish we had now.



Amy Russell,
The Learning Center



Andrée Myers
English

From the Newsletter Editor

*** Andrée will be taking over duties as newsletter editor beginning with our next edition***

When I was asked to take over the editing duties for our union newsletter, I jumped at the chance. I'd been wanting to get more involved with the union ever since I started working at SUNY Cortland three years ago. Working on the newsletter will give me a chance to mix writing with service, and that feels like a winning combination.

My teaching specialties/research interests include English composition, fiction and nonfiction writing, and developmental reading and writing. I've been teaching on the college level since 2001, when I got my first job as an adjunct at Montgomery College in Maryland. (So I'm familiar with the adjunct blues from way back!) For a long time, I taught in community colleges, which was both rewarding and frustrating. I tried my hand at administration, running programs for at-risk freshmen at Tidewater Community College, the University of Scranton, and Tompkins Cortland Community College. When my program at TC3 was defunded at the end of 2018, I found myself jobless. A couple of semesters later, I began teaching composition as an adjunct at SUNY Cortland. I was promoted to a Full Time Lecturer in Fall 2021.

You could say that I've had to start over, and you wouldn't be wrong. But I've come to realize that my heart is with my students and with my colleagues whose worth is so much more than what they're paid. So I'm glad to be where I am: in a place where I can devote myself to teaching and to working toward a more equitable and just situation for faculty at the university.

Off-campus, my interests include writing (I've had a bunch of little things published), reading (especially memoir and literary fiction), and travel (can't wait to start adventuring again!). I'm recently and happily married to my husband Burt Myers, and we live with our crazy Jack Russell Terrier, Bella, in Johnson City NY.

If you have any ideas for newsletter articles, or just want to make any comments or complaints, please email me at andree.myers@cortland.edu. Thanks for reading!

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., and to request changes to submissions, whether prior to or after publication.”

Send contributions to the Chapter Office, uup@cortland.edu and to the editor, Amy Russell, Amy.Russell@cortland.edu

A Gentle Reminder

UUP is working hard to make your voices heard at every opportunity as the spring semester continues, and we will do our best to see those considerations of both the students and you, their mentors, are prioritized.

In these challenging times, we understand it is difficult to find comfort and safety. UUP strongly believes in the importance of safety on campus, and we feel that masking, as well as vaccination against COVID (as well as getting a flu shot) can help to keep us all safe and working on campus this semester. The college has mandated that everyone wear a well-fitting mask in all indoor spaces. Here is the link to their policy and recommendations regarding masking: <https://www2.cortland.edu/about/restart/#face-coverings-and-physical-distancing2>

Here is a link to the latest Department of Health and CDC masking recommendations: <https://coronavirus.health.ny.gov/protect-yourself-and-your-family-coronavirus-covid-19>
<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Like the CDC, UUP recommends to everyone they wear a mask indoors that fits well and works best to keep you safe. However, UUP wishes to gently remind our members that the college has not mandated that all employees wear a certain brand or kind of mask, such as a KN95, respirator, or other mask.

UUP Cortland Executive Board would like to take a moment to respectfully remind our members about taking opportunities to extend grace to our fellow colleagues and other employees on this campus. One opportunity to extend grace is not to question, harangue, or otherwise harass employees on campus about what type of mask they are wearing. If the employee is masked properly, with nose and mouth covered, then please respect that employee's choice to determine what type of mask is best for them.

We hope that the power of solidarity with our union facilities brings some warmth and community spirit into your daily lives.

In Solidarity,
The UUP Cortland Chapter Executive Board



Jo Schaffer,
Officer for Retirees

Spitzer and UUP Redux

In 1987 Bob Spitzer, Political Science, recently retired, wrote a seminal article for the Cortland "Cause" as this newsletter was then called. The article, entitled Academic Unionism: A Contradiction in Terms or, 7 Good Reasons why you should join UUP, was so well received and respected that it was reprinted a number of times over the years.

Just as Bob was leaving Cortland and relocating, I asked him to write a new, revised edition to take into account how the 2018 Janus Decision might affect at least one section of his article. Understandably, and regrettably, he demurred because of lack of time and moving pressure. I asked if I could just bring up to date the section most affected by the Janus Decision. So, what follows is a very brief summary of the seven points originally made by Professor Spitzer with a short amendment to section seven on "free-rider" or "non-member" paragraph.

Here is the short, brief synopsis of Bob's original 7 Good Reasons: In total they still provide the guideposts to your participation in UUP.

A complete copy of his article can be available to you through the UUP office archives. It still makes for refreshing and interesting reading.

Why Join UUP?

1. UUP is the organization duly designated to negotiate with the State on behalf of the academic and professional faculty to set terms and conditions of employment.
2. UUP is not only in the game for financial gains for its members. UUP strives to create a new model of unionism having academic and intellectual roots and orientations. UUP supports open exchanges on educational matters, concerns for its students, and learning.
3. UUP protects fundamental rights, argues grievances, ensures procedural rights, and tries to provide a safe work environment.
4. UUP provides advice, information, and services/benefits (including free life insurance and travel assistance) to its members.
5. Whether you like or not, UUP is a strong political force in New York politics facing the same budgetary and political problems as other state agencies. UUP works to protect the lifeblood of the SUNY system.
6. Some say we would be better off without a union. If the above arguments haven't convinced you then just consider the simple axiom that in unity, there is strength. By past tradition, we work in personal offices, teach and work in singular fashions, have disparate departments and schools and offices. UUP, the union, is the key force to bring academic and professional faculty together in times of crises as well in celebration, enhancing collegiality.
7. Didn't I used to get all the benefits even if I didn't join? Since the 2018 Janus decision, UUP is no longer an agency shop where everyone pays into a fair dues structure. Unions are still required to represent all workers in a collective bargaining unit but may no longer collect no-member fees. Non-members may still benefit from negotiated salary and benefits but not from non-mandatory services.

So briefly, there it is!! In unity, there is strength; in purpose, there is achievement; in the long run, if you stick to the union, we all win!!

UUP Negotiations Focus Transitions from Member Feedback Gathering to Developing Conceptual Proposals

A meeting of the Negotiations and Ad hoc Advisory Committees on 4-5 February 2022 marked a soft ending to the four-month effort opening multiple lines of communication and outreach seeking feedback on what members are focused on achieving in their next contract. The meeting began with a presentation of the data collected through: Town Hall meetings; chapter visits; member survey; chapter Ad hoc Committee reports; and direct individual messages. Data was also informed by related external entities including: reports from our Labor Relations Specialists (LRS); research gathered by the UUP statewide communications team; New York State documentation requests; UUP statewide officers; and consultation with former UUP Negotiators and leaders.

The two-day virtual meeting next reviewed various metrics to analyze, synthesize and prioritize all of the data for three aims: summarize feedback to give the Negotiations Team a broad view of the memberships order of preferences; have the members leading these outreach efforts advise on what they sensed mattered most to members; and tap into the wisdom of the assembly of the committees. As we sliced and diced the voluminous material, working to clarify common themes, the task was also to think about how to plan and coordinate a campaign to inspire membership participation going forward that, as our lead Negotiator, Bret Benjamin quipped: "Moves the rock a little further up the hill".

An interesting phenomenon regarding the data was that members overwhelmingly returned unique perspectives and insights. Where common priorities were stated, they were very much linked to the units within which they operate. Different units expressed different needs to address different priorities. This trend appeared quite familiar to me as perfectly reflecting the Cortland Ad hoc email effort in January. As a comprehensive college, Cortland embodies a remarkable diversity in its work force. The volume and passion throughout the bargaining unit spoken in these past four months is an inspiring testament to the strength of thousands of individual parts piecing together into one heart dedicated to fairness and inclusion.

Dear brothers and sisters, this is what we extend our will to accomplish: A balanced deal. For our greatest strength is our very distinctness: professions; localities; and modes of performance that are focused toward a solidarity of purpose. Together. In unity. To fight collectively. Now is the time to prepare, each and every one of us to go the distance as one voice in equity and fairness.

The Negotiations Team begins a period of meeting regularly to continue to strategize and fortify our needs and aspirations into conceptual proposals. They are dedicated when called to the negotiations table to be ready with concepts and proposals malleable, yet resilient to the conditions set by the State of New York. The Team is counting on us to be present and informed. To collectively work with our organizers and develop a campaign of events and actions articulating and highlighting how the concepts and proposals can successfully enhance our mission at Cortland.



**Joe Westbrook,
Chapter Secretary
Facilities**





Dan Harms,
Chapter VP for
Academics
Library

Odds and Ends

As you can tell by Jackie's article on masking in this issue, these have been a hot point on Cortland's campus. I think it is inevitable that restrictions will be loosened at some point in 2022 – although the rise of new variants may change that again. Still, some people will likely continue to wear masks when concerned about viruses, as has been the case in China, Japan, and Taiwan for decades. I would encourage empathy toward those who continue to do so once the restrictions are lifted.

We've had some concerns regarding student mask-wearing on campus, especially in public areas such as the library or the hallways outside classrooms. Whereas classrooms usually have a recognized authority figure, other areas may not, and this can lead to uncertainty when students are approached by staff. If you can help to reinforce the message with the students with whom you speak, it will be greatly appreciated.

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We are entering what appears to be a new era of choice for workers in all parts of society. The sheer number of suffering we have experienced in the last two years has led many people to question their choice of careers and the options that were taken for granted in the past. This might lead them to a new arrangement, or cause them to shift careers.

For my part, I'd like as many of our members to have a long, successful career as possible. If you have some aspect of your job that you don't like, this might be a good time to ask if it can change. I sometimes talk to people who want a change in salary, an option for telecommuting, or further discussion of a particular aspect of their job. The first step is often asking their supervisor or the administration if they can comply – even if they've been told no years before.

What I've just said may seem ridiculously easy to some of you, and incredibly hard for others. It can depend on your status, your seniority, your relationship with your supervisor, and many other factors. Nonetheless, it might be the first step in solving your problem. If it doesn't, please talk to us.

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Our Handbook went entirely online out of "green" concerns years ago, but this always raised questions about how people could keep track of what changed within. The campus has now instituted a change log for the handbook, which you can access here:

<https://www2.cortland.edu/offices/publications/handbook/change-log>

If you use a section of the handbook a great deal, you can check here for the latest updates. I think this a great step toward transparency on this campus.

Diversity, Equity, and Inclusion: UUP Chapter and Statewide Initiatives

In step with UUP's state-level efforts to advance and support Diversity, Equity, and Inclusion (DEI) at all SUNY campuses and in our communities around the state, the Cortland Chapter Executive Board passed a resolution in November to lay the foundation for increased union activism in this important area. With the help of Justin Neretich (UUP Executive Board member; Residence Life and Housing) and Cyrenius Nelson (Institutional Equity and Inclusion Office), we are planning to schedule a virtual discussion soon to hear members' ideas and begin to develop ways to expand UUP's support for campus, community, and state-level DEI initiatives. Please watch for UUP announcements and let me know if you want to be added to our list of interested members. I'll make sure you receive our first DEI discussion notice. I welcome suggestions for discussion items and information it could be helpful to distribute before the meeting (jamie.dangler@cortland.edu).



Jamie Dangler
UUP Affirmative
Action Officer

First Chapter Step

The resolution below was passed by the chapter Executive Board in November to adopt UUP's statewide Diversity, Equity, and Inclusion Committee's model for union initiatives. It expands upon previous templates for UUP work to address discrimination, which were presented for many years within the framework of chapter Affirmative Action committees. The resolution outlines five broad goals to provide a starting point for rethinking ways we can advance DEI work as a UUP chapter.

Resolution passed by Chapter Executive Board, Nov. 23, 2021: Expanded Role for Chapter Affirmative Action Committee

Whereas, the chapter's By-Laws were amended in 2020 and the required process and timeline for further amendments makes it impractical to further amend them quickly;

Whereas, current chapter By-Laws language provides a limited conceptualization and charge for the chapter Affirmative Action Committee; and

Whereas, UUP at the state level has expanded the concept of Affirmative Action committee work and other chapters are beginning to follow the model of creating Diversity, Equity, and Inclusion Committees, including Downstate's "Affirmative Action/Diversity and Inclusion Committee" and Stony Brook's "Affirmative Action and Diversity Committee"; and

Whereas, chapter efforts to get members involved in initiatives to address diversity, equity, and inclusion issues could be bolstered by an indication from the Executive Board that the chapter's intention is to support more expanded work under the banner of the chapter Affirmative Action Committee;

Be it resolved that the chapter Executive Board endorses the model provided by the statewide Diversity, Equity, and Inclusion Committee and supports the following goals for chapter initiatives that can be facilitated by the chapter Affirmative Action Officer and an Affirmative Action Committee:

1. Review of UUP structures and policies within UUP with respect to equal opportunities;
2. Development of contract demands to implement equal opportunity goals within SUNY;
3. Development of programs to aid members and the campus in pursuit of equal opportunity goals;
4. Establishment of partnerships with other organizations or committees to support diversity, equity, and inclusion initiatives;
5. Engage members in legislative advocacy to promote equal opportunities for all.

UUP Member Input Needed: How can our chapter best support and advance DEI on campus and in our communities?

Starting with the five goals identified in above resolution we can begin to think about how UUP members, working together, can help to advance DEI goals at our campus and beyond. UUP has long been committed to creating equitable and just workplaces and many of our members are already actively engaged in this work at SUNY Cortland. We are anxious to identify all possible ways our chapter can partner with other segments of the campus community to address continued needs and shortcomings. We seek to secure equity for all employees of color, employees with disabilities, employees who are vulnerable because of their employment situation (particularly contingent employees), and all employees facing discriminatory conditions and practices. As expressed in UUP's Code of Conduct, our union seeks to "ensure a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, color, sex, national origin, religion, sexual orientation, age, disability, military status, marital status, predisposing genetic characteristics, gender identity or expression...." Our union values provide a strong foundation for collaborative work to advance diversity, equity, and inclusion.

Recent UUP State-Level DEI InitiativesUUP's Legislative Agenda and DEI Issues

Woven through UUP's 2022 legislative agenda are many items that relate to diversity, equity, and inclusion. They include advocacy for funding and fully implementing a Medical Educational Opportunity Program, establishing a center of maternal and child health services at SUNY's Downstate Medical Center in Brooklyn, expanding voter access by making Election Day a state holiday, passing the NY Health Act to provide comprehensive and universal health coverage for every New York State resident, and passage of the Climate and Community Investment Act to create new green jobs and invest in communities hardest hit by COVID-19 and the climate crises. To learn more, see UUP's "HEALS" legislative agenda and ways you can take action at the following link: <https://uupinfo.org/legislation/agenda.php>

Statewide Diversity and Inclusion Campaign: Under the direction of UUP statewide VP for Professionals Carolyn Kube and UUP's Mobilization and Outreach Dept., UUP secured a \$40,000 grant to bring UUP members and people from campus communities together to develop and implement a statewide diversity and inclusion campaign. Funded by the AFL-CIO's Workforce Development Institute, the grant supports projects that can include development of educational materials, inclusion trainings, curriculum development, a climate survey, a DEI ambassador program, and publishing costs for a DEI Handbook. In January a committee was formed by UUP's statewide Executive Board to help implement the grant. The committee includes chairs/co-chairs from the following statewide committees: Diversity, Equity, and Inclusion; Opportunity Programs; Women's Rights and Concerns; Black and Latinx Faculty/Staff Concerns; Disability Rights and Concerns; and Sexual Orientations United for Liberty. We will closely monitor further developments since there will be opportunities to get members from all chapters involved.

Black History Month Events: UUP's observation of 2022 Black History Month was marked by a series of virtual events sponsored by UUP's statewide Diversity, Equity, and Inclusion Committee. It was designed to bring UUP members from across the state together to highlight the history, culture, and contributions of Black Americans. On Feb. 9, the series opened with "UUP Celebrates Black History," a discussion about the importance of unions coming together to share experiences and knowledge, and to make connections between Black history and labor. On Feb. 15, UUP members from our SUNY hospitals and medical schools led a discussion titled "Why Black America Should Get Vaccinated Against COVID-19." The final event in the series was a Feb. 22 panel discussion about the ways "Health, Economic, and Environmental Justice" issues disproportionately impact communities of color.

In announcing the series, UUP President Fred Kowal reminded us about the critical work of union members: "Given our union's long tradition of fighting for racial justice, and given the readily apparent need for our society to have a deep conversation about race and the long history of violent racism targeting people of color in our nation, UUP is taking up the important work of celebrating the history, culture, and contributions of African Americans ... At UUP, we are committed to ensuring a diverse, equitable, and inclusive system for all, as exemplified by the work of so many of us over the decades." <https://uupinfo.org/communications/uupdate/220204.php>

March 2021 Virtual Rally/Roundtable: United University Professions hosted hundreds of students, faculty, staff, and public higher education coalition partners at a March 11 virtual rally, where students and advocates spoke out for expanded access, diversity and opportunity for SUNY students. More than 20 members of the New York State Assembly and Senate participated. The need for increased SUNY funding is a critical foundation for increasing diversity, equity, and inclusion in SUNY. The rally highlighted the importance of SUNY's Educational Opportunity Program and other opportunity programs, the benefits of a Medical Educational Opportunity Program to help students who lack the means but are qualified for acceptance into SUNY's medical schools, and the need to fully fund the Tuition Assistance Program.

The March Rally was followed by a May 6, 2021 UUP-sponsored roundtable to discuss the need to improve health care access at SUNY's public teaching hospitals and expand the recruitment and support of a diverse pipeline of students to enter medical professions. Legislators, medical professionals, and SUNY officials joined UUP members as participants in this event.

We hope all UUP members will accept this open invitation to provide input and whatever help they are able to give as we work to bring campus issues to light, develop action plans, and take concrete steps to help move our campus community forward to advance diversity, equity, and inclusion. We will continue to provide updates to enable members to keep track of and become involved in UUP's efforts to address DEI needs at the campus and state levels.



HOLIDAY GATHERING DECEMBER 2021



**United University Professions
Labor-Management Agenda**

Tuesday, February 15, 2022

3:00-4:00pm

Old Main 220

Items of Collegiality:

1. UUP acknowledges management's opening of school meeting for spring 2022.
2. UUP would like to thank management for their agreement on the reasonable policy of removing classes online temporarily if a significant or majority of students are ill or in quarantine. We also thank management for including requested language about faculty authority in requesting students mask appropriately in their 1/28 message to students.
3. UUP would like to thank Mark Prus for his willingness to continue discussions related to Course Teacher Evaluation and Instructional Delivery Policy.
4. UUP would like to acknowledge Mark Yacavone for issuing revised spending guidelines that address faculty member travel for research.

Old Business:

1. Regarding Management's prerogative not to change the college weather closing policy, as Binghamton has, UUP requests that all supervisors be informed and inform their employees of the opportunity to take advantage of working in an alternate location during a weather emergency before the start of the spring 2022 semester and annually thereafter.
2. Health and Safety: Regarding quality of toilet paper on campus, UUP is concerned that in our previous conversations, the college's restriction based upon a vendor contract does not appear to have been discussed as an issue:
 - a. Can this contract be revisited upon expiration? When does the current vendor agreement expire? Is there no room in the contract to adjust the type of toilet paper purchased?
 - i. UUP notes the improved quality of the toilet paper in the library, but not in other buildings on campus.

3. Course Teacher Evaluations:

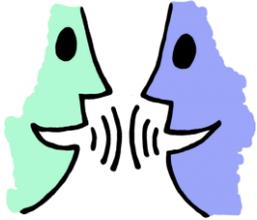
- a. UUP is interested in implementing a pause in the use of course teacher evaluations (CTEs) for the purpose of personnel decisions (including reappointment, promotion and continuing or permanent appointment) in order to establish a more reliable, valid, and formative method to evaluate teaching practice.
- b. Will management agree to implement a pause and commit to bargain the measures and means appropriate for the evaluation of teaching practice?
- c. In the event that a pause is implemented, UUP remains interested in developing a method of eliciting student feedback as a reflective tool to improve teaching practice.

New Business:

1. Does management anticipate that the amount of money estimated in the Governor's proposed budget be enough to cover SUNY Cortland's TAP deficit/debt, if there is one, and how much it will not?



2. UUP requests a list of employees who meet the following criteria:
 - a. UUP Represented employee
 - b. Part time
 - c. Temporary Appointment
 - d. Employed during each of the last four semesters:
 - i. Spring 2020, Fall 2020, Spring 2021, Fall 2021
 - e. A reason for why each employee on the list has not been converted to a Term appointment
3. Regarding the Faculty Senate Conflict Mediation and Resolution service, how many faculty have engaged their services? Has UUP been consulted in each instance for potential contractual issues?
4. Masking Communication: Have any students been referred to Student Conduct for masking violations since the start of the spring 2022 semester?



Monthly Communication Highlights

UUP Cortland Chapter | February 2022



UUP News Updates:

UUP HELPED SPONSOR CHARITY HOCKEY GAME, NATIONAL FOUNDATION FOR SUICIDE PREVENTION

Our profound thanks and kudos to our members who helped to sponsor the annual Charity Hockey Game for NFSP this year. UUP also tabled and prepared a raffle basket for the January 28 event. For more information and photos, please visit our chapter website.

NEGOTIATIONS TEAM WORK HAS BEGUN:

We hope you have taken time to fill out your Contract Negotiations Survey, or to contact the Negotiations Ad Hoc Committee members Joe Westbrook and Dan Harms, or the Negotiations Committee Member Kevin Pristash, if you have issues to bring forward before our large meeting on February 5. Check your email for communication from these committees. Or, email contract@uupmail.org to contact Chief Negotiator Brett Benjamin with items to share.

INDIVIDUAL DEVELOPMENT AWARDS:

Individual Development Award applications are being accepted now through Feb. 1 2022. All SUNY Cortland, UUP Represented Faculty and Professional Staff, (full and part-time), are eligible to apply. The State of NY/United University Professions Joint Labor-Management Committees allocated funding \$70,709.00 to SUNY Cortland for the Individual Development Awards (IDA) Program for the period July 2, 2021 through July 1, 2022.

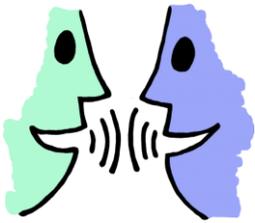
- Employees may be awarded a maximum of \$2,000 for the award period.
- Funding may be awarded for up to two projects or activities for the award period not to exceed \$2,000.

Application instructions can be found [here](#).

Upcoming Chapter Events for Members:

- UUP Cortland Open House Monday, February 7, 1-3pm, Bowers Hall
- UUP Cortland Open House Wednesday, February 16, 1-2pm, Sperry Hall
- UUP Cortland Open House Tuesday, February 22, 1-3pm, Moffett 001
- UUP Cortland Union Matters Membership Meeting/Luncheon, Topics: Budget and Contract Negotiations, Wednesday, February 16, Noon-1pm, Corey Function Room
- UUP Cortland Area Activists Training, Monday, February 14, 12-1, Virtual
- UUP Cortland Labor Management Meeting, Tuesday, February 15, 3-4pm, Old Main 220
- UUP Cortland Executive Board Meeting, Tuesday, February 22, 3-4:30pm, Virtual

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



Statewide Events for Members:

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

- UUP Student Debt Clinic, Wednesday, Feb 2, 5-6:30pm, Virtual, Register at uupinfo.org
- UUP Pre-Retirement Workshop, Part I, Tuesday, Feb 8, 12-1, Virtual, Register at uupinfo.org
- UUP Pre-Retirement Workshop, Part II, Thursday, Feb 10, 12-1, Virtual, Register at uupinfo.org
- UUP Student Debt Clinic, Wednesday, Feb 16, 11:30-1, Virtual, Register at uupinfo.org

Highlights, December/January Labor Management Meetings:

The Labor-Management Team discussed the following issues:

- Conversations continue about the Online Course Delivery Policy
- UUP asked about revising inclement weather policy and alternate work locations
- Conversations about masking and safe opening, remote work to mitigate COVID concerns
- Conversations about enforcement of masking and suggested mask updates
- Conversations about potential pause of Course Teacher Evaluations
- Conversations continue about toilet paper as it relates to health and safety on campus

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](https://www.facebook.com/UUPCortland) ([Facebook.com/UUPCortland](https://www.facebook.com/UUPCortland))

Restore Opportunity Restore SUNY



Supporting our Students

Caring for Patients

Funding for SUNY

Check out all your union membership has to offer!



NYSUT Member Benefits

Every Dollar Counts!

When it comes to protecting yourself, your loved ones, your income or your most valuable possessions, NYSUT Member Benefits has insurance programs that fit the bill. Whether you are looking for **auto & home, life, disability, long-term care, dental, vision, or pet insurance**, there is a Member Benefits-endorsed plan that may be of assistance featuring value-added extras unavailable to the public.

Get started by first bookmarking the Member Benefits website at memberbenefits.nysut.org. There, you will find numerous tools and resources available to you as a NYSUT member – including a **Financial Learning Center** with articles designed to help educate you on financial decisions and topics.

Member Benefits also endorses several discounted shopping programs that can help you save on both everyday and more expensive purchases. Finally, if you ever have an issue or problem when using a Member Benefits program, our staff take great pride in their ability to quickly assist members with any concerns that may arise.

Visit memberbenefits.nysut.org or call **800-626-8101** to learn more about the endorsed programs and services available to you through your union membership.



Learn more by scanning the QR code to the left, visiting memberbenefits.nysut.org or calling **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan/Feb 2022

UUP ORGANIZING ACADEMY

To Build and Grow Our Union



For new and seasoned UUP union activists who want to:

- Build union power
- Grow UUP's membership
- Learn leadership skills
- Run effective campaigns

The UUP Organizing Academy is a new program for UUP members who are serious about strengthening and growing our union. It will offer 15 workshops on organizing topics such as: one-on-one conversations, campaign planning, managing data, building teams, and more.

We are pleased to offer the first level of training — “Basics of Organizing” — in the Spring semester of 2022! See below for courses and schedules. Members who complete the whole series of courses will have their achievement recognized.



COURSES AVAILABLE

Spring 2022: 100-level “Basics of Organizing”



Organizing 101 – Organizing Conversations: The bedrock skill of organizing, there is no substitute for the one-on-one organizing conversation. This workshop will teach you the basic steps of a good organizing conversation, addressing and overcoming objections, and active listening.

Organizing 102 – Leaders, Activists, and Organizers: Organizing is about bringing people together. Beyond growing the organization, you also need to develop your members into leaders, activists and member organizers. This workshop will teach you about the different kinds of active member, how to identify good potential leaders, and how to recruit them. Essential for building your bench of potential Chapter leaders.

Organizing 103 – Union Visibility: When someone – a UUP member or potential member, another SUNY employee, a student, a visitor, or an administrator – walks through your campus, they should be able to tell that this is a union campus and UUP has a presence. How do we build that presence?

This training will cover the basics of union visibility, including bulletin board maintenance and good use of UUP identifiers.

Organizing 104 – List Work, Charting, and Mapping: If organizing combines data and relationships, this training introduces the “data” portion. You’ll learn what data you’ll need to keep track of when organizing your Chapter and efficient methods for storing it.

Organizing 105 – Assessments & Debriefs: After every organizing conversation, we need to stop and reflect. What just happened? What can come of it? This workshop focuses on two key aspects of a conversation campaign: assessments and debriefs. Assessment is a subtler art than it may first appear, and good organizers know that every person can be assessed in different ways. In addition to our own assessments, we need an outside perspective on our conversations. Debriefing is the practice of reporting to another organizer on your conversations to reflect on and really understand them, and how to proceed.



HOW DO I SIGN UP?

Click <https://uuphost.org/orgacademy/> to go to the Course Selection page or scan the QR code.



Email Jordan Helin, UUP Mobilization & Political Training Coordinator, at jhelin@uupmail.org with questions.

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2021**4-Digit phone numbers begin with 607-753-xxxx****OFFICERS****PRESIDENT:** Jackie Pittsley (English) 4837 jaclyn.pittsley@cortland.edu**VICE PRESIDENT for ACADEMICS:** Daniel Harms (Library) 4042 daniel.harms@cortland.edu**VICE PRESIDENT for PROFESSIONALS:** Jennifer Drake (The Learning Center) 2361 jennifer.drake@cortland.edu**SECRETARY:** Joe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.edu**TREASURER:** Kevin Pristash (Director of Corey Union) 2326 kevin.pristash@cortland.edu**OFFICER FOR CONTINGENTS:** Mario Hernandez (English) 4889 mario.hernandez@cortland.edu**OFFICER FOR RETIREES:** Jo Schaffer (Emeritus) 753-7245 jo.schaffer@cortland.edu**GRIEVANCE CHAIR:** Randi Storch (History) 2054 randi.storch@cortland.edu**MEMBERSHIP DEVELOPMENT OFFICER:** Rebecca Bryan (Physical Education) 4561 rebecca.bryan@cortland.edu**Labor Relations Specialist:** Chris Sielaff (NYSUT) Chris.Sielaff@nysut.org**Newsletter Editor:** Amy Russell (The Learning Center) 2736 amy.russell@cortland.edu**Health & Safety Chair:** James Fitzgerald (Library) 2790 james.fitzgerald@cortland.edu**Health & Safety UUP Liaison:** Daniel Harms (Library) 4042 daniel.harms@cortland.edu**Parking Committee:** Joe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.edu**Chapter Assistant:** Toni Coon (UUP Chapter Office) 5991 uup@cortland.edu**ACADEMIC DELEGATES**Jaclyn Pittsley (English) 4837 jaclyn.pittsley@cortland.eduDaniel Harms (Library) 4042 daniel.harms@cortland.eduGregg Weatherby (Officer for Contingents) gregg.weatherby@cortland.eduJamie Dangler dangler75@gmail.comChrista Chatfield (Biological Sciences) 2235 christa.chatfield@cortland.eduBekeh Ukelina (History) 5482 bekeh.ukelina@cortland.eduHenry Steck (Political Science, Emeritus) henry.steck@cortland.eduDavid Ritchie (Library, Emeritus) 607-273-4453 david.ritchie0@gmail.comRhiannon Maton (Foundations & Social Advocacy) 2195 rhiannon.maton@cortland.eduRebecca Bryan (Physical Education) 4561 rebecca.bryan@cortland.eduBenjamin Wilson (Economics) 2436 bcw@cortland.eduKristine Newhall (Professional Studies) 4357 kristine.newhall@cortland.eduChristopher Badurek (Geography) christopher.badurek@cortland.eduDavid Kreh (Library, Emeritus) david.kreh@cortland.edu**PROFESSIONAL DELEGATES**Jennifer Drake (The Learning Center) 2361 jennifer.drake@cortland.eduJoe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.eduKevin Pristash (Director for Corey Union) 2326 kevin.pristash@cortland.eduJo Schaffer (Officer for Retirees) 753-7245 jo.schaffer@cortland.eduMichelina Gibbons (Career Services) 4715 michelina.gibbons@cortland.eduDianne Galutz (Retired) dml1951@twcnny.rr.comDawn Van Hall (Library, Retired) dawn.vanhall@cortland.eduJustin Neretich (Residence Life and Housing) 4162 justin.neretich@cortland.eduJohn Driscoll (Emeritus) 315-380-5055 jdinsyr@twcnny.rr.com**AT-LARGE ACADEMIC**Henry Steck (Political Science, Emeritus) henry.steck@cortland.eduGregg Weatherby (Officer for Contingents) gregg.weatherby@cortland.edu**AT-LARGE PROFESSIONAL**Justin Neretich (Residence Life and Housing) 4162 justin.neretich@cortland.eduJohn Driscoll (Emeritus) 315-380-5055 jdinsyr@twcnny.rr.com

UUP Cortland Chapter

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uup@cortland.edu

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		Pay Rate 56,789.10		Net Pay 1,234.56			
EARNINGS				TAX DATA			
	Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	
Regular Pay Salary Employee		3456.78	36.78		45,678.90	678.90	
Location Pay							
				Federal 2 State 0 NYC 0 Yonkers 0			
				TAXES			
				Current YTD			
				Fed Withholding 3,456.78 12,345.67			
				Medicare 5,678.90 4,567.89			
				Social Security 3,456.78 1,234.56			
				NY Withholding 5,678.90 4,567.89			
				DEDUCTIONS			
				Current YTD			
				Regular Before Tax Health 456.78 1,234.56			
				Supplemental Paid Annuity Prog 876.90 9,876.90			
				TIAA Retirement Before Tax 56.78 1,234.56			
				34.56 456.78			

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.

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Executive Board Meetings Spring 2022 Schedule

February 22, March 22, April 26 & May 24

Labor Management Meetings Spring 2022 Schedule

February 15, March 15, April 19 & May 17