



The Cortland Cause

Inside this issue

From the President.....1-3

SUNY Cortland Works.....4-5

#LaborSpring Rally Speech & Photos.....6-7

A Department in Crisis: Part II.....8-9

May Day: A Celebration of Workers.....9

In Defense of Tenure and Academic Freedom.....10

Professional Faculty Recognition Luncheon.....11

Member Benefits.12

LM Agenda.....13-15

Executive Board..16

Are You A Member?.....17

IN MEMORIAM

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

Louis Gebhard,
History Professor
Emeritus

Angie Partigianoni,
First UUP Chapter
Assistant

We Are One Faculty, United, In UUP

At Cortland, we are facing a projected \$10m budget deficit, despite having record enrollments and being touted as one of the best institutions in which students can place their tuition dollars and their trust for a solid post-graduation employment opportunity.

This year, Cortland has had over 15k applications! Management has stopped accepting applications and is reportedly working to reroute those who have applied for admission here to other campuses in need.

As a result of our excellent work and reputation, we at Cortland are facing severe workload and staffing crises, in most areas across the campus. These issues are not easily resolved and require self-advocacy and group advocacy. UUP continues to ask for relief and guidance from Management in Labor-Management meetings. UUP is working together with Faculty Senate to prompt Management’s movement on particularly difficult issues such as staffing, space, and advising loads.

Statewide, UUP is still fighting every day to make our voices heard in the legislature, as they battle over priorities in the state budget.

We are all facing a nationwide recession, with prices of everything increasing, and our members’ ability to make ends meet for their families diminishing.

And we must not forget that we are facing a climate crisis.

Most significantly, **UUP is the largest higher education union, and we need to band together to win a contract that we deserve! We need to emphasize that this is a fight for public higher education and public health care, which require investment in SUNY workers. When we fight for a fair contract, we are fighting for students and patients as well.**

With all the problems we must face, I am surprised and dismayed that, at this time in our labor evolution, especially in NYS higher education, there still seems to be a divide among the SUNY employees. It is a chasm created by divisive terms: Faculty and Staff.

It seems some of us believe that the faculty includes only those who teach at the university, while “staff” is comprised of everyone not working in an academic or teaching position. More damaging still, by virtue of that designation, the latter are considered less important than those teaching, and the duties they perform is considered less valuable.

If you think this to be true, you are incorrect.

In UUP, we are one faculty. All of us are equally important, and all the work we do is equally valuable.



Jaclyn Pittsley,
Chapter President
English

Continued on page 2

SUNY Cortland has 1066 bargaining unit members, 842 of whom are UUP members. We are confident we will win everyone else to our side soon. Union membership is a state of mind in this evolution, and it is an obvious step in both our collective and our individual progress.

Under Section 1 of the UUP Constitution, “Regular Membership” is extended to all employees, regardless of where on campus they work or in what way they serve the university. Section 2 of the UUP Constitution describes two categories of membership: “Academic” and “Professional,” including those on contingent appointments.

Nowhere in our Constitution is respect or collegiality determined by one’s category of membership as a professional or as an academic. Nor is either respect or collegiality determined by one’s category of membership as a contingent professional or as a contingent academic. No one working on Cortland’s campus, whether a member of UUP or not, is any more or less “special” than any other.

Our work may be different, our schedules may be varied, our needs may be unique in various areas, but **our value is uniform, inclusive, equitable, and we are all UUP.**

Every gain we make in contract negotiations is for the benefit of all of us. Every question we ask at Labor-Management matters because we all matter. Every dollar we lobby to win in the state budget benefits all members of our bargaining unit. Every union event, large or small, with food provided or not, provides information our members need and of which they should all take advantage. Every rally and picket we host in fighting to gain a contract we deserve is for the betterment of everyone’s terms and conditions of employment.

To attempt to work otherwise divides us, setting us to bargain against ourselves. And then, we do not bargain at all.

This is not to undervalue or obfuscate the achievements of anyone at the university. In UUP we applaud together the educational and professional achievements of all. UUP makes possible several of them through such Joint Labor-Management programs as the Drescher Award, the CLEFR program, a variety of leave times, and the contractual Space Available Tuition Assistance Waiver Program.

If it is not already our practice, it is surely time for all of us to treat everyone in our bargaining unit, and indeed everyone on our campus as a respected and equal colleague. Any failure of respect can only divide us and destroy us.

For me, the part-time faculty cannot be divorced from the full-time faculty, or our academic members from our professional members, or members of other bargaining units from our own, or even our administration from our faculty. I will never treat anyone on this campus as an inferior. Every person is important, and every member matters.

It is time we reject any notions, whatever their source or motive, that academic faculty are “special” and professional faculty are not. What can you do to show solidarity with your Cortland and UUP colleagues?

- When you speak and think of the faculty at Cortland, think of us together, equal partners in UUP.
- Advocate for equal DSI recommendation and award guidelines; do not let your members in union feel they are “worth less” because their work is different from your own.
- Actively and loudly support the movement of part-time employees in your department or area into full-time lines. The promise of secure employment is not an attack on permanent or continuing appointment; it is a necessary and humane option for everyone working at the university.
- Nominate your fellow members for awards (such as Chancellor’s Awards and UUP’s Faye Samuel Award for Courageous Part-Time Service) that recognize our entire faculty, professional and academic, is doing excellent work.

- Do not let student perceptions of teaching be the only or primary measure by which you recommend or do not recommend reappointment or promotion of your colleagues.
- Speak to your colleagues about why it is so important to be a member of our union to enjoy the safety and due process rights accorded by Union Membership, and to be heard in contract negotiations and other union decisions.

As a member of UUP, you will always have a voice and be recognized. Your right to be a union activist is protected. It is time for all of us, contingent and continuing permanent, academic and professional, to stick our necks out and stand up for what we all need. We cannot resolve our issues alone, and Cortland UUP's Executive Board cannot win the changes we need at Cortland without your help.

Statewide, UUP cannot win a contract we all deserve without your bold and inspired assistance.

It is time for complacency to die.

We need you to stand united with and for ***all*** your colleagues in UUP.

Begin Your Advocacy by Attending:

SUNY CORTLAND WORKS

Friday, May 5

12-2pm

Corey Union Steps

(Rain Location Inside)

Wear **Red if You Cannot Attend to Show Your Support!**

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



SUNY CORTLAND WORKS!

FRIDAY, MAY 5, 2023
Noon - 2 p.m.



11:40 a.m. **JOIN THE WALKS** along the signed routes starting from lower campus at the Professional Studies Building, central campus at Smith Towers on Service Road, or upper campus at the Moffett bus shelter to Corey Union.



12:00 p.m. **Come together on Steps at Corey Union for photo**

12:05 p.m. **FOOD & SOLIDARITY GATHERING** on the Steps at Corey Union
(rain location: Corey Union Exhibition & Fireplace Lounge)



12:30 p.m. Speakers: SUNY Cortland President, Erik Bitterbaum; PEF Steward, Jessica Bergeron; Cortland CSEA President, Thomas Hingher; Keynote Speaker: CSEA Labor Relations Specialist, Denise Campbell and UUP Cortland Chapter President, Jaclyn Pittsley



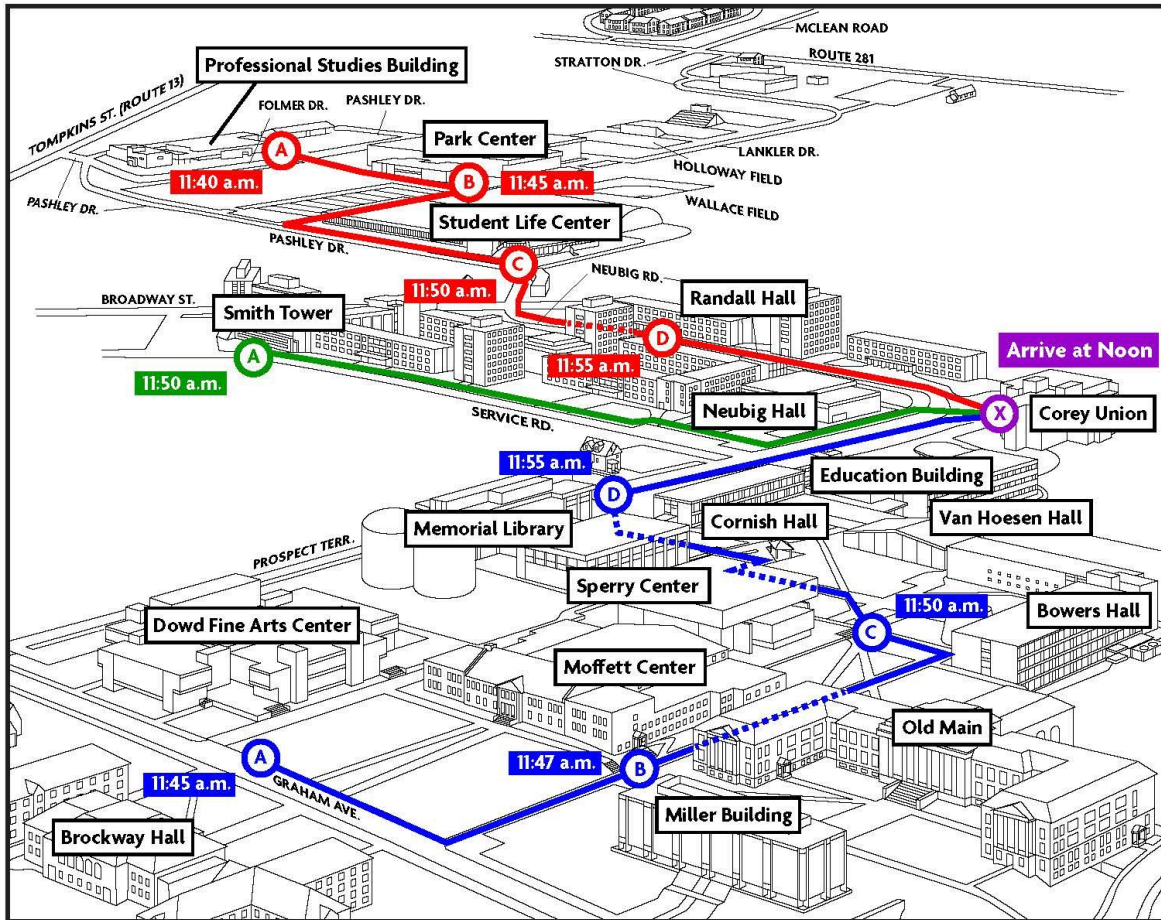
BBQ includes: Hamburgers, hot dogs, veggie burgers, salads, watermelon, chips, lemonade and water



SUNY Cortland Works! honors all participants in our shared endeavors at SUNY Cortland: Faculty, staff, ASC employees, students, Cortland community members — everyone who has been a part of the fabric that makes this college work!

NOTE: This celebration on Friday of Finals Week is sponsored by UUP and the President's Office and supported by CSEA, SGA, NYPIRG, PBA, PEF, and the ASC Employees Group. Release time has been granted by the HR Office, with supervisor's approval and by the Auxiliary HR Office, with manager's approval.

Friday, May 5, 2023



SUNY Cortland Works: Walking Paths

Lower Campus Starting Points

- (A)** 11:40 a.m. — Professional Studies
- (B)** 11:45 a.m. — Park Center
- (C)** 11:50 a.m. — Student Life Center
- (D)** 11:55 a.m. — Randall Hall

Central Campus Starting Point

- (A)** 11:50 a.m. — Service Road at Smith

Upper Campus Starting Points

- (A)** 11:45 a.m. — Graham Ave./Moffett Center Bus Stop
- (B)** 11:47 a.m. — Corner of Miller Building, Moffett Center and Old Main
- (C)** 11:50 a.m. — Corner of Bowers Hall and Sperry Center
- (D)** 11:55 a.m. — Memorial Library and Cornish Hall

(X) All walkers arrive at Corey Union steps at Noon.



#LaborSpring Rally Speech

Hello, everyone. I am so glad to be here to speak with you, to activate with you, and to agitate with you.

UUP is in the midst of contract negotiations. Many may think that UUP is out there grabbing what they can get for themselves without a thought to those whom they serve. This is absolutely untrue. Public higher education and public patient health care workers serve the students and people of New York State.

Jaclyn Pittsley,
Chapter President
English

This requires a serious investment in by SUNY, by the Office of Employee Relations, and by the Governor herself, in SUNY workers. We have been working hard throughout the pandemic, working to do more for more students and patients with less. At the same time, we are being told that our work is worth less than a fair and equitable investment that includes gains in key areas including compensation, job security, and work location flexibility.

As a result, our contingent and most vulnerable members are educating the future leaders of our state and our very nation without a living wage. Our continuing and permanent appointment members' permanency is under attack. We enjoy little to not flexibility in the location where we perform our work. We face staffing crises and an inability to recruit and retain qualified employees. Our tech campuses are facing the loss of resources that make the critical work they do impossible. And with little recognition for their sacrifice, our members at the hospitals have laid down their very lives to help their patients during the COVID pandemic.

We have to unite – academic and profession, part time and full time, labor, and management – and demand a fair and equitable contract that meets our needs. We do this through legal collective actions, as we have for generations, through taking an active and effective approach. We gather and raise our voices; we wear red; we don't bargain against ourselves. We are united here, and we can tell them here and now:

We want a fair contract, NOW!

We need fair and predictable compensation increases. We need accessible health care. We need to replace our biased and broken DSI system with a contract that includes significant service and longevity awards that recognize our commitment, our service, and our expertise. We need a reasonable telecommuting agreement. We need to raise all employees to a living wage. Our part-time employees need to be moved into full-time lectureships, which do not replace or erode permanent positions but make whole these folks for their investment in SUNY. All contingents need increased job security and pathways to permanency.

We need to make these demands together because they won't be achieved alone. Tell your Chancellor now by scanning the QR code (see below): we need a fair contract.

Tell me now: what do we want? A FAIR CONTRACT!
When do we want it? NOW!



Photo by David Ritchie, Librarian (Retired to the Universe)

#LaborSpring Events Photos



Randi Storch Presenting



Avanti Mukherjee Presenting



Ellen Friedman Presenting



Stephanie Heslop, Starbucks Union Presenter



Colleen Kattau Leading the Singing



Jaclyn Pittsley Rally Speech



Group Rallying



Whitney Hargett Speaking for Lea Webb



Group Listening Intently to Speakers



Rebecca Bryan
Physical
Education

A Department in Crisis: Part II

Many of you read my piece in the last issue of the Cortland Cause outlining serious problems our members working in the Physical Education Department face. I am here now to report that, instead of really listening and trying to help us come up with solutions that positively affect the working conditions of many faculty, not just PE faculty on this campus, the administration has instead chosen not to act swiftly and in collaboration with faculty or UUP. It is not surprising but very disappointing that we have worked so hard for an institution and department that we love, to be turned away for trying to make our work environment better for everyone. I did not start on this path as a rogue chair who does not follow process. Nor did I start on this path without the support of my faculty, which is how I am now being portrayed. I have been prompted by the inaction of others. I can put on my thick skin and dig in my heels, because as my father and my partner would tell you, I am stubborn like that. So, get ready, because I will continue to fight like hell to make this a better working environment for not only the academic and professional faculty PE but all of us across campus.

I will report that Physical Education has been approved to hire three new tenure track and two new full time lecturer faculty. What the administration fails to see is that two tenure track lines were replacements, whereas only one was a new line; additionally, in PE, our faculty will lose two visiting professors whose terms will end in May 2023. One other faculty member teaching in our department begins phased retirement in the fall. So, tenure track positions we have gained is really zero. To achieve the two FTL lines, our department ran an analysis of our activity core, compared the number of FTLs that we use to have to what we currently need. The proposal and data outlined a need for six FTLs to fully staff our activity core. We have been given two. We are grateful for the lines, but it is inaccurate to portray the staffing in Physical Education as flush, with five new faculty to shore up our staffing needs, because it is simply untrue.

Even with the new lines, faculty working in Physical Education will still face having no staff to teach well over twenty sections of Core courses, and they will be in a position of needing to open even more sections of courses due to the influx of students to meet the university's tuition targets. We have little to no open seats to place transfers students in this summer and no staff to open more sections. Again, this fall, our faculty are being crushed under this load, yet administration seems to be unresponsive to our requests for solutions.

I want to highlight another narrative you may hear. It has been suggested that the surge in enrollment in Physical Education is a recent phenomenon. However, I can document that in a variety of meetings, I have shared enrollment data prior to, during, and post COVID. Our student to faculty ratio in 2016 was 55 to 1, and currently 65 to 1. Please review the SUNY Cortland Department Annual report data, and enrollment and faculty workload trends: the link to the page is [here](#). This current enrollment trend may be exciting for the university, and it is for Physical Education as well, but whether it is feasible to educate, design field placement for the students in the major, or secure them student teaching opportunities, is uncertain. Further, this many students may have difficulty finding a teaching position after completing their studies.

Feeling unheard and greatly marginalized on this campus, I took next steps with the full support of the PE faculty and several chairs from other departments, and I have written a resolution for the Faculty Senate to take up regarding advising and enrollment. It has been the lack of response to the critical situation which has prompted me to bring this resolution forward to the Faculty Senate, having followed all appropriate procedures and processes; the issues in Physical Education have been taken up by UUP in Labor-Management for over a year without resolution, and ours is not a short-term issue.

I am happy to report that the resolution passed unanimously without a single person speaking against it. The resolution calls for the administration to report on their progress addressing the issues. We shall see what is reported at the next meeting of the Faculty Senate. I can only hope they are having real strategic discussions to try and resolve these problems that are long standing and eroding the quality of our program, and the learning experiences of our students.

The point of my first article is that we have had meetings about the issues in PE, attempting to get support that has been met with silence or indifference. Our department has worked with the Dean of Professional Studies to secure extra service pay for our advising loads; however, our faculty have little choice in accepting the extra work. We don't want to disadvantage our students, and we are thankful to be paid for the extra work we do.

We have also taken our concerns regarding space utilization in Park Center to Labor-Management and written a rebuttal to the "Athletic Facilities Program Study"; we've received no response to our shared concerns in the study. It appears to us that working with the Dean of Professional Studies, taking items to Labor-Management, and having meetings with the acting Registrar, the VP of Finance, the Provost, and Dean of Professional Studies regarding our enrollment is not resulting in solutions neither to resolve our acute distress nor to reduce long-term pressure on the exploding program. Therefore, I will continue to write and update the campus on the status of our program, so our issues do not die in silence, siloed in our department.

Regardless of the administration's chosen response, I, much like Fred Ross, am a community organizer, who prides herself in being a social arsonist, who ignites fire in people to make real change. I will always push back against untruths, injustice, and inequity. I do not do this for me. I am not a union leader for myself, I lead and put my neck on the line for others to make our collective lives better. My union work feeds my soul the way my position here no longer does. I am not afraid and know that the PE faculty have my back, because I have theirs. Let me be clear: this fight for meaningful change will continue.



Andrée Myers
English

May Day: A Celebration of Workers

As I write to you, the calendar has just flipped over to May, that wonderful month that we in higher education look forward to all spring. Papers and exams, lots of grading, graduations, and then...a break in the action to consider summer.

Let's not forget that May 1st is a special day for those of us in UUP and other unions. While we in the USA tend to focus on September's Labor Day as a day for workers, May Day, also known as International Workers' Day, is celebrated worldwide to honor the contributions and struggles of workers everywhere. Some chroniclers say that the USA does not celebrate May Day with the rest of the world because politicians have historically shown "a resistance to emboldening worldwide working-class unity" (NPR).

The origins of May Day as a workers' holiday can be traced back to the Haymarket Riot of 1886 in Chicago. On May 1st of that year, workers across the country went on strike to demand an eight-hour workday (workers consistently were forced to work up to 16 hour shifts). Protests continued for several days, and on May 4th, a bomb exploded during a labor rally in Chicago's Haymarket Square, killing several people and injuring many more. In the aftermath of the riot, several labor leaders were arrested, and some were later hanged. However, the protests helped to galvanize the labor movement and to inspire workers around the world.

In 1889, the International Socialist Congress declared May 1st to be International Workers' Day, in honor of the Haymarket Riot and the ongoing struggle for workers' rights. Since then, May Day has been celebrated around the world as a day of international solidarity among workers and labor unions. In many countries, it is a national holiday, and workers take to the streets to march, demonstrate, and demand better working conditions, higher wages, and other reforms.

We at the *Cortland Cause* and in UUP honor our colleagues every day, not just on May 1st. As we press forward with our negotiations for a new contract, we continue the fight for fair and just working conditions for all. Thank you, colleagues, for all you do. It's important that we stay united; our strength is in our solidarity. Happy May Day!

Reference:

Bowman, E. (2023). What is May Day? For the most part, the opposite of capitalism. NPR.org. Accessed May 1, 2023. <https://www.npr.org/2022/04/30/1095729592/what-is-may-day-history>.



Nancy Kane,
Kinesiology
and Physical
Education

In Defense of Tenure and Academic Freedom

On Wednesday, April 26, 2023, the day before SUNY Cortland celebrated **#LaborSpring**, the new conservative Board of Trustees of a small progressive college in Florida voted to deny tenure to five professors. The professors had been approved for tenure by the college's faculty and the previous administration. However, a new Board appointed by Florida governor Ron DeSantis was influenced in their decision by an *interim* President of the college.

The school's interim president, DeSantis ally and former state House Speaker Richard Corcoran, said in a memo to the trustees that he wanted the professors' tenure denied or delayed in part because of the administrative changes and because of "a renewed focus on ensuring the college is moving towards a more traditional liberal arts institution" (Anderson, 2023).

The fact that the professors were denied tenure on the basis of political ideology rather than their teaching portfolio review speaks to the urgent need of unions across the country to protect tenure and the academic freedom at the heart of tenured appointments. Beyond that, however, if tenure can be denied to professors in tenure-track positions, the ramifications for those who are in non-tenure track positions (especially contingent academics) are significant.

The New College of Florida, located in Sarasota, is small, with only 659 students. It has historically been seen as a progressive institution, which is why it was targeted by the governor's "anti-woke" agenda. The professors had begun their tenure applications early, in May 2022, and Corcoran invited them to try again for tenure next year after all were denied by 6-4 votes in a Board meeting, where the new conservative appointees were in the majority. One Board member, New College professor Matthew Lepinski, quit the Board and announced his intention to leave the college after the votes were taken, and his dismay was echoed by attendees at the meeting.

The professors whose tenure was denied are:

- Rebecca Black and Lin Jiang, who both teach organic chemistry;
- Nassima Neggaz, history and religion with a focus on Islam;
- Gerardo Toro-Farmer, coastal and marine science professor; and
- Hugo Viera-Vargas, whose specialty is Caribbean/Latin American studies and music.

Notice the names, the disciplines, and the likely gender identities of the professors. Their diversity and subject areas may very well have influenced the decisions of the Board. At this point, I do not know which, if any, other professors were granted tenure at the New College, but the refusal to acknowledge these professors will doubtless have a chilling effect on academic freedom at the college, in Florida overall, and across the nation.

We have recently seen widely publicized attacks on academic freedom in higher education in Florida and other places - last month in Ohio, for example. The goal is to suppress the voices of those whose views and teachings challenge the desires of politicians whose abuses of power indicate a rising fascistic tendency in the GOP.

I call on the UUP to pass a resolution condemning the actions of the Board of Trustees of the New College of Florida, to take a public stand for academic freedom and send a clear message across the SUNY system that we expect – no, *demand* – respect for fair and impartial tenure review processes. Let New York's public higher education institutions be national leaders in free thought, diversity, inclusiveness, and justice.

Reference: Anderson, C. (2023, April 26). *DeSantis-backed New College board scraps 5 professors' tenure*. AP News. https://apnews.com/article/new-college-florida-tenure-conservatives-desantis-ce711c9169ebe84e9d062ebbb281ebce?fbclid=IwAR1ThQ8vYWAT36TEtAN__fGQMR-2sdykSFSnutcMaum--27FDk3wAb36rE0



ATTENTION ALL UUP FOLKS! PLEASE PLAN TO ATTEND!

**UNION MATTERS
MEMBERSHIP MEETING**



Twenty-Ninth Annual
**Professional Faculty Recognition
Luncheon**

Friday, May 19, 2023
11:30 am – 1:00 pm
Corey Union Exhibition Lounge

Join us to celebrate the service milestones of our Professional colleagues and enjoy the company of local and statewide UUP guests.

****LUNCH****

South of the Border-Themed Buffet: Mixed green salad with chipotle ranch dressing or vinaigrette, tri-colored chips with salsa, sour cream, guacamole, cilantro lime rice, corn and black bean medley, and a taco bar with all the fixings: Soft and hard shells, seasoned beef, shredded chicken, shredded lettuce, diced tomato, shredded cheddar cheese, chopped onions, jalapenos. Dessert will be triple chocolate cheesecake and a vegan cheesecake; beverages will be iced tea, water, hot tea, and coffee.

Please RSVP by email to uup@cortland.edu or phone 607-753-5991 no later than Tuesday, May 9th.

As always, reach out to uup@cortland.edu if you have any special dietary needs.

We look forward to seeing everyone there!

UNION MATTERS is a series of monthly lunch and discussion meetings on topics of special interest to Cortland UUP bargaining unit members. **UNION MATTERS** is intended to offer not only important content, but also an occasion for respite from the busy work week, an opportunity for relaxed collegiality, and a “free lunch.” There will be plenty of time for your questions. As always, this **UNION MATTERS** program is free and open to all Cortland UUP employees.

Plan to attend and bring a colleague!

CHECK OUT ALL YOUR UNION MEMBERSHIP HAS TO OFFER!

When you're planning for the future, what's at the top of your list?

- A comfortable nest egg for retirement
- Providing for your family
- Purchasing a new home
- Home improvement
- Purchasing a new vehicle
- Travel and entertainment

NYSUT Member Benefits offers dozens of endorsed programs to help turn those dreams into reality.



When it comes to saving you money, protecting your family and helping you plan for the future, NYSUT Member Benefits has a variety of programs and services to help with your goals. Whether you are just starting out on your journey, well into your career or enjoying a well-deserved retirement, 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 important **legal and financial services** along with an **online savings program** featuring some of today's most competitive interest rates.

Next up would be looking in the “Shopping, Travel & Personal” section of our site for **MB Discounts & Deals**. This program utilizes the nation's largest private discount network to provide NYSUT members with exclusive access to savings of up to 50% on restaurant dine-in or take out, groceries and food delivery, clothing and shoes, hotels and flights, car rentals, theme parks, vehicle maintenance, and much more.



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.

Mar-Apr 2023

**United University Professions
Labor-Management Agenda
Monday, May 1, 2023
3:00-4:00pm
Miller 405**

Items of Collegiality:

1. UUP would like to wish Management a safe and productive summer.

Old Business:

1. Course Teacher Evaluation Software
 - a. Is there an update?
2. As of today, how many Professional Performance Programs and Evaluations are missing or late?
 - a. Based upon previous indications, UUP would like to meet with Human Resources to discuss training opportunities for supervisees and supervisors.
3. UUP requests a list of all open positions for Administrative Assistants and Office Assistants on campus; additionally, UUP requests to know when the open positions were vacated and if/when they have been posted.

New Business:

1. Brightspace training: UUP requests that the training stipend of \$250 be extended to all currently employed part-time faculty who are preparing courses for fall 2023.
2. Department Chair Release Time:
 - a. How many chairs receive release time for their work as Department Chair?
 - i. Of those, how many receive 100% release time?
 - b. Of those, how many are not provided a release from their advising obligations?
 - i. UUP requests information on where this policy is housed.
3. Parking Spaces:
 - a. UUP requests to know for whom the reserved space behind Old Main is reserved. UUP understands that no spaces are being reserved for any employee, student, or visitor any longer, and that the Parking Department is simply recording the license plate number?
 - a. Additionally, for whom are the spaces in VanHoesen lot reserved?
 - b. Can spaces still be reserved for visitors or for other reasons?

c. If so, what is the procedure for doing so?

4. Parking Congestion:

a. UUP requests a list of the total number of available parking spaces for faculty by lot, versus number of faculty working on campus (if available), as compared with the number of student parking spaces.

1. Of these, how many are reserved for those with mobility issues?
2. Of these, how many are reserved for charging vehicles?
3. In critical spaces such as Corey Union, Memorial Library, and Old Main, how many spaces are reserved for service vehicles, drop off and pick up, and duplicating?
4. What is the procedure for making sure that students and employees in service vehicles are not parking in faculty spaces?

b. What plans are in motion to address continuing parking congestion?

1. How often is the Parking Committee meeting to address issues of congestion, in cooperation with the city and local homeowners?
2. Should the university acquire more property, will adding parking be considered?

5. Parking in the Neubig Paid Lot operated by CAS:

a. Is the university's Parking Department issuing tickets for those parked improperly in the CAS operated lot?

b. If so, is the university being compensated for this service? In what ways?

1. If there is a financial or other agreement to do this work in place, for what are these funds being used? Could they be used to offset anticipated increases in the Registration Fee for students and employees?

c. Are there no accessible spaces in the Pay-To-Park lot, which could be made available for those forced to park there, due to a shortage of accessible and other parking spaces on campus? If not, why?

d. UUP is concerned that because the institution or CAS expects everyone using the lot to have a cellular phone and text or QR capabilities. Is there no privilege of parking in the lot if one cannot afford a luxury item like a cellular telephone that has scanning capabilities?

- e. UUP is concerned that there is insufficient signage requiring our members to scan a QR code to set up payment before they leave their vehicles or face fines, considering that in an appeal, as stated by the automatic email service from Parking Operations, “As stated in NYCRR § 585.15 (c)(ii), hearing officers “should not be concerned with the alleged violator’s intent or other state of mind as these elements are not material in such cases.”
6. Is the college considering offering any kind of incentive for students and employees who choose to be vaccinated against COVID 19 and, if so, to whom will they report this information?

Upcoming Items:

- 1. Syllabus Retention System – with new Provost.
- 2. Best Practices for employees and students – DEI.
- 3. Promotional and other opportunities for librarians.



UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2022

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: Andrée Myers (English) 4306 andree.myers@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.edu

Daniel Harms (Library) 4042 daniel.harms@cortland.edu

Jamie Dangler dangler75@gmail.com

Christa Chatfield (Biological Sciences) 2235 christa.chatfield@cortland.edu

Bekeh Ukelina (History) 5482 bekeh.ukelina@cortland.edu

Henry Steck (Political Science, Emeritus) henry.steck@cortland.edu

David Ritchie (Library, Emeritus) 607-273-4453 david.ritchie0@gmail.com

Rhiannon Maton (Foundations & Social Advocacy) 2195 rhiannon.maton@cortland.edu

Rebecca Bryan (Physical Education) 4561 rebecca.bryan@cortland.edu

Benjamin Wilson (Economics) 2436 bcw@cortland.edu

Kristine Newhall (Professional Studies) 4357 kristine.newhall@cortland.edu

Christopher Badurek (Geography) christopher.badurek@cortland.edu

David Kreh (Library, Emeritus) david.kreh@cortland.edu

PROFESSIONAL DELEGATES

Jennifer Drake (The Learning Center) 2361 jennifer.drake@cortland.edu

Joe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.edu

Kevin Pristash (Director for Corey Union) 2326 kevin.pristash@cortland.edu

Jo Schaffer (Officer for Retirees) 753-7245 jo.schaffer@cortland.edu

Michelina Gibbons (Career Services) 4715 michelina.gibbons@cortland.edu

Dianne Galutz (Retired) dml1951@twcnny.rr.com

Dawn Van Hall (Library, Retired) dawn.vanhall@cortland.edu

Justin Neretich (Residence Life and Housing) 4162 justin.neretich@cortland.edu

John Driscoll (Emeritus) 315-380-5055 jdinsyr@twcnny.rr.com

AT-LARGE ACADEMIC

Henry Steck (Political Science, Emeritus) henry.steck@cortland.edu

AT-LARGE PROFESSIONAL

Justin Neretich (Residence Life and Housing) 4162 justin.neretich@cortland.edu

John Driscoll (Emeritus) 315-380-5055 jdinsyr@twcnny.rr.com

UUP Cortland Chapter


001 Moffett Center
PO Box 2000
Cortland, NY 13045

PHONE:
(607) 753-5991

E-MAIL:
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 Current 34,567.78 1,234.56 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 1,234.56			
Department ID 1234				Pay Rate 56,789.10	
EARNINGS		TAX DATA			
	Hrs./Days	Current	YTD	Federal	State
Regular Pay Salary Employee		34,567.78	45,678.90	2	0
Location Pay		56.78	678.90		
				NY Withholding	4,567.89
				Fed Withholding	1,234.56
				Medicare	1,567.89
				Social Security	1,567.89
				NY Withholding	4,567.89
				DEDUCTIONS	
		Current	YTD	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.



is us.

Follow Us At:



facebook.com/uupinfo



@UUPinfo



YouTube.com/uupcomm



@UUPinfo

Executive Board Meetings Spring 2023 Schedule
May 8

Labor Management Meetings Spring 2023 Schedule
May 1