

UNITY

The NYS/UUP Joint Labor-Management Committees is pleased to announce an upcoming Professional Development Workshop for UUP-represented employees:

**Global Cultural Diversity and Inclusion
Communicating Effectively in a World of Difference**

In this one-day workshop, participants will acquire knowledge about the complexity of effective communication in today's world to meet our professional and organizational mission and goals. Participants will learn about the differences and similarities between the national cultures represented in our workplaces, which are becoming increasingly global. Participants will acquire skills in effective communication including attentive listening, effective messaging, empathy, and ways to identify the meaning and intention of verbal and non-verbal communication and to respond appropriately.

(continued on page 2)



CONTACT US

SUNY Cobleskill
UUP Chapter Office
125 Schenectady Avenue
Old Gym 001
Cobleskill, NY 12043
(518) 255-5250
Cobleskill@uupmail.org

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

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Help support
NYSUT-endorsed
candidates and
campaign
committees that
are pro-public
education and
pro-labor.

Click onto the link
below for more
Information:

[https://
uupinfo.org/
votecope/](https://uupinfo.org/votecope/)

Or you may
contact:

Dr. Salvador Rivera
Vote-Cope
Coordinator
(518) 255-6238



Bill Tusang, Chapter President—December 13th Membership Meeting
and Dinner

**LABOR
UNION
REPORT**

<https://laborunionreport.com/>

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
Secretary-Treasurer Jeri O'Bryan-Losee
Membership Development Officer Thomas C. Hoey

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Albany, NY 12212-5143
518.640.6600
800.342.4206
fax: 518.640.6698
Member Info Line: 518.640.6678
follow us @uupinfo



SPECIAL SAVINGS FOR EMPLOYEES OF

UUP Members

Special New Member Offers	BJ's PERKS REWARDS® MEMBERSHIP — Just \$50* Save \$60 on a 12-Month BJ's Membership with BJ's Easy Renewal.* Earn 2% cash back on most BJ's purchases**	or	BJ's INNER CIRCLE® MEMBERSHIP — Just \$25* Save \$30 on a 12-Month BJ's Membership with BJ's Easy Renewal
Renewing Member Offers	BJ's PERKS REWARDS® MEMBERSHIP — Just \$80* Save \$30 on a 13-Month BJ's Membership with BJ's Easy Renewal. Earn 2% cash back on most BJ's purchases**	or	BJ's INNER CIRCLE® MEMBERSHIP — Just \$40* Save \$15 on a 13-Month BJ's Membership with BJ's Easy Renewal

To qualify for this offer, please:

- 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.
- New Members: Your Membership Activation letter will arrive in 3 – 4 weeks. Bring it, along with photo ID, to the Member Services Desk at a Club near you to receive your Membership Card.

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

Offer Expires: 2019 Address: BJ's Wholesale Club - 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 \$275~~\$43.20~~ BJ's Perks Rewards® Membership \$54~~\$88.40~~

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 _____



If you choose to receive the second Household Membership Card, please complete the following: (Note: Household Cardholder 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.)

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

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

Credit Card Account # _____ Expiration Date _____ Total Charge _____

BJ's Use Only

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

All applications are sent to our Home Office; processing takes approximately 3 – 4 weeks.

Membership Expiration and Renewals: Your Membership expiration date is the last day of the month and year shown on your register receipts and on your "My Account" page on BJs.com. Paid Memberships renewed within two months after expiration will be extended 12 months from the expiration date.

*BJ's Inner Circle Membership fee is regularly \$55; BJ's Perks Rewards Membership fee is regularly \$110. Offer is valid in-Club only, may not be combined with other offers, not redeemable for cash and nontransferable. Plus sales tax where applicable. Offer is contingent upon your enrolling in BJ's Easy Renewal, and you authorize BJs to charge the debit/credit card first used at BJs after accepting this offer, an annual recurring charge in the amount of the then-current Membership fee for all active Memberships on your account, plus tax where applicable, on the first day of the month your Membership expires. Expires: 5/4/19.

**BJ's Perks Rewards Members earn 2% cash back on most BJ's purchases. Cash back is in the form of electronic Awards issued in \$20 increments that are used at checkout at BJs and expire 6 months from the date issued. Cash back can be requested in the form of a check prior to Awards expiring by contacting Member Care at 800-BJS-CLUB. My BJ's Perks Program is provided by BJ's Wholesale Club, Inc. and its terms may change from time to time. Some exclusions may apply. Visit Bjs.com/perks for Program Terms.

My BJ's Perks Mastercard credit card is subject to credit approval.

My BJ's Perks Mastercard is issued by Comenity Capital Bank, pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark of Mastercard International Incorporated.

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Mulled Cider



INGREDIENTS:

- 1 ½ quarts unfiltered sweet cider
- 12 allspice berries
- 12 whole cloves
- 2 sticks cinnamon, broken into pieces
- 6 tablespoons bourbon (optional)

1. Place all ingredients but the bourbon in a saucepan and heat over medium heat until the mixture is just below a boil. Cover, remove from the heat and let steep 5 minutes.
2. At that point, you will notice that the allspice and cloves have floated to the top; remove and discard them. Pour a tablespoon of bourbon, if desired, into each of six mugs and pour the cider mixture over it. Spoon a few cinnamon pieces into each mug, and serve immediately.

(JACQUES PEPIN, *New York Times*)



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				TAX DATA			
Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	Federal	State
Regular Pay Salary Employee	56.78	3456.78			45,678.90	4	4
Location Pay		56.78			678.90	2	0
				TAXES			
				Current		YTD	
Regular Before Tax Health				456.78	1,234.56	3,456.78	12,345.67
Supplemental Ret. Annually Prog.				678.90	5,678.90	5,678.90	4,567.89
TIAA Retirement Before Tax				56.78	1,234.56	3,456.78	1,234.56
				DEDUCTIONS		Current	
						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.

Get a copy of your **UUP CONTRACT**



ONLINE:



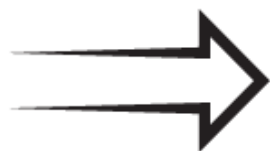
Visit UUPINFO.ORG/CONTRACT to download the 2016-2022 New York State/UUP Agreement and other contract resources.

PRINT:



Visit your chapter office at:
001 Old Gym

to pick up a printed copy.



*You can also quickly access
the contract and resources
via this QR code!*



Global Cultural Diversity and Inclusion Communicating Effectively in a World of Difference

Monday, January 13, 2020

Workshop Description

In this one-day workshop, participants will acquire knowledge about different communication styles, and they will also learn about the differences and similarities between the generations in the workplace. Participants will acquire skills in effective listening, messaging, empathy, and ways to identify the intention of a message and to respond appropriately. Participants will have the opportunity to engage in interactive sessions in which they can explore their own communication styles and they will take away a plan for ongoing refinement of their communication skills.



**This workshop is
being offered through
the New York
State/United
University
Professions Joint
Labor-Management
Committees**

**Location:
SUNY DELHI
454 Delhi Dr.
Bush Hall,
Room 131 & 138 Delhi,
NY 13753**

**This is a full-day
workshop
9:00 a.m. – 4:00 p.m.
Application
deadline
January 6, 2020**

**FOR INFORMATION AND
APPLICATION
CONTACT:**

Email:

nysuuplmc@goer.ny.gov

**NYS/UUP/JLMC
2 Empire State Plaza, 8th Fl.
Albany, New York 12223**

Phone: 518.486.4666



NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS
JOINT LABOR-MANAGEMENT COMMITTEES

**NYS/UUP JLMCS' SUNY SYSTEM-WIDE
PROFESSIONAL DEVELOPMENT
WORKSHOP APPLICATION**

Please complete this application and return it to the JLMC office by January 6, 2020.

Global Cultural Diversity and Inclusion

WORKSHOP NAME: Communicating DATE(S): Monday, January 13, 2020 - 9:00 am - 4:00 pm

WORKSHOP LOCATION: SUNY Delhi - Bush Hall Rms 131 & 138, Delhi, NY 13753

I. APPLICANT INFORMATION

Name: _____ Title/Rank: _____

Division/Department/Program: _____

Campus: _____

Work Mail Address: _____

Work Telephone: _____ Work Email: _____

Applicant Signature: _____ Date: _____

II. APPROVAL OF DIVISION/DEPARTMENT/PROGRAM

The applicant is approved for the following to attend this workshop:

release time reimbursement of travel expenses

Name (Print): _____ Title: _____

Work Phone: _____ Email: _____

Signature: _____ Date: _____

For additional information contact NYS/UUP JLMC staff at:

(518) 486-4666

Fax: (518) 486-9220

nysuuplmc@goer.ny.gov

The New York State/United University Professions Joint Labor-Management Committees do not discriminate on the basis of race, color, national origin, gender, religion, age, disability, or sexual orientation in the admission to, access to, or employment in its program activities. Reasonable accommodation will be provided on request.

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Chapter Assistant, Patricia Lepore Moody

UUP Chapter Office

001 Old Gym

Monday & Tuesday

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

Thursday

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