



UNITY

NYS/UUP JLMC Professional Development Workshop

April Workshops:

Workplace Civility

SUNY Cortland—April 17th (10:00 a.m. to 4:00 p.m.)

Conflict Resolution

SUNY Cobleskill—April 24th (10:00 a.m. to 4:00 p.m.)

Workplace Civility

SUNY Delhi—April 30th (10:00 a.m. to 4:00 p.m.)

Click on the link below and go to Upcoming Workshops for your application:

<https://goer.ny.gov/professional-development-opportunities>

“The most common way people give up their power is by thinking they don’t have any.”

- Alice Walker

Contact Us

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Visit us on the web at <http://uuphost.org/cobleskill>

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Pre- Retirement Seminar

Friday, April 26, 2019

Curtis Mott 103

1:00 p.m.

Presenter: Walter Apple
UUP Retiree Member
Services Coordinator

R.S.V.P. to the
UUP Chapter Office



Social Security History



Nelson Hale Cruikshank
(1902-1986)

Although born in Bradner, Ohio on June 21, 1902, Nelson Hale Cruikshank spent a good majority of his childhood in Texas as well. With a grain merchant for a father, Cruikshank grew up with an ingrained respect for farmers and the work that they do. After working on Great Lakes freighters and participating in the Seafarers' Union from a young age, Cruikshank attended college at Oberlin College before graduating from Ohio Wesleyan with degrees in economics and theology. Cruikshank's passion to help others through applied Christianity and social reform was fueled when he entered Union Theological Seminary.

Throughout his life, Cruikshank's main goal was to improve conditions for everyone, but especially the elderly and those with disabilities. He held many high positions over the years, allowing him to have a voice and set up key organizations during the labor movement earning a national reputation as a labor's articulate and persuasive spokesman. Mostly because of Cruikshank's work as a lobbyist, Congress passed Social Security Disability Insurance (SSDI) in 1956. SSDI pays money gained from taxes to the disabled. This allows those with disabilities incapable of having a decent job to support themselves, and is one of the most beneficial results of the labor movement. Cruikshank was also a "chief architect" of Medicare, a federal health insurance program for the elderly. Because of Medicare, workers now are able to retire when they get older without worrying so much about supporting themselves. Previously, laborers were forced to literally work themselves to death, never quitting their job unless they were physically unable to work, for fear of starvation. With Medicare in effect, worker conditions were drastically improved, and Cruikshank died with his life dreams achieved, which are still in effect today.



Your Union Contract
At Work!

UUP Dependent (Child) Scholarship Program



**FAST
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees.**

Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children must meet to qualify for the scholarship.
 - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.



SPECIAL SAVINGS JUST FOR EMPLOYEES OF

UUP Members @ SUNY Cobleskill

<p align="center">Two Great Membership Offers</p>	<p>BJ's INNER CIRCLE® MEMBERSHIP – Just \$40* Save \$15 off the \$55 annual Membership fee – PLUS get 1 bonus month FREE</p>	<p>BJ's PERKS REWARDS® MEMBERSHIP – Just \$80* Earn 2% back on most BJ's purchases Save \$30 off the \$110 annual Membership fee – PLUS get 1 bonus month FREE</p>
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Plus, every BJ's Primary Member receives a Second Card for a household member at no additional charge. **New Members receive a \$50 Restaurant.com card.**

RESTAURANT.COM
BEST DEAL. EVERY MEAL.

To qualify for this offer, please:

1. Complete this application in full and return it to your Organization Rep at the address below. Please include a check or credit card payment for the full amount.
2. **New Members:** Your Membership Activation letter will arrive in 3 – 4 weeks. Bring it, along with a photo ID, to the Member Services Desk at a Club near you to receive your Membership Card.
3. **Renewals:** Enter your Membership Number in the space provided below. Your current Membership Card will be renewed.

Organization Rep: Tina Van Buren Contact Number: tvanburen@bjs.com

Offer Expires: 2018 Address: 70 W. Campbell Rd., Rotterdam NY 12306

All BJ's Memberships are subject to BJ's current Membership Terms, ask in-Club or go to Bjs.com/terms.

Choose Membership Level: BJ's Inner Circle® Membership \$43.20 BJ's Perks Rewards® Membership \$86.40

Current Membership # (if applicable) _____

Last Name _____ First Name _____ MI _____ Sex F M

Mailing Address _____

City _____ State _____ ZIP Code _____

Phone # _____ Market Code (BJ's use only) _____

Email _____



Driver's License # _____ State _____
(Required for check-writing privileges)

If you choose to receive the second Household Card, please complete the following: **(Note: Household Cardmember must reside at the same address as the Primary Cardholder.)**

Last Name _____ First Name _____ MI _____

Primary Signature – I understand that I am responsible for any checks and actions of the second Cardholder. Please choose your method of payment. (Sales tax may be added. Make checks payable to BJ's Wholesale Club, Inc.)

Date of Membership Purchase		
____/____/____		
Month	Day	Year

Check My BJ's Perks® Mastercard® Mastercard® American Express® Discover® Network Visa®

Credit Card Account # _____ Expiration Date _____ Total Charge _____

BJ's Use Only

BJ's Sales Representative's Signature: _____ Club # _____

February 2019

URGENT

from UUP President Fred Kowal

Protect your course materials

Private companies selling faculty course materials

Has your intellectual property been posted and sold without your permission?

It has come to UUP's attention that private companies, such as those listed at right, are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
Course Hero: www.coursehero.com
StudySoup: www.StudySoup.com
Chegg Study: www.chegg.com
OneClass: www.oneclass.com
Gradebuddy: www.gradebuddy.com
Quizlet: www.quizlet.com
StuDocu: www.studocu.com

Attorneys from UUP's affiliate, New York State United Teachers, filed a "Cease and Desist" order in 2018 on behalf of UUP that would direct the companies to remove all materials belonging to more than 100 UUP members who agreed to be named as victims. The order seeks immediate removal and permanent protection against future illegal use of course materials for all individuals named as parties to the action.

UUP expects to know the outcome of this action sometime in March 2019. If we are successful, we will consider filing actions on behalf of additional UUP members. If you have found unauthorized course materials on these sites and want information about possible ways to get your materials immediately removed, please contact UUP Vice President for Academics Jamie Dangler at jdangler@uupmail.org or 1-800-342-4206.

Ways to protect your course materials from intellectual property theft:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi, PowerPoints, exams, and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials:
"Reproduction of this material is prohibited without the author's consent."

For more information on copyright,
click on the QR code at right
or go to goo.gl/EUaYtq



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Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		Total Gross		Fed Taxable Gross	
Advice # 123456789		Pay Start Date 11/10/2019		Current 3456.78		1234.56	
Advice Date 11/10/2018		Pay End Date 11/24/2019		YTD 45,678.90		34,567.89	
Department ID 1234				Net Pay 1,234.56			
Pay Rate 56,789.10							
EARNINGS		Current		YTD		TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	3456.78		45,678.90	4	4		
Location Pay	56.78		678.90	2	0		
				TAXES			
				Current		YTD	
				Fed Withholding	3,456.78	12,345.67	
				Medicare	5,678.90	4,567.89	
				Social Security	3,456.78	1,234.56	
				NY Withholding	5,678.90	4,567.89	
				DEDUCTIONS			
				Current		YTD	
Regular Before Tax Health				456.78	1,234.56		
Supplemental Ret. Annually Prog.				678.90	5,678.90		
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.

DOING JUSTICE

A PROSECUTOR'S THOUGHTS ON CRIME, PUNISHMENT, AND THE RULE OF LAW

PREET BHARARA

[New York Times Best Sellers List](#)

[The former U.S. Attorney for the Southern District of New York describes some of his career highlights and gives insights into our legal system.](#)

RETIREES

MEMBER ORGANIZING INSTITUTE

Paid fellowships to empower members to engage colleagues in conversations about UUP

WHO: UUP retiree members are encouraged to enroll in any of the upcoming NYSUT Member Organizing Institutes for Retirees. Volunteers will be trained in member engagement and communications skills, and take a leading role in the campaign to promote members' rights and to fight for educational justice.

WHAT: Attendees should feel comfortable having on-to-one conversations with colleagues at their homes. The conversations should be engaging and are meant to build lasting relationships among union members.

All participants will be expected to:

- Commit to 18 or 12 (four-hour) shifts over the duration of the program
- Attend a two-day training sessions. *(Lodging and meals provided)*
- Accept observation and constructive feedback from and maintain regular communication with their assigned mentor throughout the program
- Be comfortable with the basic navigation of a smartphone
- Be on their feet walking for most of their shift, including in inclement weather and after dark. Driving between houses may be required as well.

Fellows who complete the training and required work will receive an \$1,800 (18-shift option) or \$1,200 (12-shift option) stipend, plus reimbursement for travel.

WHEN & WHERE: April 15-16, Latham (NYSUT Headquarters)
April 29-30, Long Island (NYSUT Nassau Regional Office)
April 30-May 1, Western NY (NYSUT Williamsville Regional Office)

HOW: To apply, go to <https://tinyurl.com/RetireeMOIApplication>
Once accepted, you'll need to register for accommodations.

DEADLINE TO APPLY: April 1, 2019

For more information, contact Yvette Gedeon at ygedeon@uupmail.org or at (518) 640-6600



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EDUCATION SUMMER

MEMBER ORGANIZING INSTITUTE

Paid fellowships to empower members to engage colleagues in conversations about UUP

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Fellows who complete the training and required work will receive an \$1,800 (18-shift option) or \$1,200 (12-shift option) stipend, plus reimbursement for travel.

WHEN & WHERE: June 28-30—NYSUT Headquarters, Latham
July 11-13— NYSUT Headquarters, Latham

HOW: To apply for June 28-30, go to <https://tinyurl.com/StatewideMOIJuneApplication>
To apply for July 11-13, go to <https://tinyurl.com/StatewideMOIJulyApplication>
Once accepted, you'll need to register for accommodations.

DEADLINE TO APPLY: To Be Determined

For more information, contact Yvette Gedeon at ygedeon@uupmail.org or at (518) 640-6600



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*You will be responsible to pay the difference, if any, between the plan's payment and the non-plan attorney's charge for services.

UUP Executive Board Members

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Christina Trees, VP Academics

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Chad Hisert, VP Professionals

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Salvador Rivera, Vote-Cope Coordinator

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Joseph McCarthy, Professional Delegate

Maureen Seidel, Labor Relations Specialist

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Newsletter Editor, Patricia Lepore Moody

Chapter Assistant, Patricia Lepore Moody

UUP Chapter Office

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Monday & Tuesday

8:00 a.m. to 2:00 p.m.

Thursday

8:00 a.m. to 1:00 p.m.