



The Cortland Cause

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A Sign of the Times

This is a signature moment in UUP history. It has never been more important for each of us to join forces by signing the UUP membership card at <https://uupunion.org/myuup/Membership/> and, having signed, by honoring our commitments to one another.

UUP is in contract negotiations with the State of New York. The State of New York means UUP's Negotiations team of twelve members from across UUP (including representatives working in professional and academic positions, from comprehensive, research, technical, and hospital campuses, working with Chief Negotiator Bret Benjamin of the Albany campus and UUP Council to the President Elizabeth Hough) bargains, primarily, with the office and designees of Governor Kathy Hochul. Show them and her just how little they can batter UUP and unions all together by **signing your membership card**; don't be afraid to stand up and fight for the compensation and benefits you deserve.

We're hearing it. As we gear up to subsidize our various holiday experiences, we worry about it.

We've been hearing it for a while now:

A recession is coming. Fuel is in short supply. Enrollment is approaching a cliff. Inflation is at a forty year high.

What is the real translation here? The rich keep getting richer, and the poor keep footing the bill, tightening their belts, and weathering the storm, while those with representation in Albany make decisions that severely impact our ability to live, let alone thrive, in our great state.

Members are contacting me every day about how they can't pay their bills, can't save for their futures, or the futures of their children. Our own members are resigning their part-time positions because they aren't benefits eligible, and they can't afford to live on the meager salaries they earn. Our members are going without food, gas, and heat. We are reading our own meters because NYSEG over-estimates our bills and doesn't give us a credit for overpaying, or they are under-estimating our bills and surprising us with a huge bill, just when we might be breaking even. We are using alternative heating methods, like personal heaters and extra blankets because speculators are driving up the prices due to the war in Ukraine and concerns over pipelines. Climate concerns remain but are dwarfed by the more immediate need to care for and keep our children. Childcare is difficult to secure and stressful to pay for. Food is unaffordable. Pet care is astronomical. Medical care – sigh.

Our health care premiums are going up. The Empire Plan Rates for 2023 will be rising by 10%. And, while UUP does not set or negotiate the bi-weekly rates the Empire Plan, this is going to hurt many of our members, who are struggling to make ends meet and for whom every dollar counts.



Jaclyn Pittsley,
Chapter President
English

IN MEMORIAM

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

E. Kim Stone
English & Africana
Studies

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Everyone should know that The Empire Plan is “self-insured” which means that the State does not pay insurance premiums. Instead, the State pays for the actual cost of health care that our members and families receive. The bi-weekly rates (premiums equivalencies) are set each year based on a review of current health care utilization by Empire Plan participants and actuarial estimates of how much the costs of care is projected to increase in the upcoming year.

In particular, the 10% increase this year is driven by increases in the cost of prescription drugs and increased mental health care utilization by Empire Plan participants. Of course, this utilization is to be expected and encouraged as we continue to move through a global pandemic, and UUP feels it is vitally important that our members have this benefit to take care of their whole selves. We have excellent insurance, comparable to other insurances out there, with more participating providers than it might seem, and our members appreciate the coverage and flexibility – and work UUP Benefits Staff put in to keep our insurance usable. But this increase is another in a long line of global increases our vulnerable and lower paid members have had to endure.

What can UUP do?

UUP does negotiate the share of the cost of Empire Plan coverage that will be paid each pay period by the State and what share will be paid by our members. The current employee share of “premium” for members using the individual plan is roughly 16%, and for those using the family plan is 31%. UUP also negotiates the amount of co-payments, deductibles, and coinsurance that our members who receive health care pay when accessing that care.

Are not our health and the health of our families the best reasons to become a member? Tell the state, “I am a member because I oppose *any* prohibitive increases to our health care.”

Why is all of this happening now?

The explanations vary, and they can be heated when members disagree over political affiliation, cause, philosophy, and duration. To argue the reasons is not the purpose of this essay.

The purpose of this piece is to try and convince the skeptical and heretofore non-believers that only through uniform support and active membership, can we achieve what we all need: relief through adequate compensation, stabilized benefits, and increased job security – especially for the particularly vulnerable.

No matter one’s political persuasion, it is the responsibility of **everyone in the bargaining unit** to refuse to allow leadership in Albany to ignore our needs.

The Negotiations Team, though highly capable, cannot do it alone. Your Chapter Executive Board can’t do it by themselves. I can’t do it all, nor can the Vice Presidents or other officers. Every single person needs to take part, because every single one of you will be affected by the outcome of this contract. There is no business as usual for us; we need to protect our rights in order to perform our research, teach and serve our students, train our athletes, house our children, feed our cats, groom our dogs, and even justify the administration. And that can **ONLY** happen if you ***sign your membership card and get engaged in UUP.***

No one is secure. These rounds of negotiations are critical to our continued livelihood. The state is proposing a serious attack on tenure. There are considerable concerns about compensation. There are several important benefits at risk. There are concerns about everyone’s job security.

Show Albany that you do care about your own position and security. And show them that you care for others. The only way to combat ambivalence is through empathy.

Continued on page 3

On a different note, as country music icon Brad Paisley sings in “No I in Beer,”

*Wherever you are tonight,
Whatever you're going through*

*[...] we're all in this together
To me it's all so clear*

*[...] Life ain't fair; we've all been there
But you don't have to drink alone.*

You don't have to drink alone: The UUP Cortland Chapter Holiday and General Membership Meeting is Friday, December 9, 4-7pm, at Cortland Beer Company. Come one and all. RSVP at united.universityprofessions@cortland.edu

You don't have to fight alone, either: Stay tuned to UUP's calendar of events and please attend them. Visit the “Members Only” portal of uupinfo.org, too, to find up-to-date reports of contract negotiations.

It is a **sign** of the times, and it's time to **sign**.

Don't leave your colleagues to engage alone. **Please sign your UUP membership card and take an active role in the terms and conditions of your employment.**

Sign up! Join forces! Get involved!

Let's win a fair and equitable contract – together!

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



Andrée Myers
English

Making a Commitment to Your Union

Just the other day, I received a piece of mail at home, a postcard from CSEA. It appeared to be sent from the office of the CSEA President. I am not a CSEA member, of course, and so I was intrigued as to why I would get something from them. Little did I know what evil I held in my hand.

The headline on the postcard read, "Would you like extra money in your paycheck during the holidays?" Easy...if the recipient would simply quit the union, they would receive up to \$550 extra per year by saving on union dues. Of course there was lots of histrionic verbiage about how unions were useless and did nothing for their members. There was even a convenient pre-addressed return postcard, which asked for address, phone number, email and more, containing the statement, "I resign my membership in CSEA..."

Union-busting tactics are nothing new, and maybe something like this has been tried before, even against our own UUP. But this mailing seemed especially egregious. Not only was the sender trying to weaken CSEA, but there was no way to know if the address on the return postcard was legitimate. Imagine mailing a postcard with so much personal information to...who knows where? And to whom? What a scam! And...where did these people get my address? I have never been a member of CSEA. Who's supplying the info to them, and what do these scammers now know about me?

Fortunately, CSEA/AFSCME has caught on quickly (after hundreds of members complained) and has issued a SCAM ALERT about these postcards. In the union's warning, they talk less about the ploy to weaken the union and more that divulging one's personal information is dangerous. Being cautious about sharing personal details is common sense. But what of this mailing as a ploy to undermine the union? Seems to me that anti-union entities are becoming increasingly threatened by the surge in unions and organizing. As we get stronger, the tactics against unions will become more insidious. Will we see attacks against UUP? It remains to be seen. I ask you to stand strong with your union, and to ignore scams like these. As the saying goes, "Together, we demand...divided, we beg."

I will be following up on this story, and so if you receive any similar postcards or any anti-union literature, I'd love to know about it.



Jo Schaffer,
Officer for
Retirees

UUP Annual Food & Supply Drive

The UUP annual FOOD Drive was held this semester with an earlier return date than in previous years. A very generous amount of food and dry goods was donated in time for delivery for the Thanksgiving holiday. According to the local newspaper account, this was a particularly needy year for such donations.

While there are many "help wanted" signs around town, it is noted with sadness that one of the major local employers finally closed their doors immediately following the Thanksgiving celebration. All your generous gifts were most appreciated and delivered where they would do the most good to make sure that youngsters, especially, would not go hungry on Thanksgiving Day.

Thank you again to all who contributed generously this year.



Colin Moore, Catholic Charities Program
Manager of Family and Community Services

Photo by Toni Coon, UUP Chapter Assistant

Retirement and Parkinson's Disease

When I retired in 2016, I never foresaw what was ahead for me. Like most faculty, I imagined an extended period of leisure and travel unencumbered with daily responsibilities. I think it began after my wife, Elaine, and I concluded my dream trip to Scandinavia when my Lucy, a dog who had been by my side for thirteen years (even in my office), become ill and had to be euthanized. I then became depressed as I never had been before.

It was about a year later when I really knew something was something amiss. I recall a conversation with my wife and my daughter in our kitchen when I said that I wouldn't be able to do things I had done in the past, not because I didn't want to, but I simply couldn't. I knew that there was something wrong with me, but I didn't know what. In a subsequent appointment with my general practitioner, she recommended that I see a neurologist. I met with him in August of 2019 when he told me and my wife who was with me that I might have Parkinson's Disease and that it was progressive and incurable. I took this news as a shock, but after I had experienced PD for a while led me to view it as a form of speeded up aging whose progression, at least, I could partly control. I went through a series of tests and scans to rule out any alternative and was formally diagnosed as having PD in the Spring of 2020. In 2021 I went to Upstate Medical Center for a second opinion, and had the previous diagnosis confirmed.

The diagnosis was, oddly enough, a bit of a relief because it explained many of my behaviors and feelings before that time. I decided that I was going to arrest the disease's development as much as possible and quickly learned that exercise was the key. I eagerly did Tai Chi, physical therapy (PT), Rock Steady Boxing, speech therapy, walking, and taking a course at our local YWCA called stability. All with the help and encouragement of my wife, and now care partner, Elaine, who put many miles on her car driving me to these activities. She understandably didn't want me to hurt myself or somebody else with my questionable driving.

There were, of course, negative aspects to these arrangements. When I gave up driving, I also lost the independence that many people experience later in life. The exercise programs that I engaged in took enormous amounts of time and energy, which add to the tiredness and tendency to fall asleep at inappropriate times during the day and evening, a common symptom of PD. I began to stumble and fall far more frequently than someone my age should. Emotionally, I have started to have occasional outbursts of anger (quite unlike my behavior in the past) that I am exploring with the help of my psychologist.

However, there have been positives. I have already mentioned how the diagnosis of PD explained to me (and others) many of the behaviors I had been exhibiting for some time. I regularly see my neurologist, and he has tested me to be sure I was not suffering from dementia—a feeling I had been having because

the symptoms of the PD for me have included loss of volume of speech and cognitive acuity—characteristics that are especially threatening to a person whose career was as a teaching academic. My trembling remains very slight although that is the behavior most associated with PD. I have also made friends through support groups that I probably would never have known otherwise. I have learned to be more patient because nearly everything—from getting dressed to eating a meal—must be done with INTENT, doing but one thing at a time, not multitasking, as I had often done before. In general, I have slowed down considerably which, if you “go with it”, can give you a fresh perspective and experience of things like nature that you never took the time to notice before.

These are some of the things that I have experienced having been diagnosed with PD about three years ago and it is important to note that different people may have different symptoms. As I have heard many times, “Once you have seen one person with PD, you have seen one person with PD.”



Craig B. Little
Retiree
Social Science



Jo Schaffer,
Officer for
Retirees

100 Miles from Home

A Free UUP Benefit for Active and Retiree Members

One hundred miles from home is nothing much for anyone who needs to travel to Albany for UUP meetings or Delegate Assemblies. We do it all the time. For regional UUP reps, one hundred miles from home is just an hour and half of quiet car time.

Being one hundred miles from home is all that is needed to quick start one of the best UUP kept secrets - -- Met Life AXA Travel Assistance coverage for an unanticipated medical emergency or even a prescription replacement.

My Personal Story

I always carry a copy of the Travel Assistance brochure in the glove compartment of my car and, better yet, with my passport.

And happy to report, it was with me just this last October when I was in Paris enjoying the first visit to my favorite city after three years of COVID travel restrictions. The weather was perfect, the museum offerings enticing, and the cafes were open for dining outside.

Having spent such a lovely day, I stepped out of a taxi the wrong way, torquing my body into a cracking s-curve.

Arriving back chez moi, I called the US number for Met Life to see which English-speaking hospital emergency room was closest to my local address. It did take me 40 minutes to get through (collect calling doesn't work with cell phones) but I reached a sympathetic person who proposed St Joseph's Hospital on the Left Bank. I thought I could wait until the morning but by then I couldn't move. I called an ambulance, paid up front, and was delivered to the hospital in record, cobblestone jolting time. Well, English was not on the menu but my French sufficed. After the usual long wait in the ER with tests, blood work, scans, etc. I was admitted later that day with a bi-lateral double fracture of the sacrum.

After a couple of days of stabilization, I called my son, in Florida, to give him the Met Life info. Turns out, here is the next thing that you should all have when traveling. The hospital would not proceed without a copy of my Health Care Proxy, which would allow my son to make decisions on my behalf. Fortunately, I had a copy in my travel folder which I sent to the hospital by phone.

Things started to happen quickly after that. My son was flown to Paris the next day to assist me; an American nurse was flown as well to certify that I could be safely repatriated; and by the day after, an ambulance came to gather all of us for a trip to the airport to fly Air France, business class, to JFK where a car and driver was waiting to take me and the nurse back to Cortland and the hospital at home.

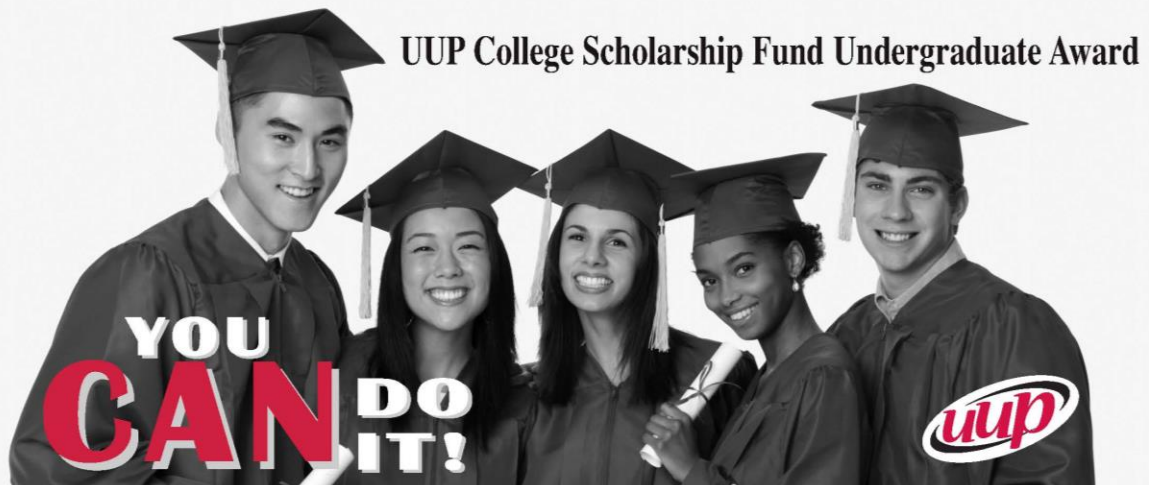
Now, I am back home recuperating after a couple of weeks of hospital time and rehab. I am preparing to translate all the French hospital records to file for reimbursement from the Empire Plan for the Paris Hospital expenses since Medicare does not cover overseas events.

So, if you find yourself 100 miles or more from home, be prepared. Carry the MetLife brochure and numbers and a copy of your Health Care Proxy. You just never know when you will need them.

For a full description of all the benefits available, ask your chapter assistant or UUP Benefits to send you a copy of the [MET LIFE Travel Assistance](#) brochure.

Better yet, here are the numbers to access the coverage especially if you are planning any immediate travel plans:

Within the US (800) 454-3679 Outside the US (312) 935-3783.



UUP College Scholarship Fund Undergraduate Award

UUP College Scholarship Fund Undergraduate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. UUP awards scholarships to recognize:

Eugene P. Link — A SUNY Plattsburgh professor emeritus of history who taught in New York's state university system for 35 years, the late Eugene Link was a highly regarded and respected professor. He dedicated his life to working families and to students who demonstrated an interest in unionism and the larger labor movement.

Robert F. Carter and Katherine K. Carter — The late Robert Carter was a SUNY Oswego associate professor of history and a UUP member for more than 25 years. His late wife, Katherine, made several generous donations to the scholarship fund in his memory.

Gertrude A. Butera — The late Gertrude Butera's unrelenting fundraising efforts helped the scholarship grow since its inception in the mid-1980s to a sustained fund that rewards exemplary SUNY undergraduates. She was named an honorary trustee in 1993.

One-time scholarships of \$3,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarships in 1988.

Who's Eligible

UUP College Scholarship Fund undergraduate applicants should:

- *Be full-time undergraduate students at a state-operated campus of SUNY who have completed at least 18 credits and have a cumulative grade-point average of at least 3.75;*
- *Exhibit dedication to the goals of the trade and labor union movements. In addition, applicants must demonstrate high integrity, a tireless quest for excellence in both academic and personal endeavors, and service to the community;*
- *Submit a copy of their official transcript(s) from each college/university attended;*
- *Be in active, full-time attendance carrying a current load of at least 12 credits; and*
- *Demonstrate dedication to labor union values and social justice.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.


Finalists will be interviewed by the Trustees or their designees.

How to Apply

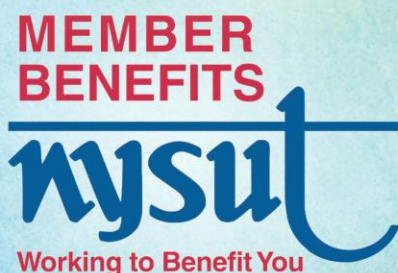
A complete list of UUP scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at <https://uupinfo.org/awards/>; or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-9954.**

Life is complicated. NYSUT Member Benefits can help.

PEER SUPPORT LINE



The Peer Support Line is a new service available through NYSUT Member Benefits that's offered at no cost to all NYSUT members and their families.



The Peer Support Line can help with:

- Finding mental health services or support groups
- Answering questions about Medicare and Medicaid
- Managing work-related stress
- Providing support to new members
- Sourcing elder care or caregiving services
- Assisting with marital, relationship or child rearing concerns
- Reducing feelings of isolation and loneliness

The Peer Support Line is a partnership between NYSUT Member Benefits and Rutgers University Behavioral Health Care.

For more information or assistance, call toll-free 844-444-0152.

Nov/Dec 2022

**United University Professions
Labor-Management Agenda
Monday, December 5, 2022
3:00-4:00pm
Miller 405**

Items of Collegiality:

1. Thank you, Provost Prus, for all of your service and dedicated work over the last decade and a half, in collaboration with UUP.

Old Business:

1. Course Teacher Evaluations:
 - a. Has the Committee on Teaching Effectiveness recommended a new software package?
 - b. When can UUP expect to bargain with Management on this?
2. UUP requests an update on Management communication with Child Care Center regarding waiting list/registration permissions for adoptive parents.
3. Has the campus paid all the money owed to our members for their extra service unpaid after the October 12 pay period?
4. Student Teaching:
 - a. Has Management considered a raise for student teacher supervisors, considering the last increase appears to have been in 2017? Why, and when, or why not?
 - b. Has Management considered an increase in the stipend for Mentor Teachers, which UUP is told is \$250.00 per quarter of student teaching? Why, and when, or why not?

New Business:

1. Regarding the 2021-2 DSI process, UUP requests data regarding awards:
 - a. How many members, professional and academic, part time and full time, received merit-based awards?
 - b. How many members, professional and academic, part time and full time, received compression awards?
 - c. How many appeals were granted in Academic Affairs?
 - d. In what pay period will they be paid, retroactive to what dates?
2. Will the new provost be reviewing and recommending/not recommending applicants for reappointment, continuing and permanent appointment, and promotion in spring 2023? If so, what kinds of training will be provided, and by

whom, to ensure the new provost is comfortable and knowledgeable with SUNY Cortland and UUP policies and processes?

3. Academic Calendar (and Administrative Conference): Has Management considered altering future academic calendars so that students are not in classes on Monday and Tuesday before Thanksgiving Break; UUP feels the burden of enforcing and explaining this policy is disproportionately impacting our members.
 - a. It has been suggested to the committee who creates the calendar by our members they'd rather start the semester earlier in August and have this week off.
 - b. Will Management discuss rationale for holding classes during this time, when attendance must be insured by issuing an email to our members reminding them of their requirement to meet classes (when some still do not) and when so many students skip classes these days?
 - c. Other institutions offer the flexibility of virtual classes and services during this week: could Cortland?
 - d. Or permit liberal use of accruals, such as on Friday after Thanksgiving, and between Christmas and New Year's?
 - e. Might it be useful to hold Administrative Conference during these two days?
4. What will be the workload impact be of removing admin computer rights for our members, both within and outside IR?
 - a. What will be the process for this change, and when will it occur?
 - i. What will be the process for making changes to a computer that requires admin status?
 - b. If widespread computer updates need to be made, such as those after the recent power outage, would this require sending IR personnel to offices all over the campus?
5. UUP takes the position that professionals with continuing education requirements should not be relying upon Individual Development Award funding. Would the college be able to fund required continuing education credits for our professional members?

Tabled Items for Spring 2023:

1. Syllabus Requests and Department Retention of Syllabi:
 - a. Can Management provide an update, following the Faculty Senate endorsement, of their plan for the syllabus requests or department retention of syllabi?
 - b. When can UUP expect to bargain with Management on this?

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2022

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

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