

# UNITY

## Fighting for your rights: Intellectual property

Intellectual property owned by UUP members has been spotted on eight websites - [Study Blue](#); [Course Hero](#); [Study Soup](#); [Chegg](#); [OneClass](#); [Gradebuddy](#); [Quizlet](#); and [StuDocu](#).

UUP members who believe their materials are on one or more of these sites without their permission should contact Dangler via email at [jdangler@uupmail.org](mailto:jdangler@uupmail.org) or by phone, at 1-800-342-4206. Faculty should take these steps to determine if their materials are

being posted without permission:

- Check the eight websites above, or any websites that you suspect may be posting your materials.

- Make sure that your work—including course syllabi and other materials—has a copyright notice. Please view the flyer, (posted on page 2), for more information.

Add this disclaimer to all of your materials: "Reproduction of this material is prohibited without the author's consent."



### CONTACT US

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Visit us on the web at [www.uuphost.org/cobleskill/](http://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](http://www.studyblue.com)  
 Course Hero: [www.coursehero.com](http://www.coursehero.com)  
 StudySoup: [www.StudySoup.com](http://www.StudySoup.com)  
 Chegg Study: [www.chegg.com](http://www.chegg.com)  
 OneClass: [www.oneclass.com](http://www.oneclass.com)  
 Gradebuddy: [www.gradebuddy.com](http://www.gradebuddy.com)  
 Quizlet: [www.quizlet.com](http://www.quizlet.com)  
 StuDocu: [www.studocu.com](http://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](mailto: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](http://goo.gl/EUaYta)




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**UUP**  
**Fall 2019**  
**DA**

October 25 –26, 2019

Westchester Hilton  
Rye, New York

Delegates

Bill Tusang  
Christina Trees  
Chad Hisert  
Joseph McCarthy  
Wendi Richards



Raises, retro pay on the way

**Your Union Contract**  
**At Work!**

**FAST  
FACTS**

**New Contract Provisions**  
**Take Effect July 1, 2019**

**2016-2022 State/UUP Agreement**

Raises, retro on the way Fact Sheet *(continued on page 9)*

**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](http://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  
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# UUP-NYS Negotiations Over Salary Compression Adjustments

Dear Colleagues:

As you know, during the most recent round of contract negotiations, we reached an agreement with the State of New York which stipulates that salary compression and inversion – when found to be significant – are to be addressed in a mutually agreed upon process.

Appendix A-41 to the 2016-22 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.

Salary compression occurs when there is little or no difference in pay – but significant differences in skill level, responsibility, qualifications, or seniority. Salary inversion occurs when salary

compression, left unadjusted, results in new hires and less senior employees receiving salaries that are greater than more senior co-workers. Salary compression and inversion arises generally from a combination of factors including market forces disproportionately impacting starting salaries and insufficient pay increases tied to promotion and years of service.

As a result of continuous work since October 2018, state-level negotiations over the final methodology for analyzing salary compression and inversion at each campus and the process for distributing salary adjustments as a result of that analysis, are progressing well. Work will continue through the summer months and we expect to be able to report more details early in the fall semester. While this work continues, campuses have been instructed by SUNY to begin collecting the employee data (for both academics and professionals) needed to prepare for the salary analysis. They have not been given final instructions for completion of the analysis or for disbursement of the salary adjustments that will follow from that analysis. The state-level Executive Committee will finalize those instructions over the summer.

The 2016-2022 State/UUP Agreement earmarks one-half of

the discretionary salary pools (or 0.5% of total UUP bargaining unit basic annual salaries at each campus) in 2019, 2020, 2021, and 2022 for distribution to address salary compression and inversion. The first of these distributions must occur by December 31, 2019. (Article 20.8, 20.10, 20.12 and 20.13). This new contract provision covers full-time and part-time Professionals and Academics.

We will keep you posted, to the greatest extent possible, as the process is finalized over the next several months. Lastly – Chapter Presidents – please distribute this message through your chapter membership email distribution lists.

In Solidarity,  
Fred Kowal

# Raspberry Iced Tea Punch

## Ingredients:

- 2 nectarines, pitted and sliced
- 1 pint fresh raspberries
- 1 lemon, sliced
- 20 fresh mint leaves, plus more for garnish
- 3 cups tea, freshly brewed, sweetened to taste and chilled
- 1 bottle sparkling white wine
- Ice

Fill a large pitcher with the nectarines, raspberries, lemon and mint. Then add your tea and let sit for about 5 minutes to infuse. Once you're ready to serve add the sparkling white wine. Pour in glass with ice. Garnish with mint.



## Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller		<b>J. DOE</b>		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			
<b>EARNINGS</b>							
	Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	TAX DATA
Regular Pay Salary Employee			3456.78			45,678.90	Federal 4
Location Pay			56.78			678.90	State 4
							NYC 2
							Yonkers 0
<b>TAXES</b>							
			Current			YTD	
							Fed Withholding 3,456.78
							Medicare 5,678.90
							Social Security 3,456.78
							NY Withholding 5,678.90
							4,567.89
<b>DEDUCTIONS</b>							
			Current			YTD	
Regular Before Tax Health			456.78			1,234.56	
Supplemental Ret. Annually Prog.			678.90			5,678.90	
TIAA Retirement Before Tax			56.78			1,234.56	
							34.56
							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](http://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

UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
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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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## **UUP Executive Board Members**

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(518) 255-5015

Emma Paden, Treasurer

Kevin Moore, Officer for Contingents & Part Time Members

(518) 255-5767

Thomas Hickey, Grievance Chair

(518) 255-5106

Mitch Tomaszewicz, Membership Chair

(518) 255-6244

TBA, Affirmative Action Officer

Salvador Rivera, Vote-Cope Coordinator

(518) 255-6238

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mseidel@uupmail.org

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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.