

Fall 2024

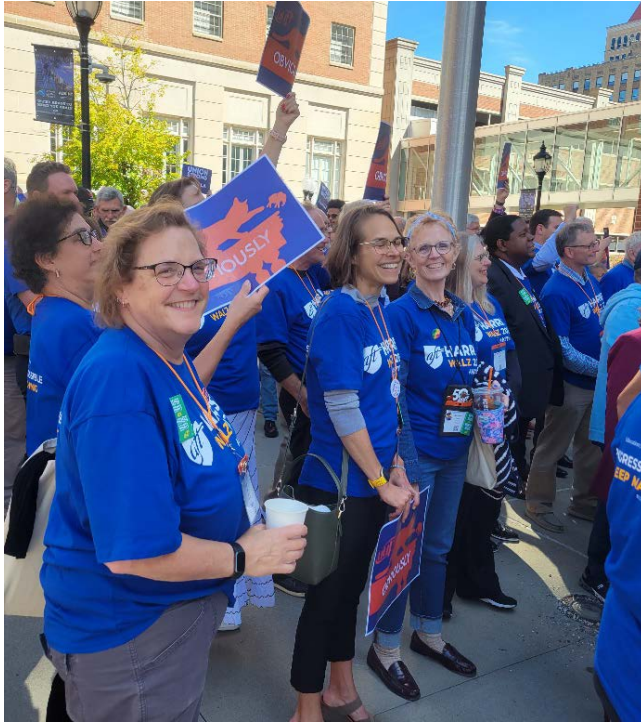


Plattsburgh UUP Chapter Newsletter

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Fall 2024 Delegate Assembly: Sept. 27-28, 2024



Plattsburgh UUP Chapter delegates – pictured here (from left to right): Wendy Gordon, Shawna Mefferd Kelty, Gerianne Downs, and Michelle Toth.



North Country UUP delegates – pictured here (from left to right): Wendy Gordon, Shawna Mefferd Kelty, Gerianne Downs, Michelle Toth; Kevin Smith, Heather Sullivan-Catlin, Lynn Hall (Potsdam); Kim Hartshorn; and Stephanie Petkovsek (Canton).



UUP delegates from across the state gathered at the Fall 2024 DA, showing support for the Harris/Walz campaign.



The Lieutenant Governor of New York, Antonio Delgado, spoke to the delegates at the UUP DA on Saturday morning on the value of education.

Fall 2024 DA: News and Updates from our Delegates

From Chapter VP for Academics, Shawna Mefferd Kelty:

SUNY is for EVERYONE Campaign...

The *SUNY Is For Everyone* campaign was introduced at the Fall DA. This shared messaging campaign is designed to increase visibility in order to put pressure on SUNY at the statewide and chapter levels. It is also an opportunity to highlight the work the chapters are doing and to share concerns and ideas. For example:

1. Fair funding for all campuses to maintain the breadth of our programs and services, and to protect our members' jobs and working conditions
2. Push back against management overreach by showing union visibility and power

WHAT ACTIONS AND ISSUES CAN SUNY IS FOR EVERYONE LIFT UP AT OUR CHAPTER?

What are your hot button issues? what do we need to press management for?

There is funding for new or current actions to create visibility campaigns or to meet with each dept. There is an emphasis on creating social media campaigns since most people receive their news from social media. Chapters are encouraged to create chapter social media channels (FB, IG, TikTok? UUP can also provide *SUNY Is For Everyone* toolkits, stickers and palm cards. We North Country chapters (Plattsburgh, Potsdam, and Canton) are engaged in joint tabling events, which would also fold nicely into this state-wide campaign.

From Chapter Officer for Retirees, Ray Guydosh:

Establishing Salaries for UUP Statewide Officers...

The delegates established salaries for state-wide UUP officers. To this point those salaries have been based on a complicated formula that goes back many years when a particular base was established and then has been subsequently adjusted each year by rank-and-file contractual across the board percentage increases while also reflecting an officer's annualized campus salary. Now, instead, for the 2024-2025 year, the president's salary will be \$180,000 and the salaries of the secretary/treasurer and the two vice-presidents will each be \$155,000. None of the dues money paid by UUP Retiree Members goes to contribute to state-wide officers' salaries.

On Retiree Participation at the DA...

When I first served as a delegate to the Delegate Assembly, I was bothered by retirees serving as delegates. Indeed, retirees can bring a historical perspective which might be valuable in decision making. But I thought that they really ought to "have some skin in the game" when voting on decisions. And in addition, the longer one has been retired, the less one really knows what is happening on campuses and who the players are. Retirees comprise a small but significant number of delegates. Making a wild guess, I'd say at least ten percent. In spite of being a retiree and a delegate myself, I must admit that I haven't significantly changed my mind. But many UUP chapters do have great difficulty totally filling their Delegate Assembly delegations with non-retiree members. Nominations for biennial elections will be coming up soon.

From Chapter VP for Professionals, Gerianne Downs:

On the UUP Benefit Trust Fund...

The Spring 2024 Delegate Assembly addressed issues of concern to all members, including a report on the Benefit Trust Fund, from which your vision and dental benefits come.

Often, members think their dues cover the benefits under the fund. Our negotiations team statewide negotiates the benefits in this fund. As many of us have found out, area dentists are opting out of Delta Dental benefits, leaving many of us without coverage. It's happening statewide; it's happening across the country.

However, there are dentists in the North Country who not only accept Delta Dental PPO and Premier but who are also accepting new patients. A little about PPO and Premier: you can choose either a PPO or a Premier provider.

Here's how:

Visit <https://www.deltadental.com/us/en/member/find-a-dentist.html>. Once there, select specialty and plan. You can choose either PPO or Premier to find a provider. Where it says "Search by Current Location," select No and you can manually enter a zip code. There you'll see all the providers in your area accepting Delta and new patients.

On Voting YES for updates to the NYS equal rights amendment this election day...

Another initiative emphasized at the DA is to TURN YOUR BALLOT OVER on election day in November and vote YES for the proposed amendment to section 11 of article 1 of the state constitution that updates the state's equal rights amendment.

Ballot language is as follows (changes in bold):

§ 11. a. No person shall be denied the equal protection of the laws of this state or any subdivision thereof. No person shall, because of race, color, **ethnicity, national origin, age, disability**, creed [or], religion, **or sex, including sexual orientation, gender identity, gender expression, pregnancy, pregnancy outcomes, and reproductive healthcare and autonomy**, be subjected to any discrimination in [his or her] their civil rights by any other person or by any firm, corporation, or institution, or by the state or any agency or subdivision of the state, **pursuant to law**.

b. Nothing in this section shall invalidate or prevent the adoption of any law, regulation, program, or practice that is designed to prevent or dismantle discrimination on the basis of a characteristic listed in this section, nor shall any characteristic listed in this section be interpreted to interfere with, limit, or deny the civil rights of any person based upon any other characteristic identified in this section.

§ 2. Resolved (if the Assembly concur), That the foregoing amendment be submitted to the people for approval at the general election to be held in the year 2024 in accordance with the provisions of the election law.

Explanation – Matter in underscored is new; matter in brackets [] is old law to be omitted.
TURN THE BALLOT OVER AND VOTE YES.

UUP Campus Equity Week:



At the Fall 2024 Delegate Assembly we approved establishing a UUP Campus Equity Week. In the past we have participated in the Campus Equity Week as promoted by our affiliate AFT, but officially adding it to the UUP calendar allows for a more concerted effort, with planning and support for the event.

Goals:

- Acknowledge publicly part-time and full-time contingent faculty as a permanent and vital parts of public higher education and UUP
- Affirm that contingent employees deserve recognition, inclusion, equitable treatment and consideration, and all due process rights of the bargaining unit

Campus Equity Week will be the final full week of October each year.

This year it will be Oct. 21st - 25th, 2024.

30% of UUP employees at SUNY Plattsburgh are contingent (temp, hourly, adjunct, lecturer) meaning they are not eligible to earn Continuing or Permanent appointments

Reminder: Contract (2022-2026) Gains for Contingents

- Per the contract the following minimums are in place for adjuncts at comprehensive campuses, based on a 3-credit course (prorated). Fall 2023: \$3,500, Fall 2024: \$4,000, Fall 2025: \$4,500, Fall 2026: \$5,500
- Part-time academics who teach courses on multiple state-operated SUNY campuses can aggregate course-load to meet eligibility requirements for healthcare coverage.
- After three years or six semesters of continuous employment, part-time employees (academics and professionals) will be granted one-year term-appointments.
- After seven years of continuous appointment, full time qualified academic rank employees (e.g., Lecturers, Clinical Faculty, Research Faculty) at non-HSC campuses will be granted three-year term appointments

News from the Chapter Executive Board

Important information from Executive Board and Labor/Management Meetings:

Aug. Executive Board Meeting

- The new campus [Employee Assistance Program](#) (EAP) coordinator is Heather Bennett. She starts in this role on Sept. 18th.
- Setting up chapter committees for more opportunities for members to get involved. Looking for volunteers for: Event Coordination Committee, Outreach & Visibility Committee, Membership Committee, and Communications Committee.
- Setting up working groups for 'housekeeping' clean-up of the Performance Review Agreement documents. We cannot make any changes to the agreed upon terms, but can update the name of the college, and include references to Watermark as needed. Also, the current versions are image-based .pdfs so re-typing will improve accessibility.

Sept. Labor-Management Meeting

- There was a separate meeting with UUP and HRS after the labor-management meeting to discuss the Professional Review Cycles, addressing the change for the campus president's 30 days to respond to the Committee on Professional Evaluation. No final decision was made, but additional questions were brought up. We are continuing to work to resolve this issue.
- DSI. Decisions on this round need to be made in time for the DSI to be paid by the final pay period of this December. Management only offered that it would be at managements' discretion and did not provide any process or criteria for this round of DSI.

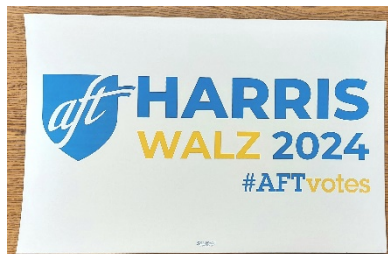
- On the question about when campus buildings are publicly accessible and when they should be locked. The day/time of restricted access are:
 - Academic: Monday-Friday 10 PM – 7 am, Saturdays & Sundays, certain holidays
 - Administrative: Monday-Friday 5 PM – 7 am, Saturdays & Sundays, certain holidays
 - Community: Each building’s access is restricted on an individual schedule
 - Residential: Access is always restricted
- The contract between SUNY Plattsburgh and UVM-CVPH for Speech-Language Pathologists was finally signed this summer after several years without a current contract.

September Executive Board Meeting

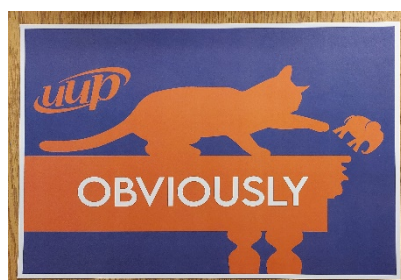
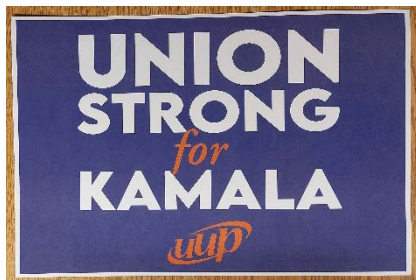
- Regan Levitte was approved by the executive board to serve as the chapter secretary.
- Discussion on the chapter budget and possible eligibility to request a supplemental allocation to be able to host more events next year.
- IDA Grants for 2024-2025. Application form posted this week. Applications due Thurs. Oct. 31. Campus committee meeting Nov. 11. Thurs. Oct. 31.

Pick Up a Political Sign in the Chapter Office!

Stop by the Chapter Office to grab an AFT “Harris/Walz” sign and/or a UUP “Union Strong for Kamala” sign to show your support for the UUP-endorsed presidential candidate/campaign!



AFT-provided Harris/Walz signs, front and back



UUP “Union Strong for Kamala” signs, front and back:

Upcoming Chapter Events

Joint UUP/Provost's Office Workshop:

- On the topic of Academic Performance Review
 - o *For the Reviewers (PRG, PRG Chair, Chair)*
- Wednesday, November 20th
- 12pm-1pm
- Ward Hall, rm 110

Chapter Elections

- There is no other organization you can be part of that most directly affects your professional life as UUP.
- Serving as a Chapter Officer or a Delegate is a wonderful opportunity to learn more about UUP, our contract, and benefits. It is an opportunity to help your colleagues and participate more directly to make a difference at the chapter and state-wide level.

You must be a member by **Jan. 10, 2025** to be eligible to vote in the chapter elections
<https://uupinfo.org/join>

Nominations: mid-Jan to mid-Feb

Voting: March/April 2025

The elected 2-year terms run June 1, 2025, through May 31, 2027.

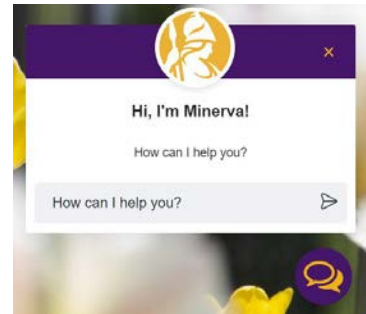
Voting for:

- Chapter Officers: President, VP for Academics, VP for Professionals, Contingent Officer, Secretary, Treasurer, Retiree Officer
 - o *(Note, need to be available for chapter executive board and Labor-Management meetings on Wednesday afternoons)*
- Delegates: Academics and Professionals are elected to represent the chapter membership at the Delegate Assembly (DA), the “legislative and policy forming body” of UUP.
 - o Delegate Responsibilities and Roles:
https://uupinfo.org/delegates/pdf/Delegate_Roles_Responsibilities.pdf
 - o (Next year’s DA’s: Oct. 24-25, 2025 & April 24–25, 2026 – both in Albany, NY)

Bylaw change: top delegate vote-getters (not already an officer) serve as the at-large Academic and Professional on the chapter executive board

Is an AI-Bot After Your Job?

- AI bots are already at CUNY, at University at Albany, Stony Brook University, and Fredonia is in the process of setting one up now.
- AI-based chatbots are popping up regularly on campus websites. They are in Advising, HR, Financial Aid, and general campus info.
- Article 36 of the UUP Contract protects us from campuses contracting out causing loss of UUP jobs.
- Please reach out to one of the chapter officers if you hear about any AI bots being added to our campus website or services.
- AI is one of the topics that UUP is gathering information on as we head into our next contract negotiations. Intellectual property, bias, job security, and more are being explored.



New Benefit (though our AFT Affiliation)

Trauma Counseling

AFT-paid trauma counseling sessions with highly trained therapists are completely private and set up to take advantage of the latest communication technologies—phone, text, video and even artificial intelligence. They are free and available to all active working members, including those on leave status. The broad list of covered injuries is both work-related and beyond, including: Aggravated assault, Domestic violence, Sexual assault, Mass shootings/terrorist acts, Major disaster

<https://www.aft.org/benefits/trauma>

VOLUNTARY BENEFITS offered through payroll deductions.

UUP MEMBERS

Colonial

Disability Insurance: Helps replace a portion of your income to help make ends meet if you become disabled from an accident or sickness

Critical Illness: Provides a lump sum benefit that can be used to help pay direct / indirect costs related to a critical illness

Term Life Insurance: Life coverage at affordable prices during high-need years

Whole Life Insurance: Financial protection during your working years or into retirement to help protect your family's way of life. (Also referred to as Endowment Age 100).

Policy and contact information:

<https://learn.colonial-paulrevere.com/UUP>

Brenda Litzke: 518-491-9837



Colonial Life

AFLAC

Accident Insurance: Pays cash benefits to help with unexpected medical and everyday expenses as a result of a covered accident

Cancer: Helps families cope financially if a positive diagnosis of cancer occurs

Hospital Confinement Indemnity: Help ease the financial burden of hospital stays by providing cash benefits

Critical Illness: Pays a lump sum amount if you experience a covered health event

Disability Insurance: Provides a source of income while you concentrate on getting better

Policy and contact information:

www.aflac.com/uup

Sember Miller: 518-421-2050



Aflac