

UNITY

Labor Day Parade Sign Up

Dear Colleagues:

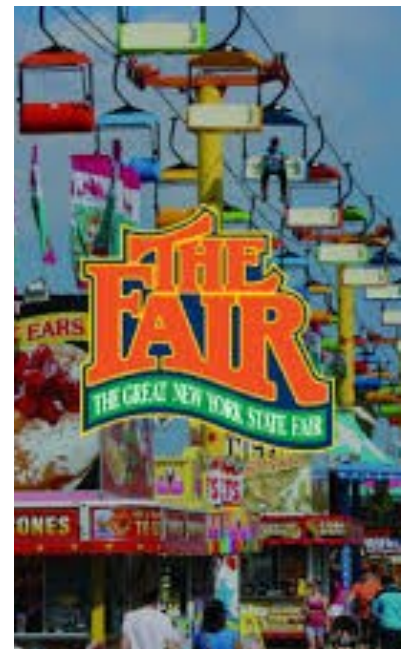
UUP will once again participate in Labor Day parades across the state. Join us as we march proudly alongside our colleagues in labor showing off our solidarity and union pride.

Parades are being held in Albany, Buffalo, Massena, Syracuse and New York City. Please visit <https://uuphost.org/myuup/Registration/ADVOCACY/ParadeReg.php> to find your nearest event and to register for the parade. Please urge your colleagues, your families and your friends to join us!

Please bring your chapter banner to show off your union spirit.

Please contact Rob Trimarchi (rtrimarc@uupmail.org/800-342-4206) with any questions about this year's parades.

In solidarity,
Fred



The Great New York State Fair
August 21—September 2, 2019

CONTACT US

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Visit us on the web at www.uuphost.org/cobleskill/

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Newly Elected Chapter Ex Board Members June 2019—May 2020

Bill Tusang, President

Christina Trees
VP Academics

Wendi Richards
VP Professionals

Candy Hofmann
Secretary

Emma Paden
Treasurer

(complete list on page 10)

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/EUaYta





National Banana Split Day
August 25th



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UUP

Fall 2019

DA

October 25 –26, 2019

Westchester Hilton
Rye, New York

Delegates

Bill Tusang
Christina Trees
Kathy Johnson
Joseph McCarthy
Wendi Richards



Syrups Beyond Maple



Alessandra Montalto/The New York Times - August 20, 2019

UUP: Your Information Source

Part-time/Full-time Contingent Employees:
Know your Rights and Benefits

To access information, click onto the link below:

<http://uuphost.org/leadernet/?q=system/files/2016-2022ContingentKnowYourRights.pdf>

Family Leave and Work-Life Services

What you need to know



UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)



The guide can be found under REPORTS at
www.uupinfo.org

United University Professions

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Vice President for Professionals Thomas J. Tucker
Vice President for Academics Jamie F. Dangler
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Union Apprenticeship Programs in Jeopardy

Colleagues,

I have received a reach-out from the former Director of Research for UUP, Dr. Tom Kriger, who is presently Director of Research at the North American Building Trades national office. He is seeking our help as the trades deal with ominous signs of impending attacks on their excellent, union-sponsored apprenticeship programs. The details are as follows.

The apprenticeship programs, which are the lifeblood of the unionized construction industry, are under attack from the Trump Administration. The Department of Labor is implementing something called "Industry Recognized Apprenticeship Programs," (IRAP) which are apprenticeship-light type programs. In these programs, the Department of Labor will allow private industry groups to approve their own apprenticeship programs with few standards, little oversight and very light reporting requirements. The interesting aspect of this is that any corporation in US can set up an identical training program RIGHT NOW with similar requirements, but without these new regulatory changes they wouldn't be able to use the name APPRENTICESHIP and call these trainees apprentices.

Unions have managed to keep these low road training programs out of construction so far; the Building Trades' President Sean McGarvey reached an agreement with former Secretary of Labor Acosta to keep IRAP's out of construction. However, our colleagues in the trades are concerned that the Director of OMB, Mick Mulvaney, and the other strongly anti-union figures in the Administration will move against them and their apprenticeship programs when the final rules come out. **At present, we are in the final weeks of a public comment period on the proposed IRAP regulations, which ends on August 25th.**

The anti-union forces in construction, led by the Associated Builders and Contractors, are behind this. It's

all about getting more cheap labor in the construction industry and having the federal government (i.e., the taxpayers) pay for the training. In the proposed regulations, IRAP's would not have to pay progressive wages – only minimum wage, along with minimal safety, equal opportunity, and disclosure requirements.

This is where YOU come in. Please use the link below and submit a comment to the DOL requesting that the construction industry IRAP exemption be made permanent in the final rule. It's easy to do; it took me barely 5 minutes! And please distribute to friends and family.

As we seek to build stronger relationships with coalition partners, we need to be there for our colleagues in the private sector unions. This is a chance to help. Please take a couple minutes to use the link and provide the Department of Labor with a strong statement of solidarity with our colleagues.

<https://www.saveconstructionapprenticeships.org/#/34/>

In solidarity,
Fred

Cartagena Limeade

Ingredients:

- ½ cup coconut milk
- 1 to 1 ½ tablespoons lime juice
- 1 ½ teaspoons sugar

In a blender, purée all ingredients with 3 ice cubes. Pour into any type of glassware and serve with a straw cut to a comfortable length.



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		Pay Rate 56,789.10		Net Pay 1,234.56			
EARNINGS							
	Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	TAX DATA
Regular Pay Salary Employee			3456.78			45,678.90	Member Status 4
Location Pay			56.78			678.90	Allowances 2
							Add. Amt. 0
TAXES							
							Federal 3,456.78
							State 5,678.90
							NYC 3,456.78
							Yonkers 5,678.90
							Current 4,567.89
							YTD
Regular Before Tax Health		Current	456.78	YTD	1,234.56		
Supplemental Ret. Annually Prog.			678.90		5,678.90		
TIAA Retirement Before Tax			66.78		1,234.56		
						34.56	498.78

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.



SPECIAL SAVINGS JUST FOR EMPLOYEES OF

UUP Members @ SUNY Cobleskill

Two Great Membership Offers

BJ's INNER CIRCLE® MEMBERSHIP – Just \$40*
Save \$15 off the \$55 annual Membership fee –
PLUS get 1 bonus month FREE

OR

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

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 _____

Date of Membership Purchase

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.)

____ / ____ / ____

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 # _____



MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs



Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.



UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Surviving spouses of UUP members
- Part-time employees who are UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

The Walking Company—15% off exclusive footwear brands; chapter-based wellness programs

TicketsatWork—Discounts and special access to theme parks, shows, hotels, and more

Verizon Wireless—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bangs, Director,
Member Benefits & Services

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Your Union Contract At Work!

**FAST
FACTS**

June 2019

New Contract Provisions Take Effect July 1, 2019

2016-2022 State/UUP Agreement

The following contract provisions will take effect during July 2019 for eligible employees.

Compensation

- 2% increase to base salary, effective July 1 or Sept. 1, 2019, depending on professional obligation
- Second half of the retroactive pay for the 2% salary increases for 2016 and 2017—to be paid in July 24, 2019, paychecks
- Discretionary Salary Increases:
0.5% pool of total UUP bargaining unit basic annual salaries at each campus for on-base DSI, effective July 1, 2019, payable no later than Dec. 31, 2019
- Salary Compression/Inversion Increases:
0.5% pool of total UUP bargaining unit basic annual salaries at each campus for on-base adjustments, effective July 1, 2019, payable no later than Dec. 31, 2019

Appendix A-41 to the 2016-2022 Agreement provides that the guidelines and methodology for analyzing the extent of salary compression and inversion at each campus will be developed in executive-level discussions between UUP, SUNY and the Governor's

Office of Employee Relations (GOER). The results of these analyses will be utilized in distributing these funds to address identified compression and inversion. UUP/NYS negotiations to implement this directive are still in process.

On-Call Pay

Effective July 1, 2019, the previous on-call pay rate of \$4.35 per hour will increase to \$6 per hour upstate and \$8 per hour in New York City and on Long Island.

Holiday Pay

Effective in 2019, employees who are required to work on Thanksgiving or Christmas, in addition to their regular compensation, may choose to receive time-and-one-half holiday pay instead of holiday comp time for work on these holidays. Employees who are required to work New Year's Day may elect straight time holiday pay in lieu of comp time for working New Year's. Interested employees must provide written notice of intent to elect holiday pay between July 1 and Aug. 15, 2019.

Employees who meet the contractual eligibility criteria will receive the increases outlined.



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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.