

FredUUP

March 2023
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United University
Professions

Fredonia Chapter
Newsletter

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Events

March 21, 2023
Lunch & Learn
March 23, 2023
Labor Management Meeting
April 10, 2023
Lunch & Learn
Executive Board Meeting
April 21-22, 2023
Delegate Assembly



Christopher Taverna, Chapter President
Melissa Hooper, Chapter Vice-President for Professionals
Cynthia Smith, Chapter Vice-President for Academics

President's Message

Greetings colleagues! It is my pleasure to write this welcome for our newsletter. We've had a busy year so far, with even more coming. I appreciate all of your involvement in our Union and hope to see you at future workshops and events!

In addition to the many day-to-day issues on campus that I am representing you on, there have been a variety of statewide initiatives I have been involved with as well. The Chapter Presidents meet regularly with the Statewide Officers, the Negotiations Ad Hoc Committee meets again on March 17 and I'm sure I will have things to share with you all after that, and I had the pleasure of attending a Leadership Retreat in January where we learned many great tactics for organizing and growing our Chapters.

Locally we have several important issues outstanding with Management. Due to the nature of some of these and with respect to confidentiality I can't go into details, but I am optimistic that we will have positive resolutions soon. We should also have a response from the Management HARP team this month and it is my hope that we can wrap up this extended round of HARP negotiations soon. Workload remains an overarching concern for our Members and I continue to hold discussions with Management on ways we can equitably address these concerns.

Please be on the lookout for email announcements sent to the uupfredonia@fredonia.edu group which is the primary way the Fredonia Chapter communicates with our active members. We will have a variety of events coming up this semester and I encourage you all to attend these.

Remember, a Union is not an outside organization, it is not the Officers or Executive Board. Our Union is all of us members. We must continue to work together for the betterment of all. Thank you for the advocacy, commitment, and support you have provided and for all that you continue to do!

In Solidarity,

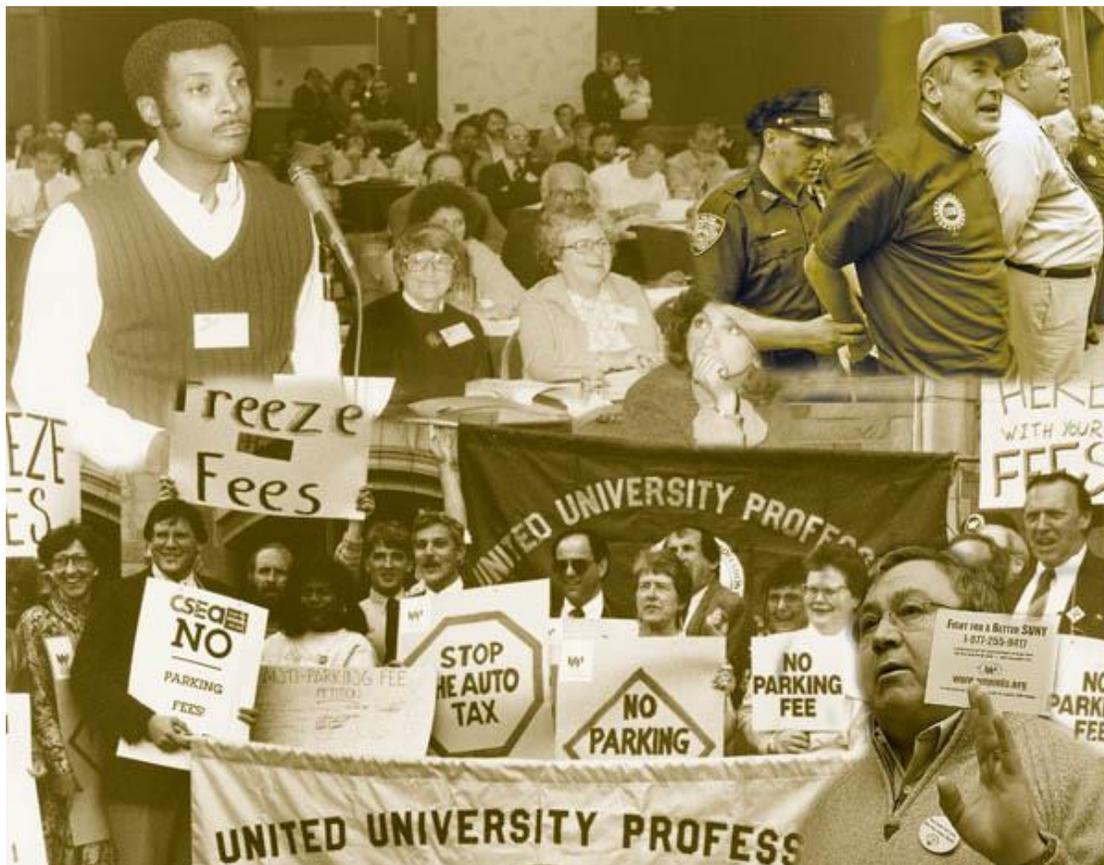
A handwritten signature in black ink that reads 'Chris'.

Christopher C. Taverna
President, Fredonia Chapter

WHO ARE WE? UUP!

United University Professions, UUP, is the nation's largest higher education union, representing the faculty and professional staff of the SUNY system (referred to as professional faculty in the contract). This encompasses the 29 comprehensive, technical, specialized and university centers of SUNY. The 29 campuses are broken into 32 chapters. UUP is Local 2190 of the statewide union, New York State United Teachers (NYSUT) and national union, the American Federation of Teachers (AFT).

HISTORICAL OVERVIEW OF UUP



United University Professions is the largest higher education union in the U.S. When it was formed in 1973, UUP represented 3,500 members. The union has grown in numbers and in influence since then; UUP represents more than 42,000 members on 29 state-operated SUNY campuses and System Administration.

Throughout its history, UUP has acted in the best interests of its members, and those efforts have benefited thousands of UUPers, the SUNY community and the entire state of New York.

UUP would not be what it is today without the commitment and enthusiasm of its leaders and members who spur the union toward greater achievements.

Fredonia Chapter Elections - Meet the Candidates



Some of the candidates running for the June 1, 2023 through May 31, 2025 term for the Fredonia Chapter Executive Board wrote Candidate Statements.

Christopher C. Taverna – Chapter President and Professional Delegate

I'm running for re-election as your Union Chapter President because I believe that together we can continue to build Fredonia into a workplace where we can excel in our careers. I believe that it is the responsibility of our Union to look out for the best interests of all members, and as your President I will continue to stand by that belief as I have these past four years.

I've been an employee of Fredonia and a UUP member since 2001. I am currently the UUP Fredonia Chapter President, serving in that role since June 2019. I have previously served on the local UUP Executive Board from 2008-2011. I have also been involved with the University Senate from 2006-2012 and again from 2015-Present.

I am asking for your continued support so that we can continue building on the successes of the past four years. Some of those accomplishments are:

- Ensuring our voices are heard by our Campus President and his Administration
- Achieving collaborative decisions rather than top-down mandates for various units
- Handling various concerns from Academics, Professionals, and Contingents alike

I am uniquely qualified to be your President due to my willingness to not only listen to you and bring your issues to management's attention, but to work for positive resolutions. I fight for results and am not afraid to speak truth to power.

I thank you for this opportunity and for your continued support!

For more information, visit: <https://christophertaverna.com/uupelection2023/>

IcIal Vanwesenbeeck – Chapter President and Academic Delegate

Dear colleagues,

My name is Ici Vanwesenbeeck. I was hired at Fredonia in 2005 and since then I have been an active member within UUP. Below is my candidate statement. If you have questions or concerns about my qualifications, or have heard things about me that you'd like to check out, please get in touch me via your personal email: icisak@protonmail.com or call (716) 410-6724. I believe in direct, open, and honest dialogue, and would appreciate hearing from you. My reasons for serving are:



- **Respect:** If I get to serve you, I will work to protect and preserve the dignity of labor for all. This means we take steps to ensure we are not cornered into thinking we are disposable members of a campus but that we are the workplace. I believe that I can make a meaningful contribution to labor-related negotiations on campus.
- **Equity:** If I get to serve you, I'd like UUP to do some soul searching and question the splintered reality of our membership, and think of ways to stand together in our pursuit of equity. It's becoming harder to be respected as teachers, scholars, and professionals. From *HARP* to employment letters to emeritus rights to instructional workload and academic freedom, we see a preference for a top-down management model and a resistance to our shared governance model. Unfortunately, the effects of this attitude have trickled down to the efficacy and role of UUP. Fair and equitable treatment of all members is a top priority for me, and it helps that I am not easily intimidated by conflict or deterred by obstacles.
- **Solidarity:** Our campus morale has been so low for too long. So, when I think of solidarity in 2023, I think of ways to stand together against macro and micro stressors that hinder our professional growth, happiness, and satisfaction. I think of being united to protect what is most sacred to us: equality, dignity, honor of working, and what we deserve: respect, opportunity, and equity. It's that kind of a journey that makes me look forward to serving you.

This UUP election is critical. If we want to prevent further landslides and the erosion of our professions, we need a strong advocate, such as UUP, to join the table. Whomever you vote for, I hope you cast your vote to make UUP a stronger advocate for labor-related matters on campus. Thank you for reading my statement. I wish Chris, a wonderful colleague whom I served with on the Executive Board, the very best in the elections.

Sincerely,
Ici Vanwesenbeeck
Associate Professor

Ziya Arnavut – Vice President for Academics and Delegate**Ziya Arnavut****UUP Fredonia Chapter
Academic Vice President****We are at a crossroads! Our future is at stake!**

Several SUNY Colleges like Buffalo, Brockport, Fredonia, Plattsburgh, and Potsdam are in dire economic conditions due to low enrollment and lack of state support.

Thanks to the efforts of UUP, NYSUT and other Unions. NY State and Federal Government gave billions of dollars of support for schools, families, workers, and small businesses until now.

However, due to the drop in enrolment our problems are continuing:

- We lost several full-time, part-time faculty and professional positions.
- Our workload due to retirements, resignations, and low enrollment has been increased in an unprecedented way in the history of SUNY Fredonia.

We need experienced and dedicated Leadership.

In this time of crisis, more than ever, we need a strong and experienced leadership to negotiate possible restructuring and address the workload and compensation issues that we are facing.

I was proud to serve on the UUP Negotiation Committee representing the Fredonia campus that secured salary increases in our last contract. I led this chapter for 8 years and several times negotiated HARP with the former administrators. *First time ever, in the history of SUNY Fredonia, we successfully negotiated and increased the salaries of adjunct faculty, not once but two times from \$700 dollars per credit to \$1000 dollars in 2016.* Six years passed; inflation is running around 9% but the minimum has not been increased. It is time.

If elected, I will stand with you to secure better working conditions needed to keep SUNY Fredonia moving forward, with the principles of shared governance.

I will dedicate my efforts to:

1. Addressing our workload issues.
2. Finding long-term and sustainable solutions to our budget problems and addressing our issues at UUP and NYSUT meetings.

In closing, times are difficult, and we must act now before it is too late for SUNY Fredonia. I believe I have the experience, skills, and dedication to work for you in these challenging times.

Janet Mayer – Vice President for Professionals and Delegate

Though I am running unopposed for Vice President of Professionals, I'd like to take this opportunity to introduce myself to the SUNY Fredonia professional staff who I have not yet met. I've served 3 terms as Grievance Officer for Professionals, 2 terms on the UUP Statewide Grievance Committee, a term on the College Committee for Professional Evaluation and two terms as a UUP Delegate. I enjoyed serving in all of these roles and have found the to be very rewarding service opportunities.

I had the opportunity to serve many colleagues in all of these roles. I've had many accomplishments, including being part of the initial team that developed the first version of the HARP handbook as well as the most recent one. I work well with administration, am knowledgeable of our contract and the grievance process.

Members who have worked with me, often during a very stressful time in their career, will tell you that I am a strong and knowledgeable advocate. While I hope no situations arise during my term that require members to seek me out for grievance assistance, I am here to help. Do not hesitate to reach out for support if you encounter workplace circumstances which require contract information or any kind of support.

I'd appreciate your vote for Vice President for Professionals of our local chapter. I can commit to attending all of the meetings in Albany to represent the interests of professional staff at SUNY Fredonia. I can also help to keep our campus informed on the issues presented to us from UUP in Albany.

Thank you for your consideration.

In solidarity, Janet

Lei Huang - Diversity, Equity and Inclusion Officer and Academic Delegate

I am Lei Huang, Ph.D. (Associate Professor of Marketing). I am running for the **Diversity, Equity and Inclusion Officer** and **Academic Delegate**. I have been serving as the Diversity, Equity and Inclusion Officer and Academic Delegate at our chapter since 2019. As such, I have had the opportunity to work with colleagues from different disciplines on campus.

As a **Diversity, Equity, and Inclusion Officer**, I believe that diversity should include but not be limited to demographics such as race, age, gender, education, etc. More importantly, it should embrace cross-cultural diversity, generational diversity, religion, and other ways that diversity manifests in the workplace. In addition, we are now facing severe and continuing budget problems at SUNY Fredonia that threaten core programs across the campus accompanied with serious concerns on work load, equity, resource allocation, and so on. All these issues are turning into major sources of potential problems in the future.

As an **Academic Delegate**, I would collaborate with you and the other members of our campus community to strengthen our union, which in turn would enhance both our professional and personal lives. With your vote I would use the knowledge and skills I have developed to continuously pursue, promote, and protect academic freedom, shared governance, and faculty resources to ensure the delivery of a high-quality education at SUNY Fredonia. I pledge to inform you, to seek your assistance, and to represent you effectively. I humbly request your vote, support and participation.

Dr. Reneta Barneva - Grievance Chair for Academics and Delegate

My name is Reneta Barneva and I am running for Grievance Chair for Academics and for a delegate. In the past eight years I served as Grievance Chair. I am also a delegate and a member of the UUP-statewide Grievance Committee and Constitution and Governance Committee.

I have been at Fredonia for over 20 years and I have gained first-hand knowledge about the issues UUP members face. Prior to that, I have been over 10 years on the Executive Committee of the Senate, serving consecutively as Governance Officer, Vice-chair, Chair, and six years as SUNY Senator. This experience provided me with knowledge about the members in our sister institutions and about the SUNY system as a whole. In the last eight years I have also served on the UUP-wide Grievance Committee, which gave me the opportunity to work on some of the most difficult grievance cases.

The Grievance Chairs for Academics is responsible for assisting the members of the chapter with problems and concerns. I work closely with the Labor Management Specialist to process grievances according to the appropriate procedures.

The position of Grievance Chair requires good listening skills and familiarity with the policies and procedures. I possess both qualities, which makes me a good candidate for the position.

Fredonia academics stand in front of one of the most serious challenges in the university history – a large budget deficit, declining enrollment, and increased teaching load. The goal of my campaign is to assist the UUP members in this difficult time.

Anne Fearman – Officer for Contingents

For twenty years, I've been a part-time contingent (i.e. adjunct) in the English Department, teaching a 4/4 course load of First Year and General Education courses. I've been active in UUP at the chapter level (serving as Officer for Contingents many of those years and currently) and at the statewide level (as a delegate, Chair of the Contingent Employment Committee, and member of the Constitution & Governance committee, all of which are continuing positions). In addition, I'm a member of the Senate Standing Committee, ConFac, and long-serving Senator for Contingents. While there is much work to be done in our union to prioritize equitable pay and job security for contingent employees (among many other issues), I'm proud of the gains we've made and, with your vote, excited to continue serving as your union representative.



Bruce Simon – Academic Delegate

I ask for a chance to continue serving as an academic delegate from 2023 to 2025.

Throughout my activist career—which began in the mid-1990s as a graduate student at Princeton University, expanded with my contributions as Co-General Editor for [*Workplace: A Journal for Academic Labor*](#) from 1999 to 2002, and has continued to develop within UUP since Mac Nelson recruited me in the summer of 1998—I have been committed to social movement unionism and problem-solving unionism.

I have been an elected delegate and member of our chapter's Executive Board for 21 of my 25 years at Fredonia. During that time, I have served in a variety of local leadership roles:

- Membership Development Officer (2001-2003)
- Part-Time Concerns Officer (2011-2013)
- Officer for Contingents (2013-2017)
- Vice President for Academics (2003-2006 [stepped down due to sabbatical leave], 2017-2019)
- English Department Representative (1998-2001, 2017-present)

I have also been active on multiple state-wide UUP Committees:

- Legislation Committee (2001-2005)
- Globalization and Corporatization Committee (2004-2009, 2010-2016)
- Outreach Committee (2013-2015)
- Committee of Vice Presidents for Academics (2017-2019)
- Contingent Employment Committee, United University Professions (2012-present)
- Future of Public Higher Education Committee, United University Professions (2016-present)
- Committee of Academic Delegates (2019-present)
- Ad Hoc Negotiations Committee (2021-present)

I would be honored to continue representing the chapter at statewide delegate assemblies and contribute to the work of our chapter Executive Board.

Angela Pucciarelli Rice – Professional Delegate

Hello! My name is Angela Pucciarelli Rice, and I am running for Chapter Delegate. I have been the Assistant Director of Athletics and Senior Woman Administrator in the Department of Athletics and Recreation since fall 2018. I also serve as an adjunct faculty member in the School of Business, teaching courses in Sport Management and Health Education. In addition to my professional responsibilities, my campus committee work includes serving on the University Judicial Board, the Diversity, Equity, and Inclusion Council, and the SEFA Committee. My interest in the Union matches my interest in matters of equity, inclusion, and transparency of campus-wide issues.

Joy Bilharz – Officer for Retirees

I am running for re-election as Officer for Retirees and would like your support. A smooth transition to retirement is important for our members and is most easily achieved if those intending to retire let us know as soon as they reach that decision as that information is usually not forwarded by HR to UUP. I am happy to speak with anyone considering retirement and those discussions will remain confidential.

UUP has made Walter Apple's pre-retirement workshop available on line for access at your convenience but I hope we will be able to have at least one annual face-to-face meeting with him. These meetings will include both retirees and current members and are a good way to keep in touch with former colleagues. Retirees are the single largest membership group in UUP and I hope that we will be able to work closely with active members in the future.

Thank you for your support in the past.

In solidarity,

Joy

Joy Bilharz, Ph.D.
Professor Emerita of Anthropology



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Current YTD: \$468.78 / 1234.56 45,678.90 / 34,567.89	
Advice #: 123456789	Pay Start Date: 09/10/2015	Pay End Date: 09/24/2015	Net Pay 1,234.56		
Department ID: 1234	Pay Rate: \$6,789.10				
EARNINGS		TAX DATA		CHECK DATA	
Regular Pay Salary Employee	4567.89	4567.89	Federal	State	NYC
Holiday Pay	876.54	876.54			
TAXES		Current		YTD	
Fed Withholding	145.67	145.67	1,234.56	1,234.56	1,234.56
Medicare	45.67	45.67	456.78	456.78	456.78
State Withholding	34.56	34.56	345.67	345.67	345.67
NY Withholding	23.45	23.45	234.56	234.56	234.56
OTHER TAX DEDUCTIONS		Current		YTD	
Regular Salary Tax Deduction	123.45	123.45	1,234.56	1,234.56	1,234.56
Departmental Pay, Monthly Prog	67.89	67.89	678.90	678.90	678.90
Total Retirement Deduct Tax	56.78	56.78	567.89	567.89	567.89

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck *must* say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels

- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of NYSUT, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership application.

Faculty Workload Workshop

We held a Faculty Workload Workshop on Thursday, February 23, 2023, from 10:00 am - 11:30 pm in the Williams Center. Presenters: Alissa Karl, Statewide VP for Academics; Cynthia Smith, Fredonia Chapter VP for Academics and Matthew Kibler, Labor Relations Specialist, used the time together to discuss workload impacts as they apply to academics at SUNY and addressed specific workload issues and challenges that the faculty at Fredonia are facing as well as ways to balance their workload. Brunch was served.

UUP Publications

United University Professions produces two official magazine publications: *The Voice* (print and online), and *The Echo* (online only). In these publications, you will find union news, member features and spotlights, benefits information, and other pertinent stories written for members. Issues are presented in PDF format; simply click on the cover to open issues of the magazines. To submit story ideas please reach out to Darryl McGrath (dmcgrath@uupmail.org).

THE VOICE:

WINTER 2023

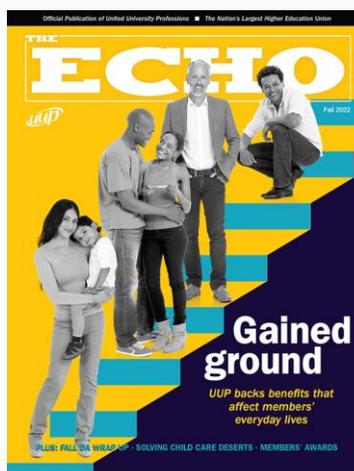


[PDF](#)

[The VOICE Archives](#)

THE ECHO: ALL 2022 FALL 2

FALL 2022



[PDF](#)

[The ECHO Archives](#)

Spring 2023 Membership Meeting

Our Spring 2023 Chapter Membership Meeting was held on Wednesday, February 22, 2023, from 11:30 am – 1:30 pm in the Horizon Room. The 2023-2024 Fredonia Chapter Budget was passed. Lunch was served to the members.

Below is the agenda from the meeting:

1. Call to Order
2. Welcome
3. **2023-2024 Fredonia Chapter Budget Vote**
4. Update from Chapter President Christopher C. Taverna
 - a. Contract Negotiations
 - b. Chapter Elections Timeline
 - i. **March 14-16** – Chapter Elections Ballots are scheduled to be mailed out to the Chapter Members.
 - ii. **April 21** – Chapter Election Ballots Due
 - iii. **April 24-28** – Chapter Election Ballots are scheduled to be counted.
 - c. HARP
 - d. 2023 Special Working Group on Campus Morale
 - e. EAP Coordinator Posting
 - f. Upcoming Workshops
5. Update from Alissa Karl, Statewide Vice President for Academics
6. Update from Labor Relations Specialist Matt Kibler
7. Open Discussion
8. Adjournment



update

from UUP President Fred Kowal



August 2021

Copyright and Intellectual Property: Your Rights as a SUNY Employee

The expansion of online education is creating new teaching and course development situations that challenge previous understandings of copyright and intellectual property protections. Since 2014, UUP has compiled information about campus policies and members' experiences. While we address specific campus issues as they come to our attention, we believe a broad information campaign is needed to inform members of their rights and engage campus senates and administrations in discussion to clarify intellectual property issues in the new online-education environment.

UUP members may not know the intellectual property protections afforded by SUNY statewide policy, and campus administrators may claim ownership of intellectual property in violation of that policy. Here's how we can educate ourselves and protect our rights:

Find out what your campus online education and copyright/intellectual property policies are. Check them against SUNY's policy at <http://bit.ly/2gaU0Vc>

Inform UUP if you see a discrepancy between your campus actions and SUNY policy.

Press for open discussions on campus to clarify campus policies for all research, teaching, and course development situations.

Engage your campus senate leaders and your UUP chapter leaders to help facilitate discussions and address concerns.

Contact your UUP chapter if you have a problem or need help obtaining information about your intellectual property rights.

FAST FACTS

In the absence of a written work-for-hire agreement that the employee voluntarily signs, copyright ownership vests in the individual faculty member.

Individual campuses can establish work-for-hire arrangements as long as employees sign a written waiver surrendering ownership of their work.

While faculty can waive their rights, campus administrations cannot obtain rights without an individual's written consent.

Bottom line: Only individual faculty members determine if others can use their intellectual property by agreeing to a *license for use* or *waiver of ownership*. No other person or institution should use a faculty member's intellectual property without obtaining one or the other. Faculty cannot be compelled to relinquish ownership of their intellectual property.

CONTACT UUP IF:

- You are told that your intellectual property belongs to the University and you haven't signed a waiver; or
- If you are presented with a waiver form and told that you must sign it.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG
FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

FAMILIARIZE YOURSELF WITH SUNY POLICY TO PROTECT YOUR RIGHTS IN YOUR WORKPLACE

Excerpt from:

SUNY Faculty Copyright Ownership FAQs



1. If I post my course content, learning resources, pedagogical materials, or other original works in Open SUNY or the SUNY Learning Commons (or similar SUNY websites), will I retain ownership of my work?

It depends. Under the current SUNY copyright policy, faculty retain ownership of works produced in the scope of employment, including works produced for online instruction unless there is a written agreement between the University and the faculty member to the contrary. Putting it more specifically, SUNY and faculty may contract for "work-for-hire," authorize the work in advance by written agreement, and determine in the contract who the owner shall be. With respect to work produced for online instruction, practice regarding the use of written agreements varies from campus to campus. In the absence of a written work-for-hire agreement, copyright ownership vests in the faculty.

2. As a SUNY faculty/staff member, if I own my course content and other materials, an if there are no licenses or other agreements affecting my works, am I the only one who can decide how my materials are used and who may use them?

Yes, if the faculty staff member is the author of the "course content and other materials."

3. In my faculty/staff role, I often use common campus resources (for example, computers, library books, library databases, consultations with reference librarians, help from our teaching center, or help from IT staff). Can my campus or SUNY claim copyright ownership or other rights or control of those works based on the use of campus resources?

The SUNY copyright policy incorporates the academic work-for-hire exception, the effect of which is to vest copyright ownership in the faculty to works authored by the faculty. Use of SUNY facilities is not a relevant consideration under the SUNY policy.

4. Would you please list and explain some examples of circumstances when materials produced and works authored by SUNY faculty/staff are considered works-for-hire by SUNY? If my campus asks me to create content for a new course and pays me a stipend without a specific agreement in advance for creating the course, is that new course considered a work-for-hire?

Works-for-hire are defined under the 1976 Copyright Act in §1.01. In part, works-for-hire are works "specifically ordered or commissioned ... if the parties expressly agree in a written instrument signed by them that the work shall be considered a work made for hire." So, the statute and good practice indicate the need for a written contract as a requisite for work-for-hire. The second and third sentences in SUNY's copyright policy are intended to address work-for-hire not covered by the academic work-for-hire exception, and indicate that such work-for-hire is subject to "contractual arrangements."



For more information or guidance, contact:
 VP for Academics Alissa Karl at akarl@uupmail.org or
 VP for Professionals Carolyn Kube at ckube@uupmail.org

UUP Events Calendar

Follow the link to see and register for events on the UUP Events Calendar, such as: New Employee Orientations, Pre-Retirement Workshops, UUP Virtual Public Service Loan Forgiveness Clinics among others.

<https://uupinfo.org/calendar/>

NEW EMPLOYEES, JOIN US FOR:

NEOs at NOON

Learn about your UUP benefits and receive expert tips on how to utilize and maximize them.



**NEW EMPLOYEE ORIENTATIONS
EVERY OTHER WEDNESDAY AT NOON**



Visit <https://bit.ly/UUPWelcome> for dates and to register.



**STUDENT LOAN
FORGIVENESS**

All UUP members qualify for Public Service Loan Forgiveness.

Virtual clinics held every payday.

Register through the UUP Events Calendar: [UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)

The Voice – UUP’s Official Podcast



The Voice is UUP’s official podcast. Hosted by UUP President Fred Kowal, The Voice will feature interviews with newsmakers across New York state about many of the most crucial challenges facing New York and the nation.

On episodes of The Voice, you’ll hear discussion on labor issues and social justice topics, including the climate crisis and the environment, racial injustice, health care, student debt and voting rights. Show episodes will be released twice a month.

It’s free to listen to and subscribe to The Voice podcast.

See the list below of ways to listen. Contact Mike Lisi, UUP’s Director of Media and Publications at mlisi@uupinfo.org with questions.

TO LISTEN NOW, GO TO BUZZSPROUT, UUP’S PODCAST HOSTING PLATFORM [HERE](#)

The podcast is also available on the following platforms:

- UUP’s [YouTube channel](#)
- Apple [Podcasts](#); Podcasts app; iTunes. Click [here](#) for more information
- Google [Podcasts](#), Google Podcasts app. Click [here](#) for more information
- Spotify [Spotify.com](#)
- Amazon [Music](#) app
- Sticher [Sticher.com](#) app
- iHeart Radio [iHeartRadio.com](#) iHeart app

The Voice podcast is also available on these apps: TuneIn, Podcast Addict, Pocket Casts, Deezer, Listen Notes, Player FM, Podcast Index, Overcast, Castro, Castbox and Podfriend.



Colonial Voluntary Benefits™

Voluntary Benefits 2023

 UUP is pleased to offer a variety of voluntary benefits. We encourage you to learn more and make the benefit choices that are right for you.

THE FOLLOWING VOLUNTARY BENEFITS ARE BEING OFFERED :

Guaranteed-Issue* options available for a limited time.

Endowment at age 100 life insurance provides financial protection during your working years or into retirement to help protect your family's way of life in the event of your death. *(This benefit may also be referred to as whole life insurance.)*

Disability insurance helps replace a portion of your income to help make ends meet if you become disabled from an accident or sickness.

Specified disease insurance for critical illness provides a benefit that can be used to help pay the direct and indirect costs related to a critical illness.

Term life insurance offers a predictable way to provide more life coverage at more affordable prices during high-need years.

*No medical underwriting to qualify for coverage. Benefits may be subject to a pre-existing condition provision.



FOR MORE INFORMATION:

Agent:
John W. Jackson

Phone:
716-432-9685

Email:
John.Jackson@coloniallifesales.com

Scan the QR codes below with your smartphone camera to :

Learn more about your benefits :

Schedule an appointment with John :



Colonial-PaulRevere.com

The insurance, its name or its provisions may vary or be unavailable in some states. The insurance has exclusions and limitations which may affect any benefits payable. For cost and complete details of coverage, call or write your benefits counselor or the company. Policy forms marketed by the company vary by product and are too numerous to list in the advertisement, but a list can be provided upon request.

Colonial Voluntary Benefits products are underwritten by The Paul Revere Life Insurance Company, Worcester, MA, and administered by Colonial Life & Accident Insurance Company.

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1-23 | NS-1230450-4-NY



Scan the QR Code below to see the Aflac Insurance Products

Aflac helps with expenses
health insurance doesn't cover,
so you can care about
everything else.*



Or, visit your benefits page at:
aflacenrollment.com/UnitedUniversityProfessions/NKS900145635



For more information contact your local agent John Jackson:
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You can always reach out to Sember at semler_miller@us.aflac.com as well.

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W234 Thompson
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UUP Fredonia Chapter
SUNY Fredonia
W234 Thompson
Fredonia, NY 14063

