

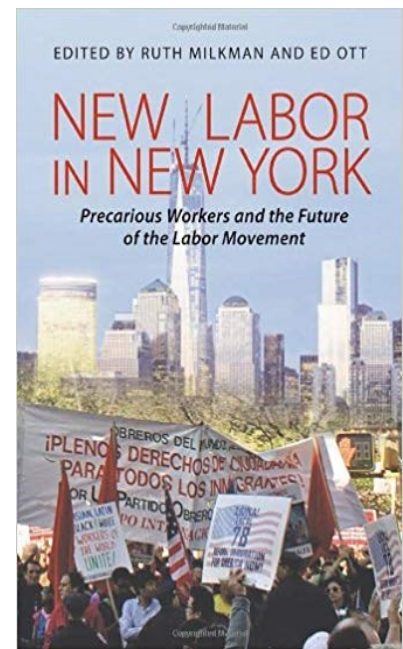
# UNITY

## UUP seeks online ed. input from members

By Frederick E. Kowal  
President

To prepare for discussions with the state UUP seeks input from Academics and Professionals on SUNY's new initiative to expand online education. Our objective is to accurately represent concerns about the impacts of online education on terms and conditions of employment, including workload, compensation, intellectual property protection, the need for resources and support systems, involvement of private companies, etc. Please direct colleagues to the following link, which provides background

*(continued on page 2)*



### CONTACT US

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Niagara Falls—The American Side

## Online ed. input from members

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information and access to a new web portal members can use to submit comments and suggestions.

<http://uupinfo.org/negotiations/onlineed.php>

UUP will discuss online education with SUNY and the Governor's Office of Employee Relations pursuant to Appendix A-13 in our 2016-2022 contract, which states the following: "As soon as practicable after a fully executed agreement, appropriate GOER, SUNY, and UUP designees shall meet to discuss and review issues of mutual concern related to the impact of online education initiatives on bargaining unit employees."

In solidarity!

## 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)*



Flag Day—June 14, 2019

UUP  
Fall 2019  
DA

October 25 –26, 2019

Westchester Hilton  
Rye, New York

Delegates

Bill Tusang  
Christina Trees  
Kathy Johnson  
Joseph McCarthy  
Wendi Richards



Bill Tusang (L) and Bruce Wright (R) Retired Honoree  
UUP May 2019 End-of-Year Membership Meeting/BBQ

## 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>

# EDUCATION SUMMER

## MEMBER ORGANIZING INSTITUTE

*Paid fellowships to empower members to engage colleagues in conversations about UUP*

**WHO:** UUP members are encouraged to enroll in either of the upcoming NYSUT Member Organizing Institutes. Volunteers will be trained in member engagement and communications skills, and take a leading role in the campaign to promote members' rights and to fight for educational justice.

**WHAT:** Attendees should feel comfortable having on-to-one conversations with colleagues at their homes. The conversations should be engaging and are meant to build lasting relationships among union members.

All participants will be expected to:

- Commit to 18 or 12 (four-hour) shifts over the duration of the program
- Attend a two-day training sessions. (Lodging and meals provided)
- Accept observation and constructive feedback from and maintain regular communication with their assigned mentor throughout the program
- Be comfortable with the basic navigation of a smartphone
- Be on their feet walking for most of their shift, including in inclement weather and after dark. Driving between houses may be required as well.

Fellows who complete the training and required work will receive an \$1,800 (18-shift option) or \$1,200 (12-shift option) stipend, plus reimbursement for travel.

**WHEN & WHERE:** June 28-30—NYSUT Headquarters, Latham  
July 11-13— NYSUT Headquarters, Latham

**HOW:** To apply for June 28-30, go to <https://tinyurl.com/StatewideMOIJuneApplication>  
To apply for July 11-13, go to <https://tinyurl.com/StatewideMOIJulyApplication>  
Once accepted, you'll need to register for accommodations.

### DEADLINE TO APPLY: To Be Determined

For more information, contact Yvette Gedeon at [ygedeon@uupmail.org](mailto:ygedeon@uupmail.org) or at (518) 640-6600



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

## The History Of Flag Day

(<http://www.usflag.org/history/flagday.html>)

The Fourth of July was traditionally celebrated as America's birthday, but the idea of an annual day specifically celebrating the Flag is believed to have first originated in 1885. BJ Cigrand, a schoolteacher, arranged for the pupils in the Fredonia, Wisconsin Public School, District 6, to observe June 14 (the 108th anniversary of the official adoption of The Stars and Stripes) as 'Flag Birthday'. In numerous magazines and newspaper articles and public addresses over the following years, Cigrand continued to enthusiastically advocate the observance of June 14 as 'Flag Birthday', or 'Flag Day'.

On June 14, 1889, George Balch, a kindergarten teacher in New York City, planned appropriate ceremonies for the children of his school, and his idea of observing Flag Day was later adopted by the State Board of Education of New York. On June 14, 1891, the Betsy Ross House in Philadelphia held a Flag Day celebration, and on June 14 of the following year, the New York Society of the Sons of the Revolution, celebrated Flag Day.

Following the suggestion of Colonel J Granville Leach (at the time historian of the Pennsylvania Society of the Sons of the Revolution), the Pennsylvania Society of Colonial Dames of America on April 25, 1893 adopted a resolution requesting the mayor of Philadelphia and all others in authority and all private citizens to display the Flag on June 14th. Leach went on to recommend that thereafter the day be known as 'Flag Day', and on that day, school children be assembled for appropriate exercises, with each child being given a small Flag.

Two weeks later on May 8th, the Board of Managers of the Pennsylvania Society of Sons of the Revolution unanimously endorsed the action of the Pennsylvania Society of Colonial Dames. As a result of the resolution, Dr. Edward Brooks, then Superintendent of Public Schools of Philadelphia, directed that Flag Day exercises be held on June 14, 1893 in Independence Square. School children were assembled, each carrying a small Flag, and patriotic songs were sung and addresses delivered.

In 1894, the governor of New York directed that on June 14 the Flag be displayed on all public buildings. With BJ Cigrand and Leroy Van Horn as the moving spirits, the Illinois organization, known as the American Flag Day Association, was organized for the purpose of promoting the holding of Flag Day exercises. On June 14th, 1894, under the auspices of this association, the first general public school children's celebration of Flag Day in Chicago was held in Douglas, Garfield, Humboldt, Lincoln, and Washington Parks, with more than 300,000 children participating.

*(continued on page 6)*

## The History of Flag Day *(continued from page 5)*

Adults, too, participated in patriotic programs. Franklin K. Lane, Secretary of the Interior, delivered a 1914 Flag Day address in which he repeated words he said the flag had spoken to him that morning: "I am what you make me; nothing more. I swing before your eyes as a bright gleam of color, a symbol of yourself."

Inspired by these three decades of state and local celebrations, Flag Day - the anniversary of the Flag Resolution of 1777 - was officially established by the Proclamation of President Woodrow Wilson on May 30th, 1916. While Flag Day was celebrated in various communities for years after Wilson's proclamation, it was not until August 3rd, 1949, that President Truman signed an Act of Congress designating June 14th of each year as National Flag Day.



## Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller		J. DOE		Total Gross		Fed Taxable Gross	
				Current	3456.78	1234.56	
				YTD	45,678.90	34,567.89	
Advice #	123456789	Pay Start Date	11/10/2019	Net Pay <b>1,234.56</b>			
Advice Date	11/10/2018	Pay End Date	11/24/2019				
Department ID	1234	Pay Rate		56,789.10			
<b>EARNINGS</b>							
	Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	TAX DATA
Regular Pay Salary Employee		3456.78			45,678.90	678.90	Marital Status 4 4
Location Pay		56.78					Allowances 2 0
<b>TAXES</b>							
		Current	YTD				Federal State NYC Yonkers
Fed Withholding		3,456.78	12,345.67				
Medicare		5,678.90	4,567.89				
Social Security		3,456.78	1,234.56				
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		66.78	1,234.56				34.56 498.78

### CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

**Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>**

## The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.



# All UUP Members: Your **HOME** Financing **SOLUTION** Starts **HERE**

## TREMENDOUS COST SAVINGS

UUP Members **SAVE BIG** with Our UnionDirect™ Program

Whether you're looking to purchase or refinance your home, all UUP Members, including their family, receive significant savings with our special UnionDirect™ Program. Plus, we offer flexible financing options to give you the best possible mortgage available today.



### Save Big With:

- NO Application Fees
- NO Processing Fees
- NO Commitment Fees
- NO Underwriting Fees
- NO Broker Fees
- Reduced Title Fees
- Reduced Attorney Fees
- Concierge Service

### Flexible Financing Options Including:

- As Low as 3% Down Programs
- 100% Financing for Veterans
- Conventional Financing
- Home Renovation Financing
- Second Home/Investment Property Financing
- Jumbo Loans
- Reverse Mortgages
- First-Time Homebuyer Specialists



WE ARE VA HOME LOAN SPECIALISTS FOR PURCHASE AND REFINANCE



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[mortgagecorp.com/uniondirect](http://mortgagecorp.com/uniondirect)



Photo: Shawn Dwyer © 2018 Union Direct Real Estate



# 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.  
BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG) | [BENEFITS@UUPMAIL.ORG](mailto:BENEFITS@UUPMAIL.ORG)





## New York State/UUP Joint Labor-Management Committees Programs

The negotiated programs administered by the New York State/United University Professions Joint Labor-Management Committees are designed to address mutually identified needs and goals of UUP members and the State University of New York.

The programs exclusive to UUP bargaining unit members are:

### **AFFIRMATIVE ACTION/DIVERSITY**

The Affirmative Action/Diversity Program is designed to assist UUP members in the areas of equal employment and affirmative action.

Funds are made available for:

- The Dr. Nuala McGann Drescher Leave Program—Designed to assist employees to prepare for permanent or continuing appointments. Preference given to minorities, women, persons with disabilities, or employees with military status.

- The Grants for Employees with Disabilities Program—Provides funding for additional disability related expenses incurred because of the disability for professional work-related activities. It is not intended to replace accommodations, which the campus must provide under the Americans with Disabilities Act (ADA).

### **EMPLOYMENT**

The Employment program assists employees facing potential displacement due to programmatic changes or reductions, curtailments, relocations, reallocation of resources, consolidations and technological changes. Programs include making state job opportunities and resources available, transitioning to work in the labor market beyond state employment, and training or retraining of retrenched or high-risk employees.

Funds are available for:

- The Employment Counseling and Placement Program—Assists retrenched employees or those perceived to be at high risk of retrenchment. Areas funded include resume preparation, testing, books, supplies, counseling and placement fees, and travel costs.

- The Retraining Fellowship Program—Assists retrenched employees, those notified of retrenchment or are perceived to be at high risk of retrenchment or whose retraining would accommodate shifting program needs.

- The Enrollment Enhancement Program—Provides funding to academic departments experiencing declining student enrollments for a project or activity that significantly enhances student enrollment.

### **PROFESSIONAL DEVELOPMENT**

The Professional Development program is used for professional development activities, such as providing training to improve job performance, assisting employees in developing their full professional potential, and preparing for advancement. Funds are made available for:

- Individual Development Awards—This program is the largest of all NYS/UUP JLMC programs. Proportional allocations are assigned to each campus based on unit member population. Award decisions and deadline dates are determined by campus Professional Development Committees. Fifteen percent of funds are set aside for part-timers.

- Leave for Calendar Year Employees Program—Provides release time and salary for a replacement to assist eligible employees to participate in activities to develop their full professional potential and to prepare for advancement.

- Online and Self-Study Courses—A series of online self-study courses available to employees to further their professional development. These courses may be of particular use to supervisors or those interested in becoming supervisors.

### **SAFETY AND HEALTH**

The Dr. Herbert N. Wright Memorial Safety and Health Training Award Program provides safety and health and environmental training for employees to refine or develop skills to increase job effectiveness.

### **TECHNOLOGY**

The Technology Grants Program facilitates projects of activities that positively affect employment through the application of technology.

### **CAMPUS GRANTS**

The Campus Grants Program is intended to fund projects or activities that address mutually identified needs that are not provided by the campus.

The JLMC programs—funded by monies negotiated in the *Agreement between New York State and United University Professions*—are administered by six committees comprised of equal numbers of State and UUP representatives.

The Campus Grants Committee encompasses all the programmatic committees. Funding is provided for unit members' needs, such as making the workplace safer, encouraging and promoting professional development, expanding affirmative action/diversity opportunities for underrepresented groups, and providing creative technological needs that are not provided by the campus.

[Click here for application information](#)

## UUP Executive Board Members

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(518) 255-5119

Wendi Richards, VP Professionals

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## 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.