

# UNITY

## I AM UUP

By Bill Tusang, Chapter President

The Cobleskill chapter of UUP recently received some buttons that say "I AM UUP." It made me realize once again, that the strength of our union is not our statewide officers or our local chapter delegates. The strength of our union is in the sum total of the individuals who make up our 35,000 members. As we prepare to negotiate our new contract with the state, having 35,000 of New York's best behind us will show the state that our voice is loud, united and strong.

As members of the nation's strongest higher education union, our faculty and staff is comprised of engineers and farmers, counselors and coaches, sociologists and scientists. We have such a variety of members that it is part of our diverse strength. What does this diverse group have in common as a un-

ion? We all care deeply about our salary, health care benefits and jobs. Now is the time to let your voice be heard and signing a membership card is the one way to advance your voice and ideas. A measure of our strength as a union is how many of us have signed our membership card and joined the union. If you are one of the folks we represent who has not yet signed a card, please go to the state website at UUPinfo.org and use our new online membership form to sign up. Only those who have joined are members and eligible to vote on a new contract. In addition, a chapter membership drive is underway, and you will be contacted by one of your colleagues and asked to join if you are not currently a member.

*(article continued on page 2)*

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*Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.*

JOHN F. KENNEDY, speech, Aug. 30, 1960

**PROUD**  
*to be*  
**UNION**

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## Curried Cashews

Total 20 min; Makes 2 cups

2 Tbsp. vegetable oil

2 Tbsp. light brown sugar

4 tsp. Thai red curry paste

1 Tbsp. honey

2 cups raw cashews

1 ½ tsp. Maldon sea salt

1. Preheat the oven to 350°. Line a rimmed baking sheet with parchment paper. In a medium skillet, combine the oil with the sugar, curry paste and honey. Cook over moderate heat, stirring constantly, until the sugar dissolves, about 1 minute. Add the cashews and stir to coat.
2. Spread the nuts on the prepared baking sheet and bake, stirring every 4 minutes, until golden brown, about 12 minutes total. Sprinkle with the salt and let cool completely before serving.

**Make ahead:** The cashews can be refrigerated in an airtight container for up to 2 weeks. Serve at room temperature.

**Quick Snack**

## I Am UUP (cont'd)

Joining the union is a great first step and will show our strength and give us more influence in negotiations. The local chapter Executive Board asks that you consider giving to our union of your time and talents. If each of us is able to invest one small amount of time in a union activity, it will allow the union to be vibrant and strong. Much like the success we have in our local faculty governance group, widespread participation is the best way to insure a strong voice for the union. One place we are looking for help is being an advocate for SUNY and its workforce with our politicians. UUP members meet with lawmakers in Albany and our proximity to the State Legislature makes Cobleskill members an ideal resource for advocacy. Our union pushes back against efforts to defund SUNY and promotes SUNY as a world-class university. Also, if you are interested in serving as a department representative locally, please contact a member of the executive board and let us know. If you are interested in writing, we would love to have submissions for this newsletter. There are numerous ways to help and get involved, please consider it and contact me with any questions.

Lastly, in the spirit of transparency, your local Chapter Executive Board recently voted to publish the discretionary awards. At a labor management meeting we were told that members unhappy with their DSA amount should approach their supervisor. We encourage you to take any of your DSA concerns related to the amount of your award to your manager.

Please contact any of the chapter officers to get involved. Remember, We Are UUP

## UUP: FOCUSED AND DEDICATED TO ITS MEMBERS AND SUNY

By Cliff DaVis

Chapter Vice President for  
Academics

The Spring Semester 2016 is nearing the mid-point, and UUP and Cobleskill is busy engaged in a number of activities to benefit the membership and SUNY.

During the last few weeks of the Fall Semester I tried, although not totally successful, to meet as many new academics as possible.

*(story cont'd on page 6)*



**We Connect in Solidarity**

The contract for the NYS-Balance resource and referral service, jointly funded by the State and the unions, expired on December 31, 2015. If you need information or assistance related to resources and referrals, please contact the NYS Employee Assistance Program (EAP) at (800) 822-0244 (24/7) or [nyseap@eap.ny.gov](mailto:nyseap@eap.ny.gov). You will be connected with an EAP coordinator who will be able to provide you with customized resources and referrals for a wide range of issues including work, family, daily life, finances, health and well-being, mental health, addiction, and stress. A list of EAP coordinators is available at [http://www.worklife.ny.gov/eap/coordinatorlist.cfm?limit\\_to=all](http://www.worklife.ny.gov/eap/coordinatorlist.cfm?limit_to=all).

## Spread the word! Retiree legislative issues

Recently, there's been some discussion about what UUP has been doing to support retirees, who are facing higher costs for their health insurance in the proposed Executive Budget.

UUP has been doing a lot. Retiree issues are a prominent part of UUP's 2016 Legislative Agenda and are among the important issues members bring up when meeting with lawmakers.

Specifically, the budget proposes:

- Tiering state contributions to retiree health insurance premiums based on years of service for state workers who retire as of Oct. 1, 2016. This would impact employees with less than 30 years of service.
- Capping monthly Medicare Part B reimbursements at \$104.90 for state retirees covered through NYSHIP. As Medicare Part B premiums increase, retirees would pay more.
- To end state reimbursement of increased Medicare Part B costs for higher-income retirees under IRMAA. Higher-income retirees pay escalating rates for Medicare Part B based on retirement income. Currently, retirees earning between \$85,000 and \$107,000 pay \$170.50 per month for Medicare Part B. This proposal would end state reimbursement of these higher premiums.

UUP members are speaking out against these initiatives, and are urging legislators to take action to ensure that they do not become part of the state's enacted 2016-17 budget.

Members are calling on lawmakers to:

- Support income security for retirees by increasing the maximum earning allowance for public employees from \$30,000 to \$35,000.
- Support a pension credit for all veterans.

- Allow retirees to make automatic, voluntary contributions from their Optional Retirement Program accounts to union political action committees.

UUP leaders are also urging all members to send an e-letter to legislators that details the union's legislative agenda regarding retirees. The letter is on the UUP website; click here [http://org.salsalabs.com/o/1846/p/dia/action3/common/public/?action\\_KEY=19118](http://org.salsalabs.com/o/1846/p/dia/action3/common/public/?action_KEY=19118) to access the letter.



Photo of the Day—March 14, 2016

## 2015 Flex Spending Account Claims Deadline Approaching

Employees enrolled in the Flex Spending Account (FSA) for the 2015 plan year have until March 31, 2016, to send in reimbursement requests for eligible 2015 expenses incurred under the Health Care Spending Account and the Dependent Care Advantage Account.

FSA reimbursement requests may be mailed, faxed or submitted online through [www.myFBMC.com](http://www.myFBMC.com).

For more information, log on to [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or call 1-800-358-7202.

## Adjunct Faculty Corner

*By Kevin Moore, Officer for Contingents and Part-time Members*

There are two items that I would like to bring to the attention of the part-time adjunct faculty. The first involves an upcoming **paid** training for adjunct faculty. The second item is information about money that is available for Individual Development Awards.

Arrangements have finally been made to hold the three hour workshop which was mentioned at the Adjunct Faculty Dinner at the end of last semester. This paid workshop is scheduled for Thursday afternoon, April 21<sup>st</sup>. The workshop will be held in Upper Champlin from 12:30 – 3:30. There may be a lunch served at 12:00, but

those arrangements have not been finalized at this point. Adjuncts who attend the three hour workshop will be paid \$150. The workshop is titled, *How People Learn: Student Engagement*. A detailed description of the workshop will be included in the announcement/sign-up notice for the workshop which should be sent to all adjunct faculty in late March. Sign-up will be done electronically and attendance numbers may be limited so keep your eyes open for this opportunity. If you have any questions you can contact me at [moorekm@cobleskill.edu](mailto:moorekm@cobleskill.edu) or 5767.

*(story cont'd on page 5)*



## Adjunct Corner *(cont'd)*

Many of the adjunct faculty are not aware of just what Individual Development Awards are or the fact that they are eligible to apply for those awards. The awards are part of Professional Development funds negotiated by our union. Fifteen percent of the award money at each campus is designated for part time faculty. While the money allocated for full time faculty has all been awarded for this year, there is still a sizable amount of money allocated for part time faculty that has not been awarded.

We encourage part time faculty to apply for this professional development money. Here is some of the wording on what you may apply for: "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." Money cannot be used to buy materials or for salary. This money has to be spent by June 30, 2016. If there is a conference or workshop you think would be beneficial to attend please apply right away. That conference/workshop must be completed by the deadline so events over the summer months are not available in this grant period. If you think you want to apply, the application form is available on the UUP Website at [http://nysuup.lmc.ny.gov/uup/uup\\_form.cfm](http://nysuup.lmc.ny.gov/uup/uup_form.cfm).

# SUNY ADJUNCTS DESERVE BETTER



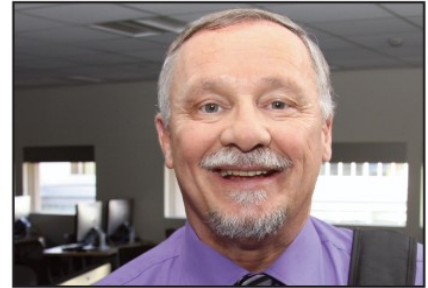
**Bentley Whitfield, Farmingdale**

"I received SUNY's Excellence in Teaching Award."



**Rebekah Tolley, Albany/Oneonta**

"I have a master's in fine arts and I've exhibited worldwide."



**William Lee, Cortland**

"One hundred ninety-two students took my course in one semester."

Adjuncts make up one third of the faculty at SUNY and many have advanced degrees. However, their compensation falls far short of matching the important work they do.

Many are paid so little, they struggle to make ends meet.

Many others are forced to find employment at different colleges to earn a living wage.

Yet students pay more than ever before.

It's an economic injustice that can no longer be tolerated.

**Stand with adjuncts in their fight for equitable treatment.**

Share the ad—<http://goo.gl/DvTLkF>—on Facebook and Twitter.



**United University Professions**  
President Frederick E. Kowal, Ph.D.

**#adjuncts**

**UUP: FOCUSED AND DEDICATED TO ITS MEMBERS AND SUNY** (*cont'd from page 3*)

Since I am not on campus daily this task was like a game of **catch me if you can**. This was especially true with respect to meeting our part-time academics. I will continue trying. If any of you wish to contact me, you may leave a message for me with the UUP Chapter Secretary (255-5250) or stop by the office and pick up one of my business card.

Spring Semester 2016 promises to be very busy for UUP as we continue preparation for contract negotiation with the State, advocating for SUNY and letting everyone know what Cobleskill has to offer. To this end, everyone is asked become engaged in the process because the outcome will impact all of us, faculty, staff, students and the community.

There are a few things that your Vice President for Academics will ask each of you to do for the benefit of everyone, and they are:

Are you a full member of UUP? If not, you will not be able to participate fully in all UUP endeavors. If you are currently designated as an Agency Fee Payer that would be you. To become a full member (**no additional cost to you**) all that you need to do is **sign the UUP Membership Application card and mail it to the following address: UUP, P.O. Box 15143, Albany, NY 12212-5143.**

Most Agency Fee Payers at Cobleskill are part-time employees. To reduce the number of individuals in this category, I have asked a few of my colleagues to talk with persons that they are in contact with frequently to sign up to become full UUP members if they have not already done so.

**NOTE:** If you have signed and mailed in a membership card, and are asked to do so again please do not be annoyed. There is a lag time to remove your name from the official list of Agency Fee Payers.

UUP Contract Negotiation Team needs to hear from you. What are your concerns relative to the contract? What would you like to see in the new contract, deleted or modified in the current contract? Please use the Individual Member Suggestion Form (**Members ONLY**) to communicate with the Team. You

may obtain the form online (UUP Website), UUP Chapter Office or from the Campus Ad Hoc Negotiation Team members (Paul Gemmiti or Chad Hisert). The information that you provide on the Suggestion Form is very important in helping our Contract Negotiation Team to prepare for negotiation with the State. Please remember that personal information provided on the form will be treated with the utmost confidentiality.

**Advocacy activities.** I know that all of you are very busy people; however, there are times when your physical presence is requested to help UUP achieve our end goal(s). You may be asked to attend an Advocacy Day activity at the capitol. You will be helping to educate our elected officials about some of the issues that are important to the Ag. and Tech Sector campuses, to SUNY or how their decisions may impact local communities. At other times you may be asked to write a letter, send e-mails or participate in a local rally or elsewhere in the state. Sometimes you may be asked to join a group to meet with a politician at his/her local office. Occasionally you may be joined by individuals from other campuses. The Chapter urges each of you to consider participating in some of the activities so that the VOICE OF COBLESKILL is heard.

*(cont'd on the next page)*

## 2016 Advocacy Days---

Feb. 24, 2016 ----NYSUT Higher Ed Day Briefing

Feb. 25, 2016 ----Higher Ed Action Day

March 1, 2016 ---HSC Advocacy Day

March 7-8, 2016 --NYSUT Committee 100

March 9, 2016 ---Tech Sector Advocacy Day

**NOTE: Locations will be announced at a later date. Dates are subject to change.**

I attended UUP Winter DA'16 held January 31<sup>st</sup> – February 1<sup>st</sup> in Albany, NY. There were a number of state-wide committee meetings that I attended, including the Veterans Affairs Committee, Committee on Active Retired Membership (COARM), and the President/Vice Presidents Meeting. Each of the committees addressed various issues of importance to our members.

The Veterans Affairs Committee (VA) is focused on attaining fairness for all veterans. Currently, veterans employed by SUNY are permitted to “buy into” the State Retirement System for time served in the military. This will allow them to increase their employment calculations for retirement. However, employees in the Optional Retirement Program (OPR) do not have the opportunity to receive retirement credit for the time that they served in the military. UUP is being urged to support efforts to achieve the equitable treatment of its members regardless of the retirement system that they have selected.

The COARM is focused on issues that will/may potentially impact retirees negatively. Some of the items in the Governor’s budget that are of concern are: (1) the proposal to reduce state contribution to retiree health insurance premium for state employees retiring as of 10/1/16. Those retiring with less than 30 years of service will be required to pay a larger share of health insurance premium, (2) The budget proposal to end state reimbursement of increased Medicare Part B cost for higher income retirees under Income Related Monthly Adjustment Amount (IRMAA), and (3) The budget proposal to cap state reimbursement of Medicare Part B premiums to NY-SHIP retirees at \$104.90/month. As Medicare Part B

increases, the \$104.90 cap would erode state support for this crucial health care benefit.

There were many items discussed at the Presidents/ Vice Presidents meeting, including: (1) An update on contract negotiation, (2) The need to encourage all members of our bargaining unit to become full UUP members, (3) The pros and cons of a New York State Constitution Convention, and (4) The steps that UUP is taking to contain costs, such as: looking at staffing, cutting costs, spending strategically, etc. Some of the cost containment items were already in the works. As many of you are aware, the Supreme Court is hearing the FRIEDRECHS vs CALIFORNIA TEACHERS ASSOCIATION case and the outcome at this time is unknown. Taking the above actions seems to be prudent.

## SAVE THE DATE

UUP Membership Meeting/Dinner  
Wednesday, May 18, 2016

JUSTINE'S



## Disney Discount

NYSUT offers a discount for Disney. The number to NYSUT is 1-800-626-8101.

Please consider donating an item to one of the six baskets. Raffle tickets will be available at the May 18th meeting.

### **Beer Sampler Basket** – Suggested items:

Beer glasses, bottle opener, different beer (world beers)

### **Car Care Kit** – Suggested items:

Bucket, hose sprayer, tire/wheel brush, wheel whitener, air freshener, car wash detergent, car wipes, window cleaner, upholstery cleaner, sponges, car mitt, chamois, car wash gift certificates, oil change gift certificates

### **Chocolate Lover's Basket** – Suggested items:

Assorted chocolates

### **Ice Cream** – Suggested items:

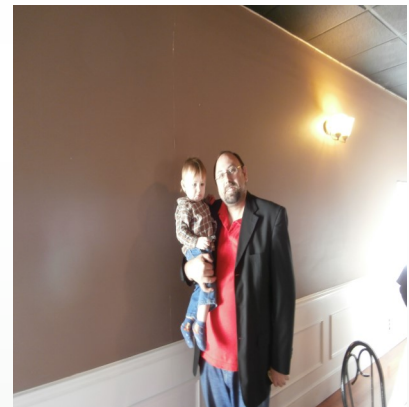
Toppings, sundae dishes, waffle bowls and cones, sprinkles, ice cream scoop, cherries, or a Stewart's gift certificate for ice cream

### **Pamper Mom** - Suggested items:

Bubble bath, bath salts, towels, candles, CD of meditative music, or gift card to local salon

### **Picnic Basket** – Suggested items:

Plates, silverware, napkins, glasses, salt/pepper shakers, wine, cheese tray, cheese knife, corkscrew, tablecloth, and blanket



**Chad Hisert—50/50 Raffle Winner**



**UUP COBLESKILL  
CHAPTER PROFESSIONAL STAFF  
AWARD FOR EXCELLENCE & SERVICE**

*By Chad Hisert,  
Chapter Vice President  
for Professionals*

The SUNY Cobleskill Professional Staff Committee would like to once again call for nominations for the chapter's Professional Staff Award for Excellence & Service to be presented at the chapter's end-of-the-year meeting on May 18<sup>th</sup>.

The winner of the 2014-15 award was Director of the Student Success Center Donna Pesta.

All Full-Time/Part-Time UUP Cobleskill Chapter Members are eligible for the award and past winners are not eligible again for nomination for three-years.

*(criteria is posted to page 10)*



Negotiations Team Meeting Feb. 17-20, 2016

## 2015 Flex Spending Account Claims Deadline Approaching

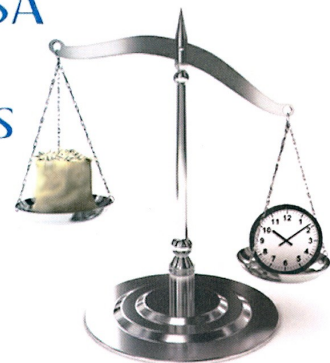
Members enrolled in the Flex Spending Account (FSA) for the 2015 plan year have until March 31, 2016 to send in reimbursement requests for eligible 2015 expenses incurred under the Health Care Spending Account and the Dependent Care Advantage Account.

FSA reimbursement requests may be mailed, faxed, or submitted online through [www.myFBMC.com](http://www.myFBMC.com).

For more information, log onto [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or call 1-800-358-7202.

Contact the UUP Benefit Trust Fund at 800-887-3863 for more information.

Use your FSA  
benefits  
before it's  
too late



**UUP COBLESKILL**  
**CHAPTER PROFESSIONAL**  
**STAFF AWARD FOR**  
**EXCELLENCE & SERVICE**

Please see the below criteria:

- 1.) Must be a registered member in good standing with Cobleskill UUP Chapter
- 2.) Service to SUNY Cobleskill and /or UUP at the local level, state level or both during the course of the year.
- 3.) Excellence in performance of professional duties over the course of the year.
- 4.) Awards/Professional Recognitions earned during the course of the year.
- 5.) Professional Development: attendance at conferences or seminars related to job performance enhancement, completion of specialized training regarding job performance, attendance at conferences or seminar training.
- 6.) Activities outside of professional obligation to institution that promotes SUNY Cobleskill and/or UUP to the public examples are attendance or presentation at professional seminars or conferences, publishing in pro-

fessional journals or other publications, community service, lobbying activities on behalf of institutional or union needs, ext...

\*Selection Committee Composition: Nine members of the Professionals Advisory Committee.

- February we will be send e-mail to professional members for nominations for this award.
- March 29<sup>th</sup> 3:00 pm is the deadline for nominations for this award.
- Committee will meet in April to review and make decision on award winner.

End of the year meeting in May is when the award will be awarded.

Documentation Requirements:

- \*Letter of nomination for potential honoree
- \*Selection committee will re-search union status for criteria number one.

**Executive Board Meetings**

**February 16th**

**March 29th**

**April 26th**

**May 10th**



## 2016 DA Meetings

Winter DA  
Jan. 31—Feb. 1

Spring DA  
May 13—14

Fall DA  
Sept. 30—Oct. 1

## Chapter Delegates

### Academics

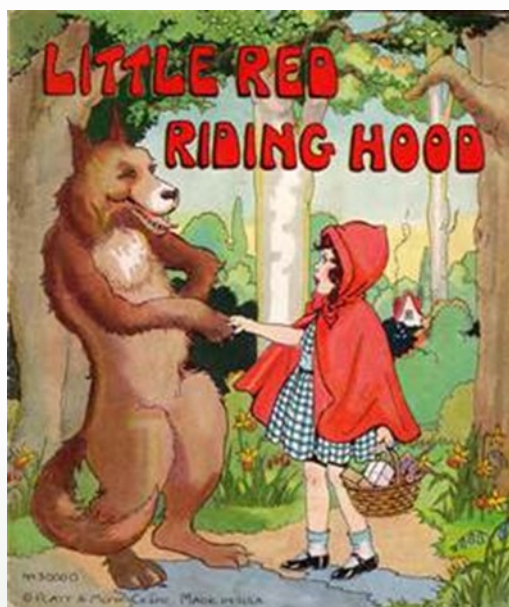
Bill Tusang  
Cliff DaVis  
Paul Gemitti  
Thomas Hickey  
Chuck Moran  
Kevin Moore

### Professionals

Chad Hisert  
Joe McCarthy  
William Kelly  
Emma Paden  
Ed Aselin



Tech Sector Advocacy Day—March 9, 2016



*By Anne Rogan, Chapter Secretary*

Just like Siena College has a Cinderella Project where used prom dresses are sold at a fraction of their original cost so young prom attendees can conserve their financial resources, SUNY Cobleskill would like to have a Red Riding Hood Project.

What is the SUNY Cobleskill Red Riding Hood Project?

Retired faculty who are no longer using their regalia are asked to donate their gowns so new faculty will not have to rent or purchase regalia. We do not need many donations but we would appreciate any that we receive- Would you please consider

donating your regalia to the cause?

PS- Remember not to leave any of your hundred dollar bills in the sleeves of the regalia- lol

If so- please contact [uup@cobleskill.edu](mailto:uup@cobleskill.edu) and we will arrange a pick up or you can mail it to UUP Office, Old Gym, SUNY Cobleskill, Cobleskill, NY 12043

## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
Aldous	Brandon	F	\$197.00
Allen	Matthew	F	\$197.00
Ano	Edward	F	\$197.00
Armah-Agyeman	Grace	F	\$197.00
Asselin	Edward	F	\$197.00
Aucoin	Brendan	F	\$500.00
Baligh	Mohamed	F	\$197.00
Barbic	Stacie	F	\$197.00
Barnes	Jeffrey	F	\$197.00
Barney	Matthew	F	\$197.00
Barvoets	Peter	F	\$197.00
Bennett	Derwin	F	\$500.00
Berg	Carl	F	\$197.00
Berner	Kevin	F	\$500.00
Biron	Louise	F	\$197.00
Bloom	Syd	F	\$197.00
Braathe	Robert	P	\$711.00
Brabetz	Barbara	F	\$197.00
Breault	Shannan	F	\$197.00
Brent	Katherine	F	\$500.00
Brinkman	David	F	\$500.00
Buerker	Keith	F	\$197.00
Campbell	David	F	\$500.00
Carroll	Caitlyn	F	\$197.00
Cash	R Christian	F	\$500.00
Chong	Kimberly	F	\$197.00
Christain	Leigh	F	\$500.00

## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
Cleeve	Ronald	P	\$711.00
Cloughly	Joanne	F	\$500.00
Cobbins	Michael	F	\$500.00
Collins	Melissa	F	\$197.00
Colony	Pamela	F	\$197.00
Corbett	Amy	F	\$500.00
Cornwell	Mark	F	\$500.00
Cosgrove	Allen	P	\$712.00
Cronin	Thomas	F	\$197.00
Crosby	George	F	\$500.00
Crosby	Hannah	P	\$1,000.00
Curren	Elizabeth	F	\$197.00
Davies	April	F	\$500.00
Davies	Evelyn	F	\$500.00
Dejong	Daniel	F	\$500.00
Descartes	Rene	F	\$197.00
Dolan	Robert	F	\$500.00
Dunn	Ethel	F	\$500.00
Eakin	Dawn	F	\$500.00
Edsall	Carrie	F	\$197.00
Eldred	Melody	F	\$197.00
Ellram	Alex	F	\$500.00
Evans	Jason	F	\$500.00
Frank	Daniel	P	\$711.00
Ferguson	Stuart	F	\$500.00
Fichthorn	Brad	F	\$197.00
Fletcher	Mark	P	\$711.00
Foote	Jeffrey	F	\$197.00

## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
Forsyth	Terry	F	\$500.00
Foster	John	F	\$500.00
Gardner	Dustin	F	\$500.00
Garvey	Scott	P	\$712.00
Gascho Landis	Andrew	F	\$500.00
Gell	Barry	F	\$500.00
Geoffroy	Lynn	F	\$500.00
German	Benjamin	F	\$500.00
German	Christopher	P	\$712.00
Gillette-Ferguson	Illona	F	\$500.00
Golden	Jennifer	F	\$500.00
Grant	Sinikka	F	\$500.00
Gray	Scott	P	\$711.00
Greenwood	Carmen	F	\$500.00
Hammon-Card	Tammy	F	\$500.00
Hammond	Douglas	F	\$500.00
Handy	Jaimie	F	\$500.00
Hantho	Amanda	P	\$1,000.00
Hartman	C	P	\$711.00
Herodes	Deborah	P	\$712.00
Herrick	Janice	F	\$197.00
Hisert	Chad	F	\$500.00
Hoeher	Angelika	F	\$500.00
Holmes	Russell	P	\$711.00
Huth	Howard	F	\$197.00
Irish	Joseph	P	\$712.00
Jagendorfsobierajski	Susan	F	\$500.00
Johnson	Kathy	F	\$500.00
Jorgensen	Michael	F	\$197.00
Kelly	William	F	\$197.00
Kingsbury	Sean	P	\$711.00

## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
Lalonde	Matthew	F	\$500.00
Lauber	Margrethe	F	\$500.00
Ledermann	Sarah	F	\$197.00
Lehman	Brent	F	\$500.00
Liardo	Kimberly	P	\$711.00
Liberti	Margaret	P	\$712.00
London	Susan	P	\$711.00
Loring	David	F	\$500.00
Losito	Michael	F	\$500.00
Mackenzie	Stephen	F	\$500.00
Macleod	Douglas	F	\$197.00
Malcolm	Sandra	P	\$711.00
Manning	Gerald	F	\$202.00
Marten	Timothy	F	\$500.00
Mccarthy	Joseph	F	\$197.00
Mccarthy	Kevin	F	\$197.00
Mccaskey	Michael	F	\$500.00
Mcgiver	Terence	F	\$197.00
Mcgovern	Donna	P	\$711.00
Mcmaster-Schuyler	Lynda	F	\$197.00
Mctaggart	Timothy	F	\$197.00
Mekeel	Naomi	F	\$500.00
Merzeau	Jose'	P	\$1,000.00
Miller	Gregory	F	\$500.00
Montario	Elizabeth	P	\$712.00
Moore	Kevin	P	\$711.00
Motyl	Josephine	F	\$500.00
Motyl	William	F	\$500.00
Murphy	Michael	F	\$500.00
Narzynski	Joseph	P	\$711.00

## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
O'Dell	Christine	P	\$1,000.00
Ontl	Joyce	F	\$500.00
Paden	Emma	F	\$197.00
Palmatier	Stephanie	F	\$500.00
Pernat	Deborah	F	\$500.00
Perog	Cheryl	F	\$197.00
Perry	Bruce	P	\$712.00
Pesta	Donna	F	\$500.00
Porter	Susan	P	\$1,000.00
Puciato	Kathleen	F	\$500.00
Quinn	Allan	F	\$500.00
Quinn	Amy	F	\$500.00
Radliff	Jedadiah	F	\$197.00
Radliff	Mary	F	\$500.00
Raimondi	Elizabeth	P	\$711.00
Reed	Madeline	P	\$1,000.00
Rehberg	Tammy	P	\$1,000.00
Reiff	Marcie	P	\$712.00
Repic	George	P	\$711.00
Reu	Danielle	F	\$197.00
Richards	Debra	F	\$500.00
Richards	Wendi	F	\$500.00
Rivera	Salvador	F	\$197.00
Rivituso	Giacomo	F	\$500.00
Roes	Raymond	F	\$500.00
Rohde	William	F	\$500.00
Rooney	Mary	F	\$202.00
Roth	Julie	F	\$197.00
Santoro	Michael	F	\$197.00
Schorf	Jennifer	F	\$500.00
Schubert	Dirk	F	\$197.00

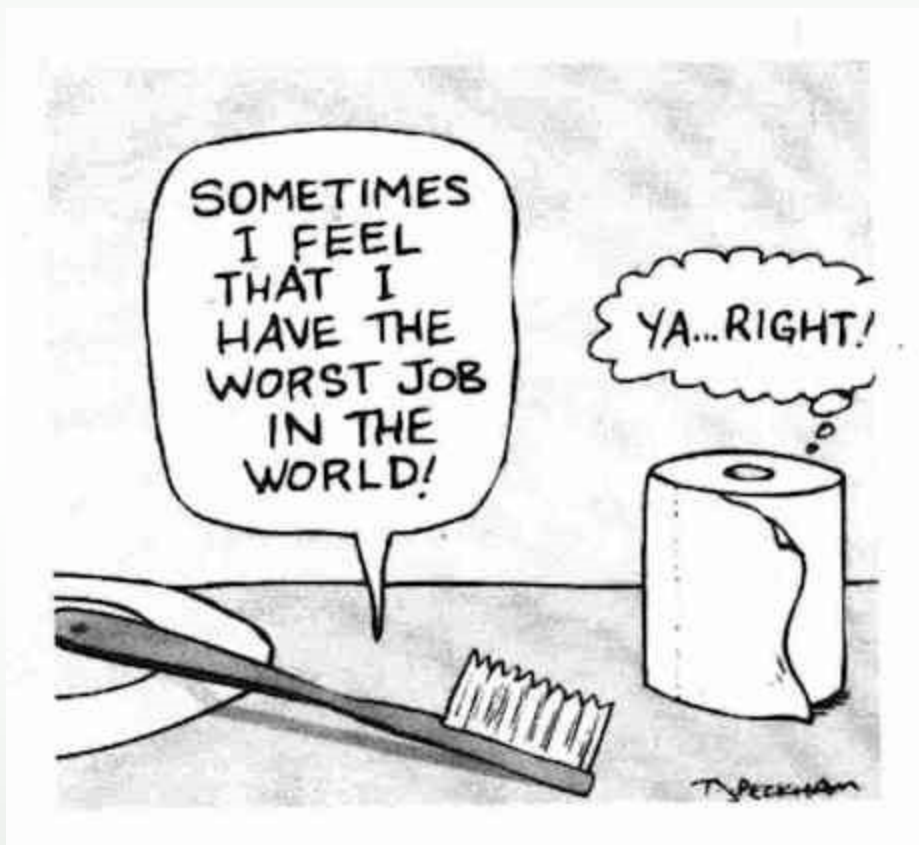


## Distribution of Discretionary Funds – 2015

<b>Last</b>	<b>First</b>	<b>FT/PT</b>	<b>Amount</b>
Seamon	Kane	F	\$500.00
Serdy	Mary	F	\$500.00
Shelley	Cynthia	F	\$500.00
Smith	Brian	F	\$196.00
Sprouse	Barbara	F	\$196.00
Stander	Edward	F	\$196.00
Stevens	Lorraine	F	\$196.00
Struckle	Melissa	F	\$500.00
Supp	Joseph	F	\$196.00
Takacs	Julie	P	\$712.00
Tarbell	Albert	P	\$1,000.00
Tarvis	Kimberly	F	\$500.00
Testa	Nicholas	F	\$196.00
Thompson	David	F	\$196.00
Tisch	David	F	\$196.00
Tomasino	Marianna	P	\$712.00
Vandeusen	Lawrence	F	\$196.00
Vaughn	Kayla	F	\$500.00
Vijayakumar	Soundarapandian	F	\$500.00
Villanti	John	F	\$196.00
Volkert	Theodore	F	\$196.00
Waage	David	F	\$196.00
Wacksman	Michael	F	\$500.00
Warner	Caroline	P	\$712.00
Weiss	Elise	F	\$500.00
Wentworth	Gail	F	\$500.00
Whelihan	Patricia	P	\$1,000.00
Whelihan	Raymond	F	\$500.00
Whitbeck	Henry	P	\$711.00
Wild	Adam	F	\$196.00
Wilhelm	Benjamin	P	\$712.00

## Distribution of Discretionary Funds – 2015

Last	First	FT/PT	Amount
Winter	Sophie	F	\$500.00
Winter	Tara	F	\$500.00
Wright	Anita	F	\$196.00
Wright	Bruce	F	\$500.00
Young	Richard	P	\$711.00
Yacobucci	Kelly	P	\$1,000.00
Zettl	Crystal	F	\$500.00



## UUP negotiators piece together proposals



UUP's Negotiations Team has entered the next phase of negotiations: turning the list of contract priorities into a set of conceptual proposals to present to the state.

A formal start date for negotiations has not been set. UUP's [five-year contract](#) expires July 1.

The union's 18-member Team, led by Chief Negotiator Philippe Abraham, worked to craft proposals during a three-day session that began Feb. 17. The proposals will come from a list of priorities developed at a meeting in January, after months of data collection

through venues such as chapter visits, membership suggestion forms and an online survey.

"Members should have no doubts that their comments and suggestions are the basis of what will be discussed at the bargaining table, said Abraham, statewide VP for professionals"

Team members, like Associate/Deputy Chief Negotiator Mike Smiles and Carolyn Kube, above, broke into



subgroups to determine which contract articles should be opened before writing the proposal language. The full Team will review the subgroups' recommendations Feb. 19.

The Negotiations Committee will reconvene in April to review the conceptual proposals written by the Team. According to the UUP Constitution, the Negotiations Committee must accept the proposals before the Team can sit down with the state to hammer out a successor agreement.

### Next steps

What's next in the process? The Team has a full schedule of meetings into April to prepare specific language

to present to the state.

"There is no time frame for when the two sides will meet to exchange proposals," Abraham said. "But once we do, I can promise that we'll be ready to negotiate a contract that best reflects the needs of all of our members."

## Sign up online to become a UUP member!



[Click here for the e-membership card](#)

It just got a whole lot easier to become a UUP member.

Now you can sign up online.

UUP has created an [e-membership card](#) that prospective members can fill out online and send electronically to UUP—instantly making them a UUP member.

The e-membership card is on UUP’s website. Just click on the grey “Join UUP” button at the top right side of this page - or any page on [UUP's website](#). That will bring you to the e-membership card form.

Fill in the form and click on the **Submit** button. An email will instantly be sent to you asking you to confirm your membership. Once you do that, you are a UUP member.

“We are pleased to make it easier than ever for everyone in our bargaining unit to become a UUP member,” said UUP President Fred Kowal. “This is an important time for our union, as we prepare to negotiate a new contract with New York State.”

The e-membership card is the latest advance in UUP’s membership drive. UUP’s goal is to achieve 95 percent membership by March, and all chapters are developing plans to encourage prospective members to join.

# The Value of NYSUT Membership

You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.

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Call MetLife Auto & Home to learn about the special savings and discounts you may be eligible for.

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If you are looking for potential savings on your auto or homeowners insurance, consider enrolling in the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home Insurance Program.

This program offers special group rates on personal property and liability coverage not available to individual MetLife policyholders. NYSUT members can choose from a variety of coverages that include auto, homeowners, boat, renter's, and much more.

Policyholders can earn extra discounts for good driving, multiple policies and anti-theft devices. MetLife Auto & Home recently raised the multi-policy discount on its homeowners insurance with auto from 7% to 15%. The multi-policy/multi-product discount on auto insurance with home remains at 8%.

Visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific details about this program or other Member Benefits-endorsed programs & services.

MetLife Auto & Home is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5.5% of total premiums for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

## UUP to state: Invest in SUNY



### [Read UUP's testimony to the Senate Finance Committee and the Assembly Ways and Means Committee](#)

The State University of New York needs nearly \$56 million more in state funding for the 2016-1017 budget year, and not even that would cover all of the needs of a public higher education system starved by the state for nearly a decade, UUP VP for Academics Jamie Dangler told lawmakers.

In her Feb. 8 testimony before a joint budget hearing of the Senate Finance Committee and the Assembly Ways and Means Committee, Dangler said that students shoulder most of the costs of SUNY's operating budget—which isn't fair.

“The sunset of NYSUNY 2020 gives us a timely opportunity to reflect on the strengths and unmet needs of the university,” Dangler said. “Years of underinvestment have skewed the partnership between students and their families and state responsibility. Currently, university operations derive 64 percent of support from tuition and only 36 percent from the state's general fund.”

Gov. Andrew Cuomo has proposed extending NYSUNY 2020, which the state intended to provide predictable funding increases to SUNY for the enhancement of academic programs. Instead, cash-strapped campuses have used that revenue to fund mandatory and unanticipated costs.

The Executive Budget proposal follows a familiar pattern of recommending flat funding for SUNY, which has seen nearly a decade of either flat funding or grossly inadequate funding increases.

Dangler's testimony followed a news conference earlier in the day in which UUP President Fred Kowal called on the governor and the Legislature to support a realistic Maintenance of Effort bill for SUNY. The MOE would provide funds for operating expenses such as utility bills that students are now heavily subsidizing with their tuition. Lawmakers gave the bill nearly unanimous support in the last budget, but the governor vetoed it in December.

Dangler also called on the Legislature to restore the SUNY hospital subsidy to its 2010 level of \$128 million; to fund the development of four ambulatory care centers in Brooklyn that would be affiliated with the SUNY Downstate Medical Center; to hire more full-time, tenure-track faculty; to move away from a flawed plan for performance-based funding at SUNY; and to create a program to foster clinical instruction at SUNY Buffalo's Health Science Center.

She also urged lawmakers to support UUP's legislative program for teacher education at SUNY, by creating a program to recruit talented teachers from under-represented populations, and to stop outsourcing certification exam administration and fee collection to outside companies.

Dangler was joined by NYSUT Executive Vice President Andy Pallotta; Barbara Bowen, president of the Professional Staff Congress/CUNY; and Mike Fabricant, the PSC's first vice president. All echoed Dangler's concern that New York's two great public university systems are at risk of losing their national reputations, as funding cuts make it more difficult to recruit and retain faculty or to offer a sound education. “The greatest engine of social progress and upward mobility is public higher education,” Dangler said. “UUP believes that access to quality academic and support programs shouldn't depend on the zip code you were born into or your family's bank account.”

# UUP Chapter Meeting and Lunch

May 10, 2015





## Summary of Proposals

### Buffalo Health Care Teaching Fellows Program

United University Professions (UUP) is proud to advocate for the state to establish the **Buffalo**

**Health Care Teaching Fellows Program.** This program would convert Academic Scholars (which are not paid by SUNY and are not directly connected to the medical school or its curriculum) to Teaching Health Care Fellows. The Teaching Health Care Fellow designation would be a permanent SUNY employee position; a clinical track would be developed for advancement and recognition. The fellows would also be permitted to devote up to 20 percent of their work time for clinical practice. The cap on clinical practice income would direct the fellows' focus to training residents. This program would remove the distraction of demanding patient delivery responsibilities that would otherwise be necessary to generate (through "clinical income") their positions and support.

### The Green Energy Intellectual Capital Investment Fund

UUP is proud to advocate for the establishment of the **Green Energy Intellectual Capital Investment Fund**, an investment to expand the equipment and teaching infrastructure at SUNY campuses for **students** eager to develop skills necessary to enter into a green energy workforce. This investment would offset the high cost of advanced machinery and lab equipment required to train students in unique programs such as renewable energy.

This program would provide additional funding to tech sector campuses with renewable energy-related programs. Legislation to create this fund would require renewable energy-related businesses participating in START-UP NY to make a minimum level of investment (to be matched by the state) in infrastructure and/or equipment that the business and students can use; the infrastructure and equipment would become campus property. Obtaining the state funding match and equipment necessary for learning in a renewable energy program would allow campuses to create new courses and hire additional faculty to teach them. The Green Energy Intellectual Capital Investment Fund will provide:

- Funding dedicated to the infrastructure/equipment and faculty necessary for hands-on learning in a renewable energy program;
- Enhancement of existing renewable energy programs at SUNY campuses as well as the creation of new programs and course offerings;
- Additional opportunities for smaller class sizes, excellent facilities, and hands-on learning environment that the SUNY Technology Sector Campuses provide; and
- The creation of a pipeline of students prepared to enter the workforce into an industry that makes our economy run by providing jobs to millions of individuals across the United States.



# Recruiting and Educating Teachers for All

UUP will advocate for legislation to create **Recruiting and Educating Teachers for All**, a teacher education opportunity program designed to increase the participation rate of underrepresented and economically disadvantaged individuals in teaching careers. This program would develop a pipeline of underrepresented individuals who would teach in rural, urban and suburban districts. Recruiting and Educating Teachers for All would provide admission opportunities and completion support for prospective teachers.

This program would provide: (1) financial resources and direct faculty and advisor support to assist students in preparing for and successfully completing teacher certification requirements; (2) supportive services designed to help students who need assistance in academic, career and personal counseling and tutoring and supplemental instruction; (3) financial assistance for nontuition-related expenses (exam and other fees, books and supplies, transportation costs for required completion of 100 hours of field work and distant student teaching placements).

Recruiting and Educating Teachers for All would serve full-time and part-time undergraduate and graduate students completing the requirements for Initial, Provisional, and Permanent Certification. Recruiting and Educating Teachers for All will be available at all 17 SUNY campuses with teacher education programs.

# Prohibit Educational Testing Companies from Profiting from Test Failures

UUP will advocate for legislation to amend the state's procurement law to prohibit educational testing companies or vendors from profiting from student exam fees associated with any educational product or service provided by a testing company to the State Education Department. Currently, testing companies such as Pearson can enter into a contract with the state without charging the state money. These testing companies can create a product, assess the product and then sell the product to New York state students to, in part, pay for the time and money spent by the testing company to develop the product for the state. This practice creates a disincentive for testing companies to fix a potentially faulty product because the testing company is paid each time the student has to use the product (take the exam). This legislation would bar vendors from profiting from the product developed for the state. Vendors would be paid for the development of the product; SED would administer the product and collect any associated fees.



## UUP College Scholarship Fund Post Baccalaureate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice. In 2010, Trustees of the UUP College Scholarship Fund established the William E. Scheuerman Post Baccalaureate Scholarship. Scheuerman served as UUP president from 1993-2007.

One-time scholarships of \$3,000 are awarded to SUNY post graduate or professional school students who demonstrate a commitment to academic excellence, social justice issues and labor ideals.

Post baccalaureate students from the following colleges and universities are eligible to apply:

Albany	Maritime
Alfred	New Paltz
Binghamton	Old Westbury
Brockport	Oneonta
Buffalo State	Optometry
University at Buffalo	Oswego
Cortland	Plattsburgh
Downstate Medical Ctr.	Potsdam
Empire State College	Purchase
Env. Sci. and Forestry	Stony Brook University
Fredonia	SUNY Institute of Tech.
Geneseo	Upstate Medical Univ.

## Who's Eligible

UUP College Scholarship Fund post baccalaureate applicants should:

*Be registered, full-time graduate or professional school students at a SUNY state-operated campus;*

*Possess the qualities and values represented by UUP: A dedication to the goals of the trade and labor union movements; integrity; a quest for academic and personal excellence; and service to the community;*

*Have completed at least nine credits and hold a cumulative grade-point average of 3.95; and*

*Applicants for law and health sciences programs must have completed at least one semester.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

## How to Apply

A complete list of scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at **www.uupinfo.org** (click on Scholarships to get a fillable PDF application that can be emailed to **kplowman@uupmail.org**); or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-5143**.

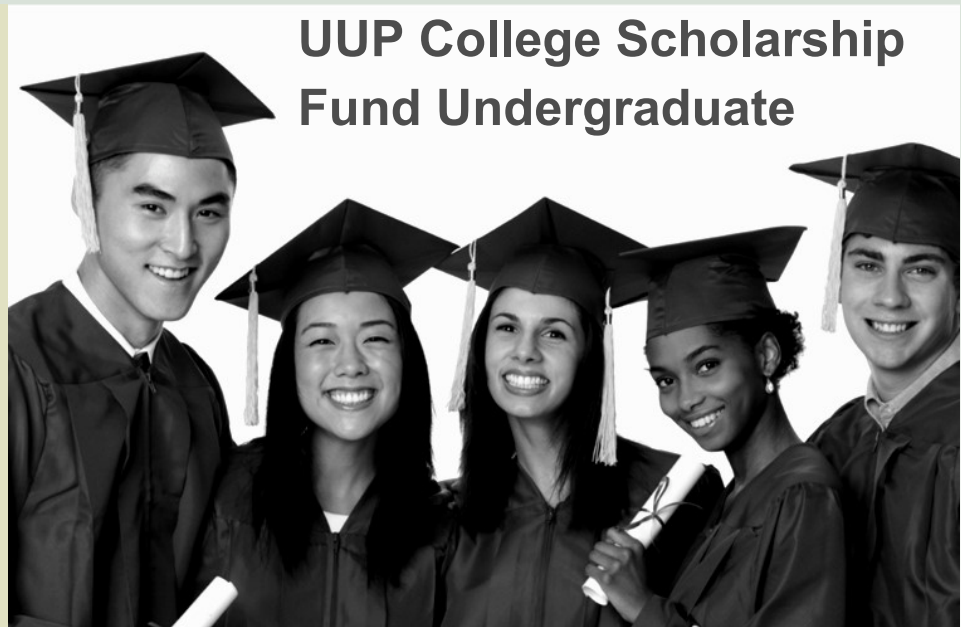
The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. UUP awards scholarships to recognize:

**Eugene P. Link** — A SUNY Plattsburgh professor emeritus of history who taught in New York's state university system for 35 years, the late Eugene Link was a highly regarded and respected professor. He dedicated his life to working families and to students who demonstrated an interest in unionism and the larger labor movement.

**Robert F. Carter and Katherine K. Carter** — The late Robert Carter was a SUNY Oswego associate professor of history and a UUP member for more than 25 years. His late wife, Katherine, made several generous donations to the scholarship fund in his memory.

**Gertrude A. Butera** — Gertrude Butera's unrelenting fundraising efforts have helped the scholarship grow since its inception in the mid-1980s to a sustained fund that rewards exemplary SUNY undergraduates. She was named an honorary trustee in 1993.



## UUP College Scholarship Fund Undergraduate

One-time scholarships of \$3,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarships in 1988.

### Who's Eligible

*College/university attended:*

*Be in active, full-time attendance carrying a current load of at least 12 credits; and*

*Demonstrate dedication to labor union values and social justice.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

### How to Apply

A complete list of scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at **www.uupinfo.org** (click on Scholarships to get a fillable PDF application that can be emailed to [kplowman@uupmail.org](mailto:kplowman@uupmail.org)); or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-5143.**

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