

UNITY

IDA Program—2019

The NYS/UUP Joint Labor Management Committee has announced funding for the Individual Development Awards (IDA) Program which was negotiated pursuant to Article 21 of the 2016-2022 Agreement between NYS and UUP. The IDA program is intended to assist eligible employees (both full and part-time employees) to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills. Funding can be obtained for things as diverse as but not limited to: conference/workshop attendance, scholarly pursuit relating to research projects or additional education etc. Please view the links below.

Funds being allocated to Cobleskill are for two different time periods. An allocation for the period of April 2017 to July 1, 2018 will be used to fund retroactive projects. Additionally there is a second allocation for the period of July 2, 2018 to July 1 2019. The expenses for activities that occur July 2, 2018 through July 1, 2019 must be incurred before July 1, 2019. The maximum amount that can be awarded to an applicant is \$1,000.

(continued on page 2)

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



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LABOR UNIONS:

**THE FOLKS WHO BROUGHT YOU THE WEEKEND.
CHILD LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY PROTECTION,
WORKMENS COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.**

Ex Board Mtgs.

March 7

April 11

OG 002 Conference Room



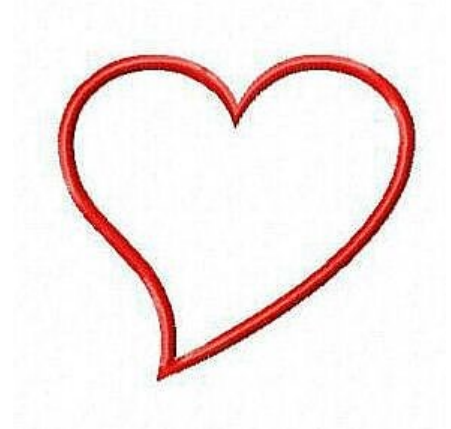
IDA Awards 2019 *(continued from page 1)*

The process involves a short application, a copy of the individual's professional resume and a one page request letter detailing what the award will be use for by the individual. Members can read the information about the program using the link below. The application (see link below) with all required documents returned to the Office of Human Resources by Friday March 15th, 2019 will receive full consideration by the IDA Awards Committee.

To receive award funds for reimbursement, awardees must provide documentation of funds spent, receipts, and a one page program summary of how the award was used. If members have any additional questions regarding IDA awards, they can contact the UUP chapter office at 518-255-5250.

Program guidelines for the IDA program may be found at: <https://goer.ny.gov/system/files/documents/2018/12/individual-development-award-program-guidelines.pdf>

The application that employees may use to apply for IDA awards may be found at: <https://goer.ny.gov/system/files/documents/2018/12/individual-development-award-application-12-2018.pdf>



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/EUaYtg



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

CELEBRATING BLACK HISTORY MONTH

2019

Notable African-American Scientists and Inventors

[Archibald Alphonso Alexander](#), design and construction engineer
[Benjamin Banneker](#), intellectual and scientist
[Patricia Bath](#), inventor
[Edward Bouchet](#), physicist, chemist
[Benjamin Bradley](#), inventor
[Herman Russell Branson](#), physicist
[George Washington Carver](#), agricultural chemist
[Emmett W. Chappelle](#), biochemist
[Jewel Plummer Cobb](#), biologist, physiologist
[Rebecca Cole](#), physician
[David Crosthwait, Jr.](#), engineer, inventor
[Mark Dean](#), inventor
[Martin Robinson Delany](#), black leader, physician
[Charles Richard Drew](#), physician
[Clarence L. Elder](#), engineer and inventor
[Philip Emeagwali](#), computer scientist, mathematician
[Evan Forde](#), oceanographer
[Lloyd Hall](#), chemist
[Samuel Elmer Imes](#), chemist, physicist
[Mae Jemison](#), astronaut, physician
[Thomas L. Jennings](#), inventor
[Frederick McKinley Jones](#), inventor
[Percy Lavon Julian](#), chemist
[Ernest Everest Just](#), biologist, educator
[Lewis Howard Latimer](#), inventor
[Henry Cecil Ransom McBay](#), chemist
[Elijah McCoy](#), inventor
[Garrett Augustus Morgan](#), inventor
[Maurice F. Rabb, Jr.](#), ophthalmologist
[Norbert Rillieux](#), inventor
[Virgil Garnett Trice, Jr.](#), chemical engineer
[Charles Henry Turner](#), entomologist
[Sarah Breedlove "Madame C.J." Walker](#), inventor, entrepreneur, philanthropist
[Daniel Hale Williams](#), physician
[Granville Woods](#), inventor
[Roger Arliner Young](#), zoologist



THE WALKING COMPANY

Wellness Partner Program

Offers UUP Members the opportunity to experience all day customized comfort with our exclusive footwear brands.



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  The Walking Company

Members will receive an exclusive **15% DISCOUNT** on all full price purchases.

UUP Membership Card required at time of purchase in order to receive discount. In stores only. Visit one of our 200+ locations nationwide.



The Best Brands From Around The World®



Your Union Contract **At Work!**

**FAST
FACTS**

Programs to Assist Members with Education, Professional Development and Training

Tuition Assistance for UUP Members

“Space Available” Program—This negotiated benefit allows full-time and part-time employees in the UUP bargaining unit to take one course each semester and special session (e.g., summer session and intercession) from a UUP-represented state-operated SUNY campus tuition free, as long as space is available in the course. Fees other than tuition are paid by the employee.

Those interested in applying should contact Human Resources at the institution they will be attending. UUP chapter offices can also provide information about the process and address member questions.

(Contract Article 49)

EKB eLearning Program

Empire Knowledgebank (EKB) eLearning Program—This program allows UUP-represented employees access to eLearning products provided by Enterprise Training Solutions Inc. through the EKB license. Employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee.

Program details and eligibility information are available at <https://on.ny.gov/2Mo823y>



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Grant Programs

Joint Labor-Management Programs are contractually negotiated and jointly administered by state-level committees composed of representatives from UUP, SUNY, and the Governor's Office of Employee Relations. These programs address mutually identified needs and goals of UUP and New York state. Some programs, such as the Individual Development Award program, are administered at the campus level by joint committees consisting of representatives from UUP and the campus administration.

The following programs are exclusive to UUP bargaining unit members and focus on individual employee development:

Individual Development Awards (IDAs)—IDAs are designed to support a variety of professional development projects or activities, assisting eligible employees in developing their full professional potential and to prepare for advancement. Campus Professional Development Committees, comprised of UUP members and management representatives, are formed to review applications and award funding. Funding is available to full-time and part-time bargaining unit members. Maximum award amount is \$1,000 per employee per award period. Interested employees should reach out to their UUP chapter office for specific award timelines.

Program details and eligibility information are available at <https://on.ny.gov/2MvHzBn>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional develop-

ment, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbbby>

Dr. Herbert N. Wright Memorial Safety and Health Training Award Program—This program provides an opportunity for employees with safety and health and environmental responsibilities to update and refine the skills and knowledge needed to recognize, control and correct potential hazards in the workplace and to ensure compliance with applicable laws and regulations. Funds are available for educational, training, and skill-building activities at local or remote sites. The maximum individual award under this program is \$3,000. An individual may apply for more than one award within the current contract period.

Program details and eligibility information are available at <https://on.ny.gov/2FHeP8k>

Dr. Nuala McGann Drescher Leave Program—This program, open to full-time term employees, seeks to promote a broad diversity of award recipients with preference given to minorities, women, employees with disabilities, or employees with military status who are preparing for permanent or continuing appointment. Types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification.

Program details and eligibility information are available at <https://on.ny.gov/2WafiQk>

Employment Coaching and Placement Program—

This program provides financial support for employment coaching, placement fees and related expenses to employees whose employment has been terminated due to retrenchment, or who have been notified of retrenchment, or who are perceived to be at high risk of retrenchment. A maximum of \$3,500 may be awarded for a one-year period, depending on the employee's plan and availability of funds.

Program details and eligibility information are available at <https://goer.ny.gov/grant-opportunities>

Grants for Employees with Disabilities Program—

This program establishes a fund for full-time or part-time employees with disabilities, as defined by the Americans with Disabilities Act (ADA). The funds cover out-of-pocket expenses incurred for a work-related project or activity where such assistance is not provided by the ADA. They are not intended for accommodations that the campus must provide under the ADA. The maximum individual award is \$5,000 for each application.

Program details and eligibility information are available at <https://on.ny.gov/2AZ3YSM>

Leave for Calendar Year Employees—This program for full-time employees with a calendar-year (12 month) appointment is intended to provide release time and salary replacement to assist eligible employees in developing their full professional potential and in preparing for advancement. Only expenses for salary for a replacement for a period of at least five days will be considered for funding. All other expenses that might be required to conduct the project or activity must be provided by other sources. Employees who accrue annual

leave are not required to charge those credits for any project or activity funded by this program. A maximum of \$4,000 for salary replacement may be awarded to eligible employees once in each award period.

Program details and eligibility information are available at <https://on.ny.gov/2HrAtip>

Retraining Fellowship Program—This program provides financial support to employees who have been terminated due to retrenchment, who have been notified of retrenchment or perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Funding is provided for employees to pursue an organized course of study to attain other employment opportunities or to maintain their current employment. If course work is pursued at an accredited institution other than a SUNY institution, the maximum amount reimbursed for tuition is at the SUNY rate in effect at the time.

Program details and eligibility information are available at <https://on.ny.gov/2sGvtfC>

The following programs are exclusive to UUP bargaining unit members and focus on group and campus development:

Enrollment Enhancement Program—Open to a campus committee, group or individual in an academic department or program. The program is designed to assist those who have experienced a significant decline in student enrollment over the past year.

Program details and eligibility information are available at <https://on.ny.gov/2RjtOEG>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Professional Development Grant Program—This program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Open to both full-time and part-time employees, eligibility is similar to that of the Individual Development

Awards Program. Priority will be given to a project or activity that entails a cost of more than \$1,000 per employee. Awards may not exceed \$2,500 per employee and a total of \$15,000 per application. A minimum 40 percent campus contribution is required for this program.

Program details and eligibility information are available at <https://on.ny.gov/2T85Nnx>

Campus Training and Leadership Workshops—These one-day, on-site workshops provide leadership development to bargaining unit members on SUNY campuses. Delivered by field experts from Empire State College, workshop topics include: Interpersonal and Cross Generational Communications; Diversity: Learning How to Leverage “Difference” at Work; Leadership; and Conflict Resolution and Team Building.

To offer one or more of these workshops at your campus, contact your UUP chapter office.

2019 UUP Awards

Sisters and Brothers,

It is that time of year again where we solicit Applications for our yearly awards. The awards can be found on the UUP website at <http://uupinfo.org/communications/awards/awards.php> and I have included links to each award below:

<http://uupinfo.org/communications/awards/forms/2019NinaMitchellAwardApplication.pdf>

<http://uupinfo.org/communications/awards/forms/2019FayezSamuelAwardApplication.pdf>

<http://uupinfo.org/communications/awards/forms/BrodRetireeNominationFormFillable2019.pdf>

<http://uupinfo.org/scholarships/pdf/2019SteveStreetAwardapplication.pdf>

Winter Minestrone Recipe

Ingredients

2 tablespoons olive oil
1 onion, chopped
2 carrots, peeled and chopped
2 celery stalks, chopped
3 ounces thinly sliced pancetta, coarsely chopped
2 cloves garlic, crushed
1 pound Swiss chard, stems trimmed, leaves coarsely chopped
1 russet potato, peeled and cubed
Kosher salt and freshly ground black pepper
1 (14 1/2-ounce) can diced tomatoes in juice
2 fresh rosemary sprigs
1 (15-ounce) can cannellini beans, drained and rinsed, divided
2 (14-ounce) cans low-sodium beef broth, divided
1 (1-ounce) Parmesan rind
1/4 cup chopped fresh flat-leaf parsley

Directions

1. In a large, heavy stockpot or Dutch oven, heat the oil over medium heat. Add the onion, carrots, celery, pancetta, and garlic. Cook, stirring frequently, until the onion is translucent, about 10 minutes. Add the Swiss chard and potato. Season with salt and pepper and cook for 2 minutes. Stir in the tomatoes and rosemary sprigs. Bring the mixture to a boil. Reduce the heat and simmer until the chard is wilted and the tomatoes are very soft, about 10 minutes.
2. In a food processor or blender, combine 3/4 of the beans with 1/2 cup of broth. Blend until almost smooth. Add the pureed bean mixture, remaining broth, and Parmesan rind to the vegetable mixture. Simmer, stirring occasionally, until the potato pieces are tender, about 15 minutes. Stir in the remaining beans and the parsley. Simmer until the beans are heated through and the soup is thick, about 2 minutes. Discard the rosemary stems (the leaves will have fallen off) and season with salt and pepper, to taste. Ladle the soup into bowls and serve.

MEMBERS ONLY BENEFIT



UUP Code: Call the UUP Benefit Trust Fund
at 1-800-887-3863

Your benefits just got better!

Welcome to the TicketsatWork benefits program, our new provider for discounts to theme parks, attractions and shows nationwide.

How can I benefit from TicketsatWork?

Through TicketsatWork, you will receive discounts and special access to theme parks and attractions including the Walt Disney World® Resort, Universal Studios®, Las Vegas and New York City shows and performances, Disneyland®, SeaWorld®, Six Flags, and Cirque du Soleil! Also check with TicketsatWork.com for savings on car rentals, hotels, tours and attractions across the US. If you're staying local, save on movie tickets, sporting events, and other special events.

How do I find out what's new?

Once a month, TicketsatWork sends a monthly savings bulletin to UUP. Ask about the bulletin today! You can also check back on TicketsatWork.com whenever you want to find the latest deals.

Enjoy the Savings!

**MEMBERS
HAVE MORE
FUN!**

HOW CAN I ORDER TICKETS?

- 1) Visit www.ticketsatwork.com.
- 2) Click on the "Become a Member" box at the top of the homepage.
- 3) You will then be prompted to create an account with your email address and company code.
- 4) Or you can place your Order by phone. Call customer service at 800-331-6483. Orders are taken from 8:30am-12am/7 days a week (holidays included). Eastern Standard Time.





Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

The following is just a sample of the endorsed programs available to NYSUT members:

Bose -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

Orlando Employee Discounts -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

Grand Circle Travel -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

Member Appreciation Month is back!

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan.Feb. 2019

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(518) 255-5119

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(518) 255-5899

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